

# Is your model the best model why and why not

[Health & Medicine](#)



Question: Is the organisation structure model the best or not? A good organisation structure model seeks to ensure that the following elements have been fully and properly implemented. These elements include: authority; responsibility; accountability; information; rewards. In the event that the mentioned elements are not adhered to fully, then the organisation implementing the structure designed will in turn have a lot of challenges with regard to matters such as: who reports to who - authority; who is to do what, where and when - responsibility; who is answerable to what - accountability; who is to provide the data needed - information; who should be promoted to the next level and who should not- rewards.

Based on that information, the organization structure model that has been designed is the best; reason being that, first, the model is a hybrid structure. A hybrid organization structure model is one that seeks to implement both the divisional and functional organization structures. Such a combination enables the organization to reap a number of benefits within the organization itself and also on the business arena. As such, there are a number of benefits that a hybrid model brings. These include:

Efficiency: Due to the fact that the hybrid model combines the functional and divisional structures, the organization tends to increase work and processes efficiency. For example, King Saud University has a functional unit that seeks to cater fully to female students. As a functional unit, they report directly to the Dean of the College. With that, this functional unit also provides a disciplinary panel to female students. Based on the designed model, it is without doubt that there is work efficiency in the University since the functional unit " Vice Dean for Female Student Affairs" seeks to cater fully to female students with regard to matters such as: Graduate studies;

<https://assignbuster.com/is-your-model-the-best-model-why-and-why-not/>

educational and academic affairs; finance and administration matters; development and quality unit. As such, all female students get their needs handled with this department. Based on that, the designed model has fully aligned with the needs of their market – both female and male students.

Increased flexibility: A hybrid structure is more flexible than an independent functional structure or an independent divisional structure. Hybrid organizations have a number of product categories which tend to offer a competitive strategy in the business arena. In the case of King Saud University, the product and/ or services categories include the different Schools/ Colleges that the University has. That is, a College for Medical studies, College for sciences etc. It should be noted that when the organisation has well defined product and/ or service categories it is very easy for the organisation to work efficiently since matters can be easily handled by the right people. Based on that, the designed organisation model has been aligned well so as to support product and/ or service delivery in the form of the different Schools/ Colleges that the University has.

Decentralized decision-making: A hybrid structure ensures that decision making has been decentralized – that is, not one entity should make all the decisions. This helps to foster and boost relations between upper and lower management levels. As such, grievances can also be easily solved. The designed model has one “ Dean of the College” and a number of vice deans such as: Vice Dean for Female Student Affairs; Vice Dean for Development and Quality Affairs; Vice Dean for Graduate Studies and Scientific Research; Vice Dean for Academic Affairs. This kind of decentralization helps the organisation to grow since the leadership in place is not authoritative but a combination of different leadership styles. Therefore, it can be stated that <https://assignbuster.com/is-your-model-the-best-model-why-and-why-not/>

the model fosters communication within the different units in the University. It can be concluded that the designed organization model is the best as it has fully implemented the most critical elements that an organization model should have.