

Mechanistic and organic organizational structures

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MECHANIST AND ORGANIC ORGANIZATIONS Significantly, organizations need different kinds of structures that will facilitate activities which will assist in how the company or organization react and adapt to changes in its environment (Burn & Stalker 2009). Mechanistic structures are known to be more successful and resourceful organizational structures for firms and organizations operating in a more constant and confident environment since these companies do not need to make decisions hastily. Organic structures are identified by their fast processing and distribution of information that is to be used in decision making; resulting to a high level ability to counter and react to changes in the environment (Ross 2011).

Mechanistic characteristics and features include; low differentiation of tasks, has an unwavering environment, centralized decision making, low integration where due to the stability of tasks there is low integration between departments and functional areas and moreover, in situations where tasks are stable they are standardized and formalized which facilitates the smooth running of operations without breakdown.

Organic structures are best applicable in dynamic and uncertain environment and differentiation of tasks is high since tasks are often changing which calls for differentiation (Ross 2011). Additionally, organic organization structures have a higher integration of departments and functional areas as compared to mechanistic structures, decision making is decentralized and, there is little standardization and formalization, how? Due to the rapid change in tasks it is impractical to apply standardization and formalized procedures and instead tasks are supposed to be mutually adjusted so that each sub problem is balanced with other sub problems (Burn & Stalker 2009).

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References

Burns T. & Stalker G. M (2009) Mechanistic Vs Organic Organizational Structure: Great Business Resources. Retrieved on 18th August 2013, from [http://www.businessmate.org/Article.php? ArtikelId= 44](http://www.businessmate.org/Article.php?ArtikelId=44)

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