

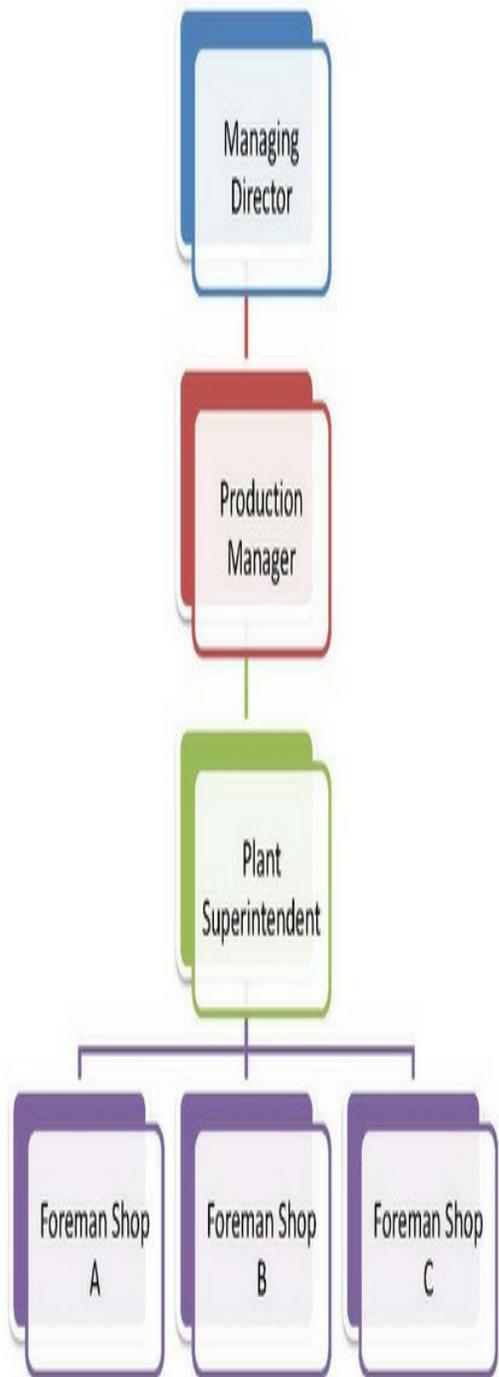
HRM 1104

Organization Management

Basic concepts and theories of the organization,
management principles, management processes,
management environment, functional organization
management, internal communication including

principles of human resource management and other relevant factors in organization management. This study also provides the case in point involving organization management.

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Types of Organization

Line Structure Organization

Meaning of Line Structure Organization: –

Line structure organization is the simplest and oldest form of organization structure.

Line Structure Organization

It is called as a scalar type of military or divisional or organization. Under this system, authority flows directly and

vertically downward from the top of the managerial hierarchy to different levels of managers and subordinates, and down to the operative level of workers. It is also known as the chain of command or scalar principle

Meaning of Line and Staff Organization: -
Line and staff organization, in management, approach authorities (For example: - managers) establish goals and instructions that are then met by employees and other workers. A line and staff

rganizational structure attempts to present a large and complex enterprise in a more flexible way without sacrificing managerial authority. Staff groups support those who are engaged in the central productive activity of the enterprise.

They back up their work. Staff groups help the organisation in analysing, researching, counselling, monitoring, and in evaluating activities.

Meaning of Functional Structure Organization:

- Functional Structure Organization is one of the most common structures of organization. They are grouped based on their specific skills and knowledge. Under this structure, the

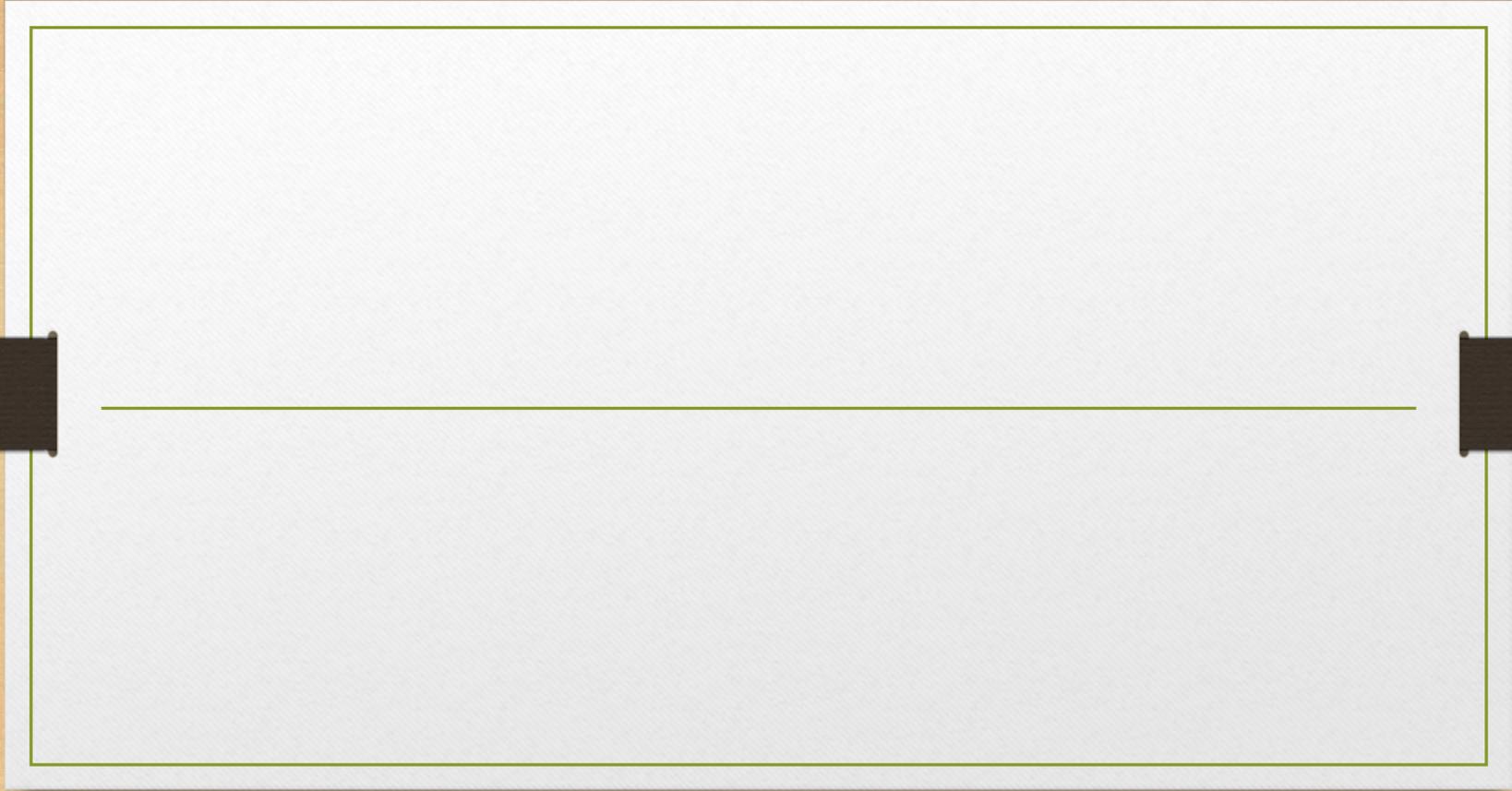
employees are divided into groups by the organization according to a particular or group of tasks. Where functional structures operate well in stable environments, where ~~business strategies have little inclination for~~ change or mobility, the level of bureaucracy makes it difficult for organizations to react quickly to market changes

Meaning of Matrix Structure Organization: –

A matrix organizational structure is a structure of organization in which some individuals report to more than one supervisor or leader, which is described as solid line or dotted line reporting

More broadly, it can also describe the management of cross-functional, cross-business groups and other work models that do not maintain rigid business units or silos grouped by function and geography.

For example, an employee may have a primary manager they report to as well as one or more project managers they work under.



Meaning of Project Structure

Organization: – A project structure organizational structure is used to determine the hierarchy and authority of people involved in a specific project.

his organizational structure is temporarily created for specific projects for a particular period, for the project to achieve the goal of developing a new product, specialize in various functional departments such as production, engineering, quality control, marketing research etc. and will be ready to work together.

Topics

Types of Organization

Process of Organizing

Organization Structure

Topics

Departmentation

Authority and Responsibility

Delegation

Element of Competency

Classical Organization Theory
Bureaucracy

Scientific Management
Fredrick Taylor

Neo-Classical Organization Theory

Modern Organization Theory

Types of Organization

Primary Organization

Secondary Organization

Formal Organization

Informal Organization

Profit Organization

Non- Profit Organization