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## An Overview of Organizational Structure

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**ABSTRACT:** Systematic reasoning is a manifestation of conceptualization of hierarchical structure. The organization, as a generality, is comprised of components, elements and structure. The arrangement incorporates strongly the connections between organizational elements defining the organization's philosophy of life. The systematic view of structure organization indicates that structure consists of hard elements on one side and soft elements on the other. Structural relations with diverse aspects have been discussed in literature. Organizational structure is a way or system for separating, arranging and coordinating organizational tasks. They developed mechanisms to organize the work factors and monitor the success of the participants. In the organizational table, the organizational structure is shown. This research is analytical and a system of library selection is applied.

**KEYWORDS:** Contingency, Firm, Organizational structure, Resources

### I. INTRODUCTION

Organizations consist of communities of individuals aiming at creating impacts that one person cannot accomplish. Better outcomes are obtained as a consequence of the organizational impact, which contributes to the accomplishment of certain organizational objectives. With respect to the intent of the establishment of the company, good (profitable) or failed (non-profitable) can be defined. In order to accomplish these aims, organizations establish inner order and connections between the groups, which can be defined as an organization[1]. For the proper functioning of any organization, all organizational elements and coordination structures are essential. Many influences that emerge from the diverse surrounding or the company itself affect organizations. Because of the static existence of the corporate system, performance and adaptability criteria will often not be fulfilled [2].

The safer the climate, the more centralized the organizational structure of the corporation will take on with formalized policies and procedures. Environmentally unpredictable institutions, who should decentralize decision-making, rely on official laws and policy, and flat their hierarchies. There are historically two major influences which have the impact of other factors on the organizational structure[3]. These factors determining the organization's function, objectives and tasks may be grouped into external and internal factors. External factors are the facilitating factors that are not under the organizational influence but which impact the function and growth of the organization. This include economic factor deciding the economic condition (market/industry) in which the development and distribution takes place, socio-economic factors specifying the socio-economic context in which it functions, and political/administrative factors defining the legal limits and operational choices. Internal variables are those organizational aspects that form a foundation for company evaluation and comparison. This includes the corporate purpose statement and organizational resources[4].

### II. ORGANIZATION STRUCTURE DEFINITION

The arrangement of the organizations is the basis for partnerships on jobs, programmes, organizational procedures, individuals and groups collaborating against the objectives. The organizational structure is a collection of strategies that organize and arrange the work for such tasks. Structure is not an organizing system and influences the method of organization. The organizational structure applies to models of organizational, power and ties and reporting internal

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relations, structured contact networks, delegate decision-making and accountability. Helping the transfer of information is one of the structure's services[5]. The organizational structure should promote decision-making, environmental reactions and dispute resolution among the units. The interaction between core organizational values and coordination of its operations and internal reporting and reporting corporate interactions are organizational structure duties.

## 1. Conceptualization of Organizational Structure:

Systematic thought is the expression of hierarchical structure principles. The organization, as a generality, composes the elements, the partnerships and the partnership arrangement. The arrangement incorporates strongly the connections between organizational elements defining the organization's philosophy of life. The systematic view of structure organization indicates that structure consists of hard elements on one side and soft elements on the other[5]. There are concrete elements as classes and hierarchical hierarchies at the end of the complicated dimension. In the structure of an organization, the relationships between certain units and classes are soft. Judgment on structure can be observed at the end of the soft continuum component.

## III. DIMENSIONS OF ORGANIZATIONAL STRUCTURES

Targets, policy, climate, infrastructure, organizational scale can be influenced by the organizational structure. These are key and content-based variables and reflect the organization and the organization's role. Material Variables may be significant since they demonstrate the structural variables of the entity and environment. The structural variables are representative of an organization's internal characteristics and provide a framework for assessing entities and comparing their structural characteristics[6]. The variables in material have an effect on systemic variables. Substantial examples of material variables are ambiguity and formality and centralization. Material variables impact structural variables and various styles of structural designers are generated by their mixture.

## DIFFERENT TYPES OF ORGANIZATIONAL STRUCTURES

The theoreticians of organizations identify two forms of structures: physical and social. The physical structure relates to the relationships between species as buildings and spatial locations in which works are carried out (business). The organizational theory refers to social systems as individuals, roles and organizational units, the relationship among social elements (e.g. departments and sectors).

Simple structure: It is a sequence of stable connections and has low complexity because of the minimal separation. The members of such an organization, with their emphasis on representatives, will create organizational charts and no formality is necessary. The activities or management order are taken into account by mutual consensus and overt and informal communication and oversight[7].

Functional structure: The highly diverse organization is structurally controlled. The functional structure is typically used as an instrument to satisfy the increasing separation needs. This is referred to as a feature in this structure; the operations are clustered according to the functional similarity of the job functions. The roles generated on the basis of contingent activities and common priorities. Rework of operations in the functional system is minimal and productive. The aim of this strategy is to increase the specialization's savings.

Multidivisional structure: When functional systems are built in corporate growth, they are transformed into multidivisional structures as a method to minimize decision-making by top managers. A multi-division structure is a collection of modular systems that report on a core nucleus[8]. The administration of everyday activities is the responsibility of a functional system. The core personnel monitor and control the environmental and strategy partnership of the organization.

Matrix structure: This system is designed to construct a style of structure consisting of multidivisional and functional structures. The goal of the matrix structure is to combine functional structure performance with multidivisional

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structural stability, sensitivity, focused not only on product logic, the consumer and the geographical area, but also on multi-divisional structure functional logic. Functional, specialist workers work with one of more project teams in matrix organization. This delegation of tasks to staff is carried out by discussions between the practical and the project managers.

Hybrid structure: The one part is devoted to the structure form in the hybrid structure and the other to another type. The explanation for the creation of hybrid systems is that designers or organizations incorporate the benefits of two structures. The interaction base and the composite forms may be ambiguous as in the hybrid system when switching from a portion of the structure to another structure[9]. The hybrid structure, on the other hand, allows the company to make use of the strongest most scalable structure.

Network structure: Networks occur as companies experience rapid technical developments, short product life cycles and fragmented and specialized markets. In a network, the necessary properties are allocated to some network members so there is no single network entity to produce goods or services[10]. The partners are connected in a network arrangement by consumer relationships, providing a kind of free market environment. This implies, as in a free market, the products are shared by network partners.

## IV. CONCLUSION

As the present society is made up of millions of organizations, it has to be structured in a small manner. The projects ideal for all organizations, agencies and associations are categorized into separate types and shapes. Some systems are biological, dynamic and others have mechanical and static structures. Organizational theory classics reflected several different schools of shaping organizational function influences. Some assumed there was a determining hierarchical framework for such reasons, including scale, climate or technology. They maintained that certain considerations have pressured organizations to select a certain system over other organizations to face economic or other restrictions. The nature of the organization is partially influenced by the external climate of the business. Data shows that businesses structured for the reliable and stable market in a dynamic, constantly evolving world may not be as effective

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