

Chapter 14

- Elements of Organizational Structure

- Organizational design is the process of selecting and managing aspects of organizational structure and culture to enable the organization to achieve its goals. Organizational structure is the formal system of task, power, and reporting relationships in an organization. An organizational chart captures the chain of command and reporting relationships in graphic form.
- An organization's structure affects its culture and, thus, the way employees behave. Effective organizational structures facilitate communications throughout the company and make work processes more efficient and effective. This enables the company to best execute its business strategy. Organizational structure is related to employee satisfaction, commitment, and turnover.

- Characteristics of Organizational Structure

- An organization's structure reflects its division of labor, span of control, hierarchy, formalization, and centralization. See the following table for a description of each of these characteristics.

Table 14.1

Characteristics of Organizational Structure

Division of labor: the extent to which employees specialize or generalize

Span of control: the number of people reporting directly to an individual

Hierarchy: the degree to which some employees have formal authority over others

Formalization: the extent to which organizational rules, procedures, and communications are written down and closely followed

Centralization: the degree to which power and decision-making authority are concentrated at higher levels of the organization rather than distributed

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- Division of labor is important because when a job is specialized, employees become more efficient and more expert at it. This allows them to have greater autonomy and decision-making authority, increasing the firm's ability to respond quickly to environmental changes. But highly specialized jobs can isolate employees, making it hard for them to understand the needs of other parts of the company and increasing the potential for conflict.
- Span of control is important, because narrow spans of control (having fewer employees per manager) provide closer supervision and more coaching, which are helpful for novel and complex tasks. Wider spans of control give employees greater autonomy and responsibility and are best for routine, production-type work.

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Debra L. Nelson, James Campbell Quick



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