	Functional	Weak Matrix	Balanced Matrix	Strong Matrix	Projectized
Description	Traditional organization with a direct supervisor. Employees are organized by tasks or specialty.	The PM and FM share responsibility, with the FM having more authority.	The PM and FM share responsibility, with each having equal authority.	The PM and FM share responsibility, with the PM having more authority.	Projects do not exist under functional departments. The PM has sole management authority. Sometimes team members are co-located.
Authority of project manager	**Very low.**	**Low.**	**Low to medium.**	**Medium to high.**	**High.**
Resource availability	Very low.	Low.	Low to medium.	Medium to high.	High.
Project manager involvement	**Part-time.**	**Part-time.**	**Full-time.**	**Full-time.**	**Full-time.**
Staff involvement	Part-time.	Part-time.	Part-time.	Full-time.	Full-time.
Advantages	The FM holds accountability for the project.	The PM gets some authority to manage the project.	The PM and FM share the responsibility of the project.	The PM gets more authority to assign resources and manage the project.	The PM has full authority to staff and manage the project.
Disadvantages	The PM holds little or no authority.	The FM can see the PM as a threat and cause conflict.	The PM and FM can be confused about who manages what.	The FM may feel out of the loop.	The PM holds accountability for the project.