

# Strengths and weaknesses

Business



**STRENGTHS AND WEAKNESSES** affiliation An organization structure helps a company to move forward in its business and mission. A vertical pyramidal hierarchy that departmentalizes all activities according to their functions characterizes the traditional functional structure. It has a variety of advantages and disadvantages (Radford, 2011, p. 3). It creates an environment for proper communication since employees are related in terms of job within departments and this enhances coordination. According to Das (2012), it has a hierarchy structure that creates accountability and privileges where directives are unified and clear. It turns employees into expert specialists since there is division of labor.

However, it also has its weaknesses since people in this structure tend to approve all type of communication as they pass all hierarchies. If the hierarchy is rigid, there is lack of autonomy since hire-ups are required to approve decisions and they may be far from the customer. Ferreira (2009) suggests that there may arise interdepartmental rivalry as they grow in size and this may result in favoritism that benefits departments and not the institutions.

Uher (2009) explains that the concept of boundaryless organization has had an impact in the global world since they are not limited to vertical, horizontal, or external boundaries that are usually predetermined. The cross functional teams dissolves their horizontal barriers and the external alliances transcend the firm boundaries together with their relationships. This enables the company to respond fast to environmental changes and be able to spearhead innovation . This boundaryless environments are found in learning organizations where teams self organize and create an environment where knowledge is easily shared in effective ways.

<https://assignbuster.com/strengths-weaknesses/>

References

Top of Form

Bottom of Form

Top of Form

Bottom of Form

Top of Form

Bottom of Form

Top of Form

Bottom of Form

Top of Form

Bottom of Form

Top of Form

Das, S. C. (2012). Project management and control.

Ferreira, E. J., Erasmus, A. W., & Groenewald, D. (2009). Administrative management. Lansdowne [South Africa: Juta Academic.

Radford, M., Williamson, A., & Evans, C. (2011). Preoperative assessment and perioperative management. Keswick [U. K.: M & K Pub.

Uher, T. E., & Davenport, P. (2009). Fundamentals of building contract management. Sydney: UNSW Press.

Bottom of Form