Organizational Design and Structure,

What is an Organization?

An **organization** is a:

system of consciously coordinated activities or forces of two or more persons,

an open system, meaning that its survival and operation depends on constant interaction with its environment,

Open System Theory:

Open: Organizations are open to, and influenced by, their environments,

System: Movement in one part leads to predictable movement in another,

Organizations:

1. import resources,
2. transform it into a product characteristic of organizational processes,
3. export the product, and,
4. re-energize from sources in the environment,

**Organizational Design:**

Organizational structure is the vertical and horizontal configuration of departments, authority, and jobs within an organization,

Organizational design is the process of constructing and adjusting an organization’s structure to achieve its business strategy and goals relative to its environment,

By differentiating and integrating both tasks and roles, organizational structure determines organizational process (activities that transform input into output) by clarifying :

1. Formal lines of authority and responsibility,
2. Formal systems of communication, coordination, and integration,