

Principles of Organization Structure

Lukas Bretz*

Department of Management, Fraunhofer Research Institute for Mechatronic System Design IEM, Zukunftsmeile 1, 33106 Paderborn, Germany

Introduction

Specialization, according to the classicists, was the foundation of efficiency. Work division allows a group of people to achieve greater results. Jobs are broken down into single repetitive operations that are completed using specialised instruments. At a higher level, however, dividing jobs into manageable chunks and coordinating them can be difficult. The behaviourists and others have questioned the principle of specialisation [1]. Division of labour inevitably leads to fatigue, monotony, and boredom. While specialties increase operators' function interdependency, they also depersonalise their operations, leaving them with little meaning in their work. Furthermore, the functional interdependence of work activities produces stress and anxiety. At the executive level, specialisation leads to a separate set of issues. It has a tendency to divide the organisation. It has a tendency to divide the organisation into pockets of power and influence. Executives frequently see these domains as their own empires, focusing their attention on them at the expense of the organization's interests [2-5].

About the Study

Consideration of Objectives

Organization provides the framework that allows us to achieve our objectives. Objectives aid in the selection of activities and the framework of the project. Once the goals have been established, the organiser can easily combine activities, distribute power to those who have been allocated tasks, and coordinate their efforts for better results. Because objectives have a direct impact on the organization's structure, it's important to keep time in mind while you construct and design structures to help you achieve your goals. This idea is based on the notion that the organization's work activities and methods are acceptable to individuals and groups. In practise, however, there is frequently a misalignment between human demands and organisational objectives.

The scalar principle

The vertical dimension of an organization's structure is made up of levels of power that are structured in a hierarchy, starting with the chief executive and ending with the first-line supervisor. The presence of these levels is a constant feature of well-organized and coordinated group actions. Consider the members of a spontaneously formed group who volunteered to help push an automobile out of the mud. Someone decides it's a good idea to use signals and delivers the command, at which point everyone puts out their best effort in concert with the others. Clearly, a leader has arisen, resulting in a two-tiered organisation, with the leader at the top and the pushers below. The number of levels in a complex business organisation might be rather significant. The scalar principle states that an organisation is made up of two parts.

***Address for Correspondence:** Lukas Bretz, Department of Management, Fraunhofer Research Institute for Mechatronic System Design IEM, Zukunftsmeile 1, 33106 Paderborn, Germany, E-mail: lukas.bretz123@iem.fraunhofer.de

Copyright: © 2022 Bretz L. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Received: 02 May, 2022, Manuscript No. jbm-22-65383; **Editor Assigned:** 04 May, 2022, PreQC No. P-65383; **Reviewed:** 12 May, 2022, QC No. Q-65383; **Revised:** 17 May, 2022, Manuscript No. R-65383; **Published:** 25 May, 2022, 10.37421/2223-5833.2022.12.442

The principle of departmentalization

The logical grouping of related tasks and functions is a natural part of the organisation structure development process. Departmentalization entails examining everything that needs to be done and choosing the best way to group it without breaking the notion of homogeneity. As a result, financial components of the business can be organised in one section, marketing in another, and so on. Individuals differ greatly in the spectrum of activities that their abilities will allow them to undertake well, hence departmentalization is important. Another benefit is that it concentrates executive abilities on logical and interrelated problems, allowing top management to coordinate and control departmental activities. Departmentalization divides the task into smaller, more manageable chunks. Gluck saw four possible Departmentalization bases: purpose, process, and product.

The principle of unity of command

A commercial organisation needs a single leader who is in charge of all authority and responsibility, but this must be balanced with the efforts of the organised individuals below. Conflicts are reduced by having a single leader as the ultimate source of power. One executive serves as the locus of ultimate accountability, ensuring unity of effort, consistency of direction, good morale, and effective coordination. Subjecting a person to the authority of more than one immediate superior has the effect of dividing his loyalty and causing him to act erratically.

The principle of span of control

It must be accepted that a manager's ability to properly supervise a large number of subordinates has a limit, but what that limit should be remains an open subject. This principle includes two more variables in addition to the integers. The first is the higher executive's ability to accomplish his job effectively, and the second is the executives' ability to supervise. Because these characteristics vary so much from person to person, it's difficult to justify assigning a fixed number of subordinates to be supervised by the manager.

The principle of flexibility

The purpose of an organisation is to achieve a set of objectives. The surroundings, as well as the people who make up the organisation, are always changing. To deal with these changes and achieve its goals, the organisation needs to be constructed with enough flexibility. A flexible organisation may endure stresses while also responding to actual change demands without substantially affecting the primary functions of its many parts.

Conclusion

This idea states that each region and function of a company should perform at a high level in order to contribute equally to the overall goal. The inclination to break the work into small components causes problems with equilibrium. If sub-division is taken too far, the problem of timing, coordination, and integrating task sequences becomes extremely difficult to solve. The concept of balance can be applied to both organisational structures and functions and processes. Business expansion, whether rapid or gradual, creates pressures that disrupt the organisational balance. As a result, organisational structure adjustments should be undertaken after careful evaluation of balance and without relying too much on a single type of structure. Vertical and horizontal dimensions should be kept in a blanked connection with one another.

Conflict of Interest

None.

References

1. Butz, Markus, Florentin Worgotter and Arjen Van Ooyen. "Activity-dependent structural plasticity." *Brain Res Rev* 60 (2009):287-305.
2. Papadopoulos, Lia. "Development of structural correlations and synchronization from adaptive rewiring in networks of Kuramoto oscillators." *Chaos: Interdis J Nonlinear Sci* 27 (2017): 073115.
3. Gong, Pulin and Cees Van Leeuwen. "Evolution to a small-world network with chaotic units." *EPL (Europhys Lett)* 67 (2004): 328.
4. Bassett, Danielle S and Edward T. Bullmore. "Small-world brain networks revisited." *The Neuroscientist* 23 (2017): 499-516.
5. Hellrigel, Stefan. "Adaptive rewiring in weighted networks." *Cognitive Sys Res* 55 (2019): 205-218.

How to cite this article: Bretz, Lukas. "Principles of Organization Structure." *Arabian J Bus Manag Review* 12 (2022):442.