

Designing Work Organization

Session 3-4

Prof. Parijat Lanke

Design Choices

- Differentiation & Integration
- Centralization & Decentralization
- S.O.P. & Mutual Adjustment

Differentiation

- Vertical Differentiation
- Horizontal Differentiation

Is one better than other?

Problem with Differentiation?

Integration Mechanisms

- Hierarchy of Authority
- Direct Contact
- Liaison Role
- Task Force
- Team
- Integrating Role
- Integrating Department

Centralization vs. Decentralization

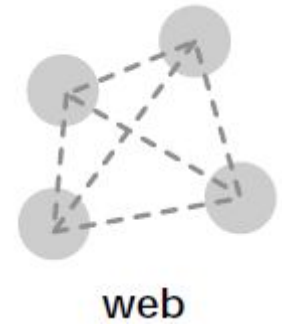
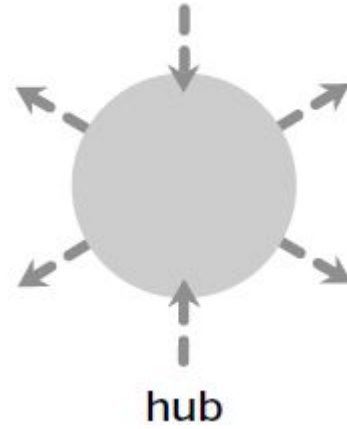
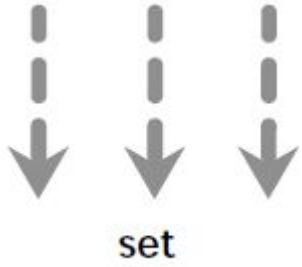
Who gets to make decisions?

Mechanistic ----- Organic

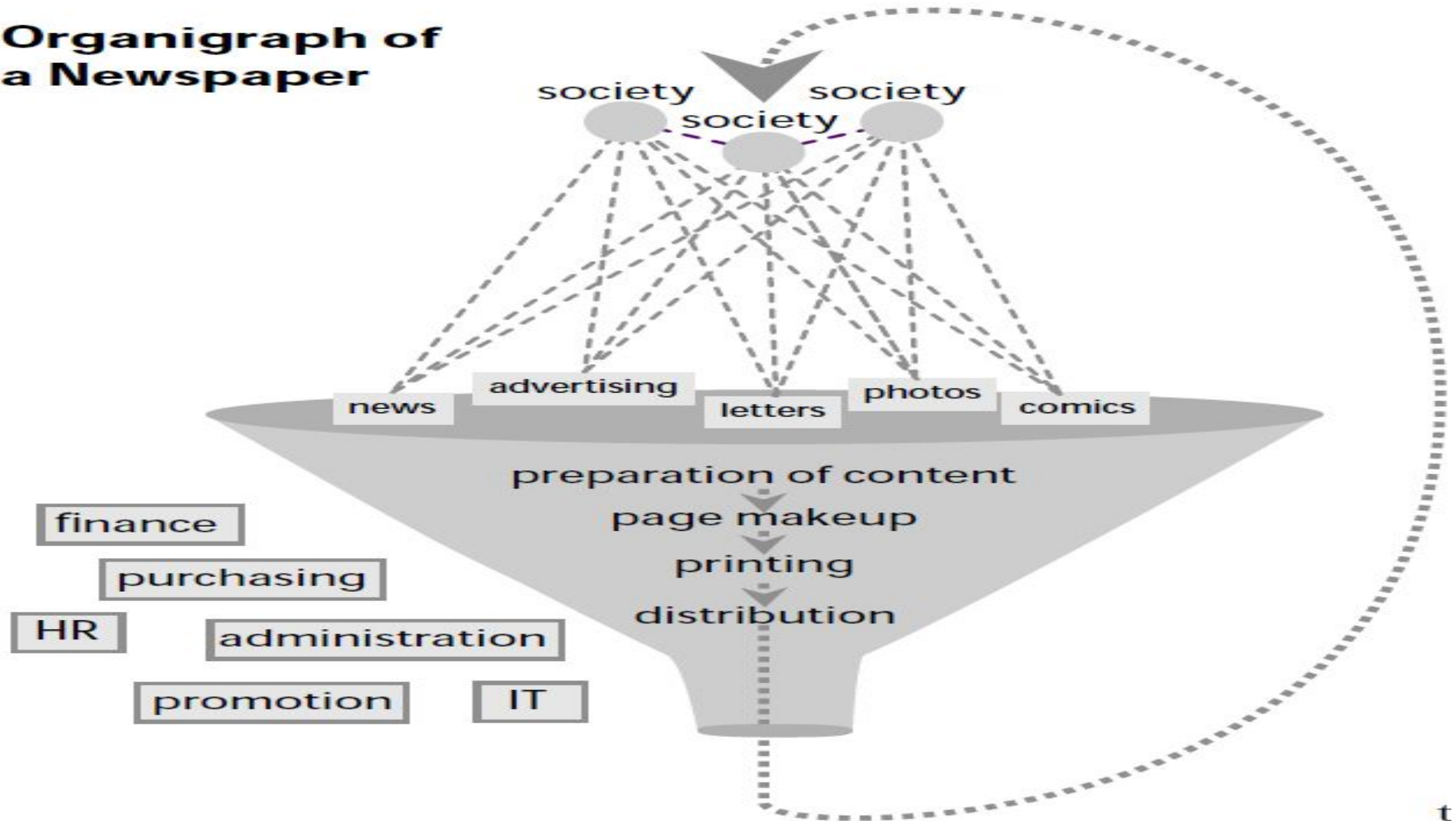
Structure Types

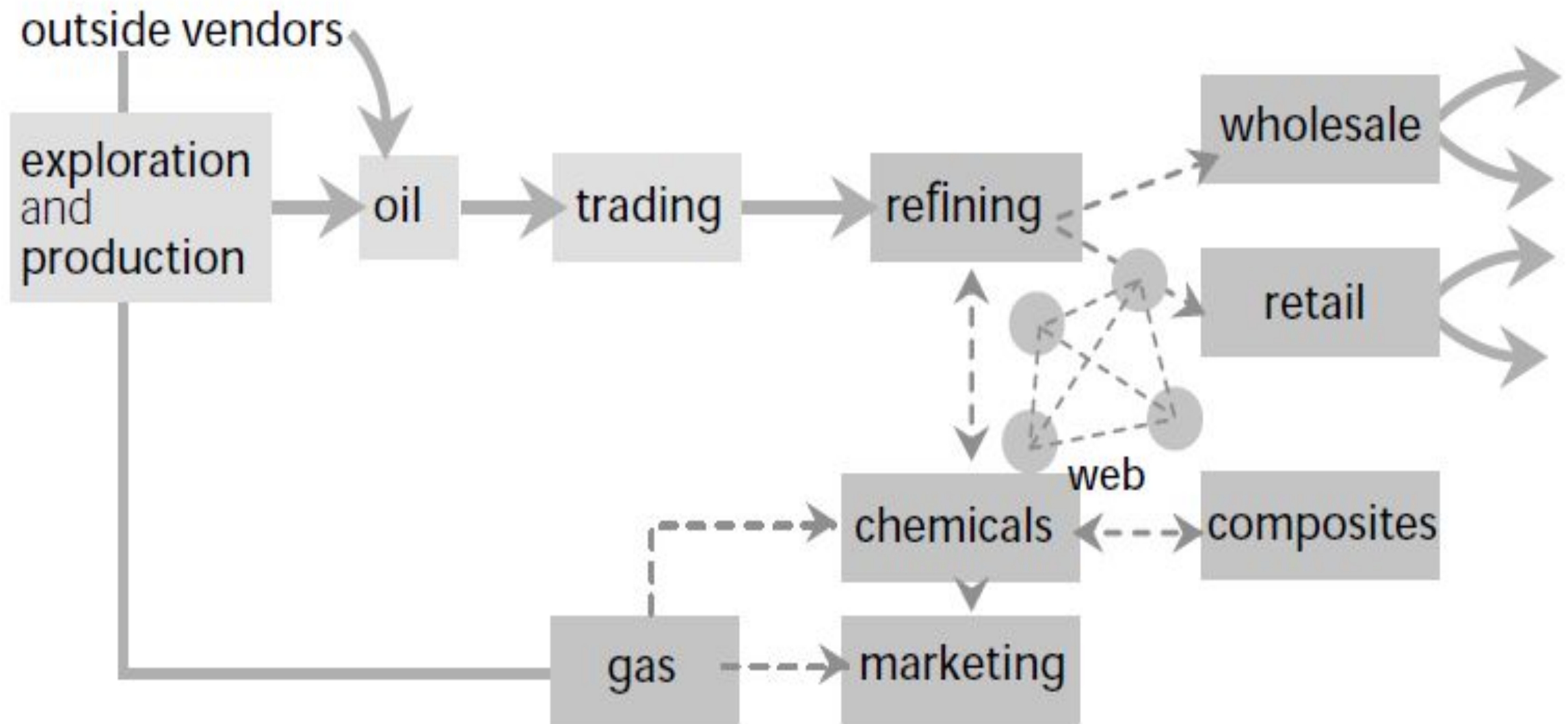
- Organization/management centric
- Crowd centric
- Employee centric (<https://www.youtube.com/watch?v=tJxfJGo-vkl>)

Organigraph



Organigraph of a Newspaper

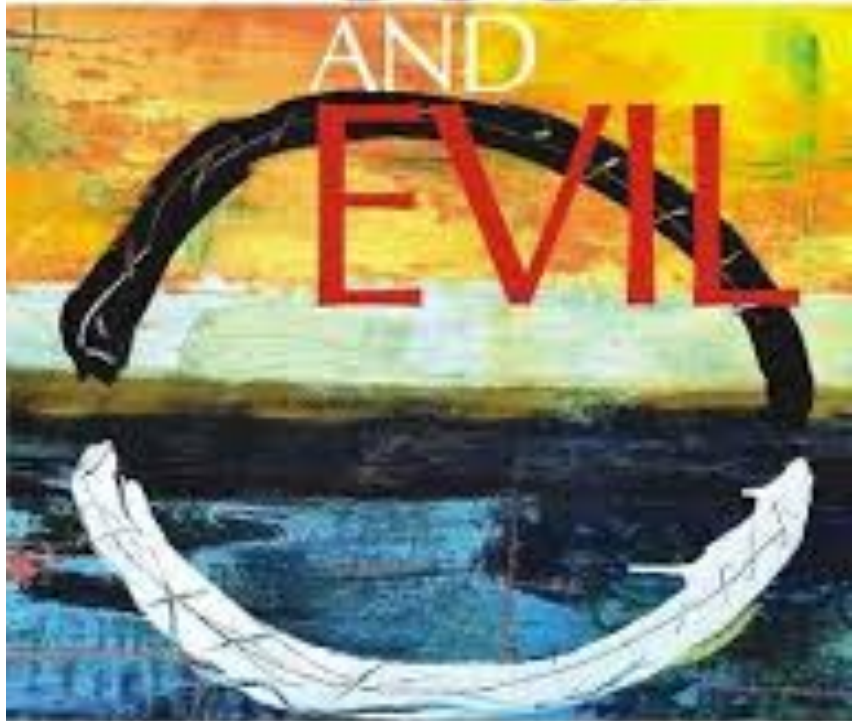




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FRIEDRICH
NIETZSCHE
BEYOND
GOOD

AND
EVIL



THANK YOU