THE ORGANIZING FUNCTION

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The Purpose Of The Organizing Function

- To achieve coordinated effort through the design of a structure of task and authority relationships
- The two key concepts are design and structure
Design Organizing

- Implies that managers make a conscious effort to predetermine the way in which work is done by employees.
Structure Organizing

- Structure refers to relatively stable relationships and aspects of the organization.
- The anatomy of the organizational, providing a foundation within which the organization functions.
The idea of structure as a framework focuses on the differentiation of positions, formulation of rules and procedures, and prescriptions of authority.

The purpose of structure is to regulate or at least reduce the uncertainty regarding the behavior or individual employees.
The Purpose Organizing

- Describe the organizing function in terms of dividing tasks into jobs, departmentalizing jobs and delegating authority.
- The challenge to management is to design the appropriate structure.
Departmentalizing Jobs

Departmentalizing jobs involves two considerations

1. The bases for classifying jobs into departments
2. The size of each department
Departmental Bases

There two general categories of bases for departmentalization:
1. Output oriented bases
2. Internal operations oriented bases
3. Multiple departmental bases
Output Oriented Bases

Product departmentalization

- Manager
  - Chief of operations
    - Soap products
    - Cleansing Products
    - Margarine products
    - Refinery Products
Output Oriented Bases

Customer departmentalization

- President
  - Vice president of marketing
    - Consumer Goods division
    - Industrial Goods division
Output Oriented Bases

Geographical departmentalization

- Prisedent
  - Vice president Of southern region
    - Production
  - Vice president Of midwest region
    - Distribution
  - Vice president of west coast region
    - Industrial relations
Internal Operations Oriented Bases

Functional departmentalization

President

Production

Production

Finance

Personel

Research and development
Internal Operations Oriented Bases

Process Departmentalization

- President
  - Lathe Cutting
  - Treatment Of materials
  - Painting
Multiple Departmental Bases

President
- Vice president Product A
  - Marketing department
    - West coast division
    - East coast division
- Vice president Product B
  - Production Department
- Vice president Product C
  - Personal department
    - Nonmanagerial related activities
    - Managerial Related Activities

Managerial Related Activities
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