**BU 398 (S2021) Analyze the Structure of LSBE**

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1. Identify the type of organizational structure (functional or divisional) you think is used in the Lazaridis School and provide evidence to support your conclusion – a drawing or organizational chart will help. What implications do you think this organizational structure might have for your education here? What pros/cons can you identify? How could the cons be overcome?

**Organizational Structure:**

* Divisional structure
  + Breakdown is by faculty (business, economics, mathematics), and then each faculty has its own faculty head, academic advisors, teaching assistants, lecturers/professors, etc.
  + Likely that each faculty also has its own HR team
  + Tangibly evidenced by looking at the academic calendar – where it breaks down Lazaridis by faculty, and by different student programs, course schedules, etc.

**Implications:**

* Easier for students to receive specific support for their program
* More difficult for students/faculty to transfer between departments
* Some concepts (e.g. price elasticity) may be re-taught by multiple faculties to students in the same program
* Students may find it difficult to find the most knowledgeable faculty member for a certain general topic

**Pros:**

* Higher student satisfaction
* Flexibility – easier to alter course/program content based on changes in external environment
* Easy to add additional faculties
* Increased communication between each faculty
* Research within faculties can be more specialized

**Cons:**

* Inefficient communications across faculties (e.g. exam schedules)
* Standardisation across faculties is more difficult
* More expensive to maintain multiple faculties – due to duplication of certain efforts (e.g. 3 HR teams instead of 1)

**Overcoming the cons:**

* Attempt to create more systems for communication, coordination, and integration across faculties, to eliminate duplication of content being taught multiple times, and to facilitate conflicting exam schedules
* Can alter some departments (within faculties) to be more functional (e.g. HR, academic advisors), but leave faculties separate (e.g. faculty head, professors/TSs)
  + Create more of a hybrid divisional structure, to create greater efficiencies at a lower cost