

# Discussions question

[Business](#), [Management](#)



Organizational structures Affiliation: Why should firms worry about organizational structures?

Organizational structures has many roles to play in an organization but above all the other roles, its main purpose in an organization is to bring about order, coordination and employee and customer satisfaction not to mention increasing productivity (Baligh, 2006). If a firm lacks a properly grounded organizational structure that acts as the blue print of the organization, then it is likely that it will experience reduction in customers, high employee turnover and hence be on the losing end. This is because other than the reasons mentioned above, organizational structures leads to duties being performed effectively within the organization because there are proper guidelines to do so; proper communication channels and the leaders exercise both authority and power.

Discuss the impact of organizational structures on employee satisfaction.

When an organization has properly working organizational structure, it means that their needs and requirements are properly addressed, they have enough motivation, their work is appreciated and they are heard and their opinions and suggestions sought after (by having a proper working communication channel). This will reduce significantly employee turnover (Madura, 2007).

A proper and working organizational structure will increase customer loyalty and even increase the clientele base hence ensuring that employees always have work and their future and job security is ascertained. Organizational structures have clearly defined roles and responsibilities and hence ensure that there is avoidance of role disambiguation and confusion which renders

most employees redundant if that happens and hence providing a likelihood of being retrenched.

#### References

Baligh, H. H. (2006). *Organization Structures: Theory and Design, Analysis and Prescription*. New York: Springer.

Madura, J. (2007). *Introduction to Business*. New York: Cengage Learning.