

25/11/14

# ORGANIZATION DECISION

## ✓ ORGANIZATIONAL DESIGN

Organizational Design is a Step by Step methodology which identifies dysfunction of work procedure, Structure & System them to feel Current business Realities/ goals & them the develope plans to impliment the new changes. The process focus on improving both the technical & people side of the business for most Companies the design process more effective. Organization design, Significantly improve Results (Profitability, Customer Service, internal process) & imployes who are empowered & Comomited to the business. The Organi- zational improvement that touches all aspect of Organizational life so we can archive

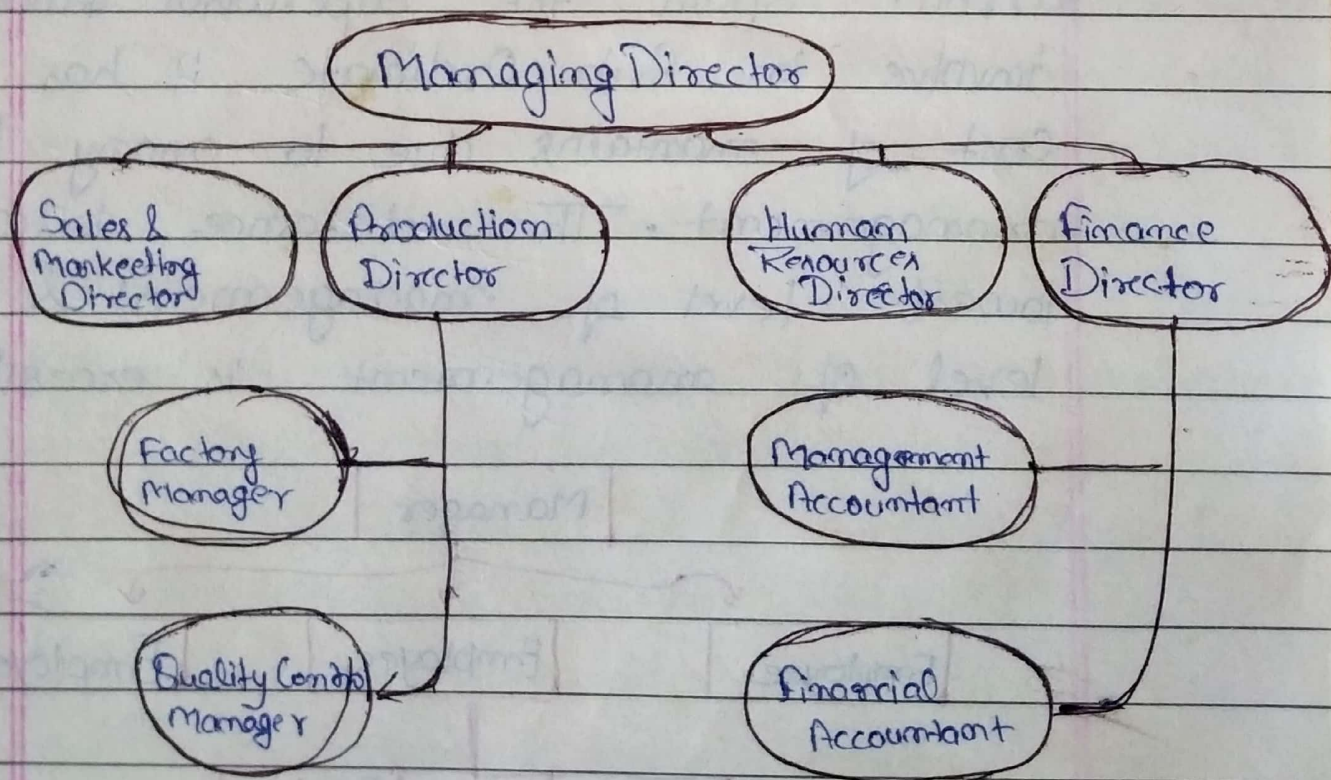
- \* Excellent Customer Service
- \* Increased profitability.
- \* Reduced Operating Cost
- \* Improved efficiency & Cycle time.
- \* A Culture of Committed & engaged employees
- \* A Clear Strategy for managing and growing our business.



## Span of Management :-

Span of Management means the no. of people managed efficiently by a single officer in an organization.

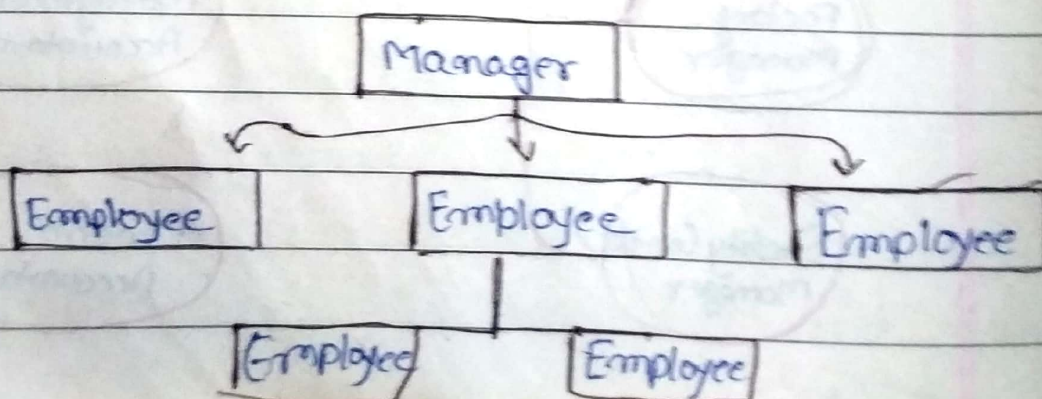
This is also called Spame of management, Span of authority, Span of Supervision & Span of Responsibility. The no. of members may be increased or decreased a/c to the nature of work done by the Sub-Ordinate or the <sup>ability</sup> availability of the Supervision - there for Span of Super vision refers to the Optimum no. of Sub Ordinates that a manager or Supervisor can manage or Control effectively.





## Organizational Structure with Narrow Span

The Objective Organization is to make human Co-Operate with each other effectively. The reason for levels of Organization is the limitation of the Span of management. In other words we can say that Organizational levels exist because there is a limit to the no. of person a manager can supervise effectively. A manager can supervise depends on Situation & type of Organization. In a Narrow Span Organizational Structure there are many levels of management. The power, rules & responsibilities delegated from top to bottom. In narrow span the Supervisor tend to get involve in Sub Ordinate it has high cost of maintains due to many levels of management. The distance between the lowest level of management & top level of management is excessive large.





## Organization Structure with Wide Span :-

In wide span organizational structure the level of management is few hence the cost incurred in maintaining the management level reduced scheduling significantly where the supervision & control is more effectively as the distance b/w the top level management & low level management is rather small.

A wide span of control forces managers to develop clear goals & policies delegate task effectively and select trained employees carefully. Since employees get less supervision they tend to take on more responsibility & have higher morale with high a wide span of control. In other hand managers with a wide span of control might become overloaded with work have trouble making decision and lose control over their subordinates.

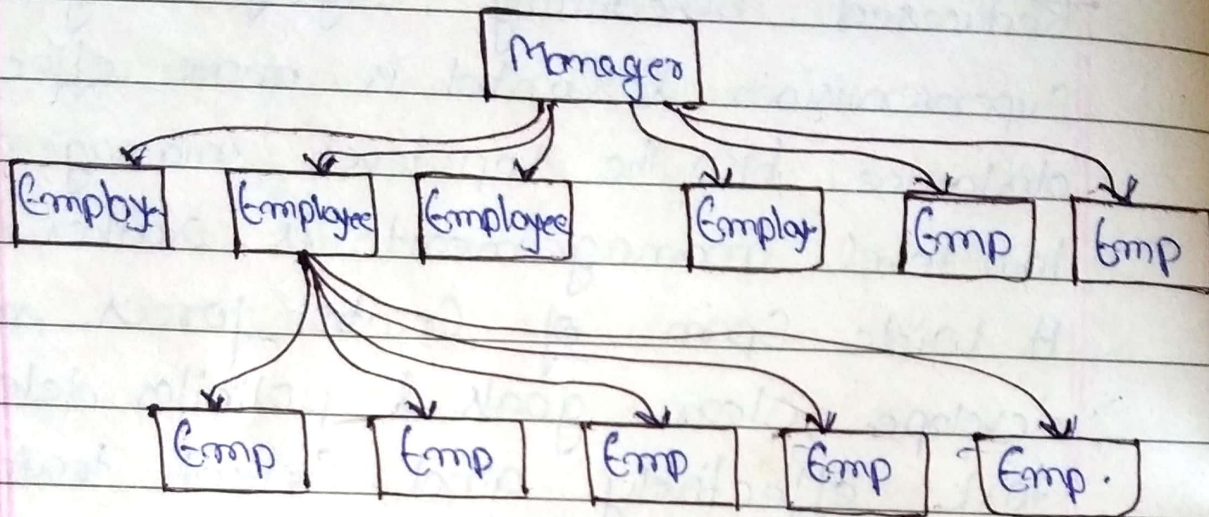
Wide span of control result in flat organization. A wide span of control is most appropriate when :-

- \* The work is Routine.
- \* Subordinates are highly trained.
- \* The supervision is highly capable.



\* The jobs are similar and performance measures are comparable.

\* Sub-Ordinates prefer autonomy to close Supervising Control.



## Organizational Structure Effects on human Behaviour

The effects of Organizational Structure on behaviour from several differences Source. Organizational Structure is grouping people to accomplish work it establishes Relationships among a business managers & workers giving them authority to Carry out Responsibilities grouping people together in a Certain way or prevents Specific behaviours, So knowing each Structure Shape employee behaviour