



## Designing an Effective Organization Structure

By Yasir Khan

GRIN Publishing Jan 2015, 2015. sonst. Bücher. Condition: Neu. Neuware - Seminar paper from the year 2015 in the subject Business economics - Personnel and Organisation, grade: 16, National University of Modern Languages, Islamabad (NUML), course: MS-Business Management, language: English, abstract: In line with Taylor, Fayol, and Weber's conceptualizations, traditional organization structures are essentially based upon the fundamentals of division of labor, need for supervision, and centralization or unity of command. Organizations following in the footsteps of these fundamentals may very well be regarded as effective as well as efficient, and are static (Takahashi & Takahashi, 2006). Nonetheless, this framework would not work for organizations that practice a more complex, turbulent, and uncertain cultures like those working on innovation and uniqueness. This is because the framework for static organizations has rigid divisions and labor specializations, which do not fulfill the requirement of agility and flexibility required by innovative organizations. Here flexibility and agility not only limit to the employee performance, but also extends towards overall organization's capacity to bend as per the newly rising demands and customer needs. Here innovations are being stressed-upon because in today's world, the survival of any organization depends largely upon its capability to innovate and grow...



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