5BCA5

Unit-1
COMPUTER CENTER MANAGEMENT

Organization

Organization is a Systematic arrange of people to accomplish some speific perpose every Organization is Composed of 3 elememens i.e people, goals & System each Organization has a distinct distinct purpos. This purpose is expressed as goals generally Each organization is Compored of People. Every Organization has a Systematic Structure that defines the limit of each member, Some members are managers alse Some are Operatives.

Social unit of a people i.e a Structur of managed to meet a need and to pursue Colective goals. All organization have management Structure that determind relationships between the different activities & the members, & Some Sub device & assigns soles, Responiblity & authority to Cannocut different task Organization are Open Systems one they effect & one effected by thoe invionment.
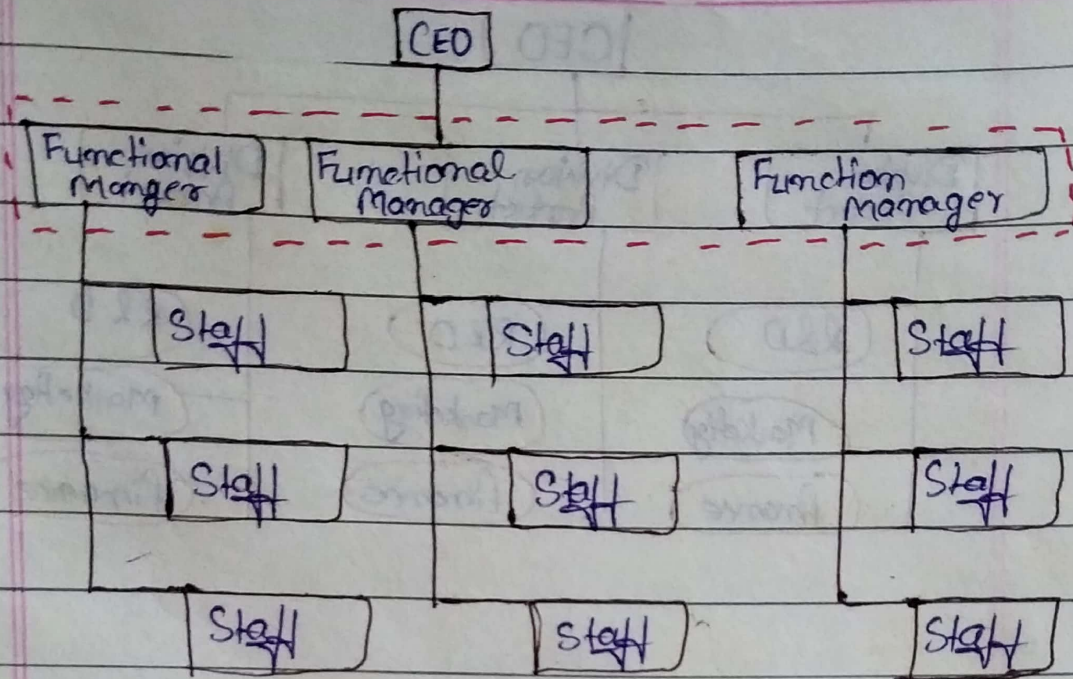
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Structure of Organization

Following are the structure of Organization that can be observed in modern business Organizations.

(i) Functional Structure:-

The Organization is Devided into segments based on the function when managing this allow the Organization to be hence the ifficiency of this junctional group on the example take S/w Company S/w engineer will only staff the inthe
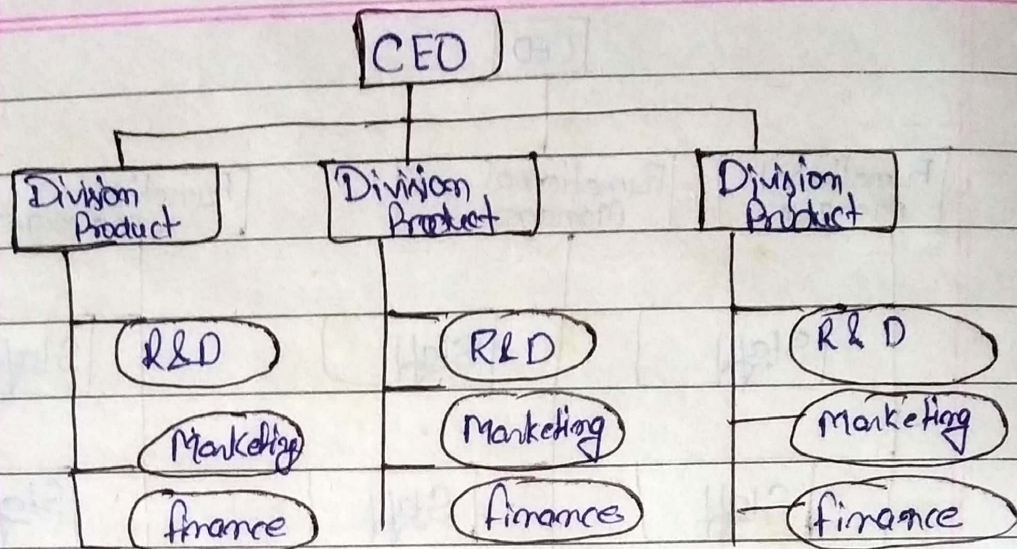
Management of this junctional group becomes easy effective. junctional Structure appear to be Successful in large Organization that produced high volumes of products & low cost. low cost can be achieved by such Company due to the ifficiencies withinte junctional group in this Case Organization may find it difficult to achieve Some Organization Objective at the end

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                    [CEO]
         ┌────────────┼──────────────┐
   ┌───────────┐ ┌───────────┐  ┌───────────┐
   │ Functional│ │ Functional│  │ Function  │
   │  Manager  │ │  Manager  │  │  Manager  │
   └───────────┘ └───────────┘  └───────────┘
         │             │              │
     ┌───────┐     ┌───────┐      ┌───────┐
     │ Staff │     │ Staff │      │ Staff │
     └───────┘     └───────┘      └───────┘
         │             │              │
     ┌───────┐     ┌───────┐      ┌───────┐
     │ Staff │     │ Staff │      │ Staff │
     └───────┘     └───────┘      └───────┘
         │             │              │
     ┌───────┐     ┌───────┐      ┌───────┐
     │ Staff │     │ Staff │      │ Staff │
     └───────┘     └───────┘      └───────┘
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(ii)   <u>Divisonal Structure</u>

This types of Organization devide the functional areas of the organizational to division. Each is equipped with its own resources in Ordered to function independentaly there can be many bases to defined divisions. Divisions can be define based on the geographyical basis product ' Services basis or any other measurement as an example take a Company such as general electrics. It can have microwave Division brind. Division etc. & this Divisions have there all marketing teams, finance team etc. In that sense each Division can be Considered as a micro Company with the main Organization.
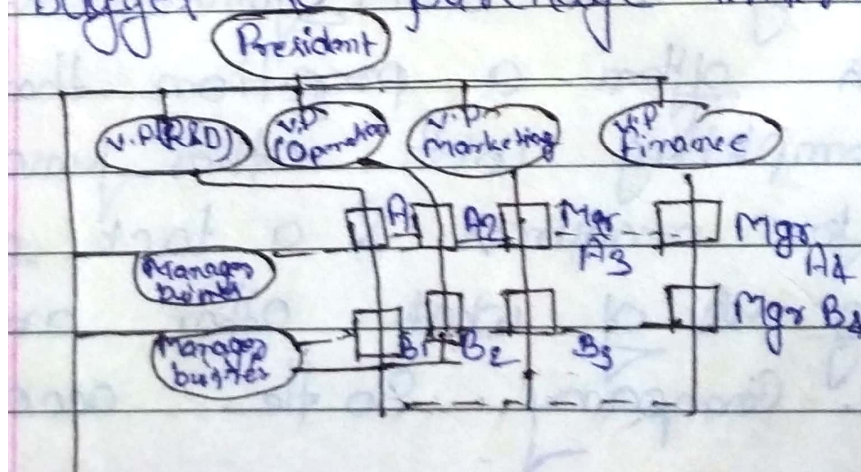
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                    ┌─────┐
                    │ CEO │
                    └──┬──┘
        ┌──────────────┼──────────────┐
   ┌─────────┐    ┌─────────┐    ┌─────────┐
   │ Division│    │ Division│    │ Division│
   │ Product │    │ Product │    │ Product │
   └────┬────┘    └────┬────┘    └────┬────┘
    ( R&D )        ( R&D )        ( R&D )

  (Marketing)    (Marketing)    (Marketing)

  (finance)      (finance)      (finance)
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(8/11/14) iii) Matrix Stucture :-

A matrix Organization Stucturis usualy Define as there are multiple reporting line i-e people have more than anformal boss. this may im- Corporate Solid lines (Direct Storing Reporting) & Doted lines & a weaker Relationship but Still indicating Some formal label of right to te individual time. Or Hmain multiple Solid one line more than one Boss. Matrix management is the practice of managing indivisuals with more than one Reporting line but it is also Commononly used to described managing cross Janctional, Cross business groep & other forms & of working that te traditional vertical business.

OR,

It is a permanent Organization design to achive. apesfic reserve by using teams of Speslist from different functional areas in the Organization in matrix Structure their are functional managers & product managers. A functional manager are in - change of all Spesfised resources Such as production, Quality Control, Seduling & marketing. Product or business group manager are incharge of one or more products & are authorised to prepaire strategies or Business group Stratergies & Call on the various functional manag- ers for the resources. The problem with this Structure is the negative effect of dull authority Similar to that of project Organization the functional manag- ger main loss Some of there authority because product managers are given the bugget to purchage internal resources.

Advantages of functional Structure :-

* Staff is managed by a personal. with expreense with in their same sperlist who can adequality understand & review then work.

* Staffers have the opputunity to move up within there functional areas which gives a reason for them to stay long term. the company gets the advantage of their expertise & company knowledge overtime.

* Staffers work with otheres in their field which allow for knowledge shairing & latent lateral jobs moves to tearm new skill.

Disavantage :-

* Functional areas may have dificulty in working with other functional areas. There is offten a preeption that they are completing with other functional areas for resources & a tack of under-standing of what other area do for the company. So the accounting

Departement may be upset that its Request for an additional head count is denied, but the Company financial Disert point to a need for additional ~~Stedi~~ Sales people rather than accounted

* As the Company grow larger the functional areas can become deficult to manage due to there Size. They can Become all most like small Companies oth there own, with there own cultures, facilities & management methods.

* Functional areas may becomes distracted by there own ~~to~~ goals & focus on them rather them own Overall Company Obje-tive. for instance there may be a desire by the IT Department to impliment new State of the art Computer System but Over all. Company objectives Support investement product in instread.

Advantages of Divisional Structure :-

Divisions work will because they allow a team to focus upon a single product or services with a leadership structure that supports its major strategic objectives. Having its precident or voicepresident makes it more likely to the Division will Recieve the resources it needs from the Company. Also Division a focus allow it to build a Common Culture & that Contributes both to higher moral & better knowledge of the Divisions portfolio. This is far prefable to having its product or service dispersed among multidepartements throught the organization.

Disadvantages :-

A Divisional structure also has weakness. a Company come prized of Competing division may allow office politics instead of sound strategic firm thinking to effects its view all such matters as allocation of Company resources. Thus one divisions act to um will Sometimes act to undermine another, Also divisions being break Compartementll

-zation that can lead to incomplectibitles.

* for e.g - Microsoft Buisness Software Divisions Develop the Social Connector in MS- office outlook 2010. They were unabel to integrate MS - Share point & windacs like untel until months after Social Connector Could interface with myspace & linkedin.

Advantage of Matrix Structure

* It can Helped to breakdown traditional Department varion improving Communication across the intire organization.

* Decentralized dision making.

* Improved invironmentral monitoring & fast to response to change.

* Avoid the need for several dependements to need regularly so reducing Cost & improving Co-ordination.