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## ОРГАНИЗАЦИОННАЯ СТРУКТУРА СОВРЕМЕННЫХ КОМПАНИЙ

Organizational structure. What does it mean?

Directors of most successful companies say that great role for there success was played by “good org. structure”

But it’s so difficult to identify what structure is really “good” because there are a lot of institutions and firms which working in different activities with different scale, and in different ways like economy, social part or production. But all of the world’s companies have there own organizational structures which need to reflect the cultural part of companies.

It’s so difficult to define most appropriate structure for organizations. We probably thought of an organizational chart as the first to defining structure. But chart always depict only working relationships between members of company which can be more important than strict reporting lines.

Most popular in pictorial representation of org. structure is organigraph. There are 3 types of org. structure’s representation:

Product structure (The main criterion of this structure is product which company produce. Advantage-easy to develop product and improve the motivation of staff).

Geographic structure (For organizations which have a lot of subsidiaries in many countries). The main criterion of this structure is placement of these subsidiaries. Disadvantage - This structure doesn’t present what the company really produces.)

Functional structure (The main criterion of this structure is activity of each department. Disadvantage- It’s so difficult and expensive to duplicate staff and support )

Henry Mintzberg’s approach to organizational structure. Henry Mintzberg- the most famous scientist in this part of economy, who created the model”how to construct a company”.

(Model consists of:

Strategic apex < The top management of the company>

Operating core <Employees who do the basic work of making products>

Middle line <Larger organizational manegers>

Techno structure <Staff not involved in day-to-day production. Intelligence work(financial department for example)

Support staff <Provide Service>

Ideology <Some traditions and beliefs of an organization which distinguish it from other organizations>)

Some factors to determine most appropriate org. structure

There are some factors which help to determine the most appropriate org. structure:

The organizational size

Dependence on other organizations

Degree of change the organization

The organizational strategy

The technology it uses

National culture

Alfred Chandler, Strategy and Structure

Alfred Chandler said “Strategy and Structure need to work together for success of the company.” And if firm changes up something in its strategy it needs to change its structure too otherwise it won’t working so good like before changing.