

# Analysis on jones and shepard accountants

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Jones and Shepard is an organization that lacks an effective organizational structure. It lacks the capability of having clear cut decision-making procedures. The lack of the above mentioned procedures could lead to the downfall of any organization. Since the organization lacked a system for project integration management, it was impossible for it to monitor and control projects (Kerzner, 2009). This was the main problem that could have caused the mid-sized organization to fail in its functioning. The nature of the organization was also a problem that caused disruptions at the organization. Being a hierarchical organization in nature, it was hard for it to focus on the running of projects in the organization. This paper will review the problems the organization faced in terms of systems. Also, it will look at the possible recommendations that might have improved the functioning of the organization.

Internal conflict in the organization has led to squabbles that have affected the accomplishment of project goals. This is due to lack of proper organizational structures. With nobody to manage the stakeholders present, the desired results are not attained. The lack of people in command to govern the running of the projects in the organization often pushes the customers' needs and wants to the backburner. The hierarchical system in most organizations can prevent the attainment of desired results in the organization (Kerzner, 2009).

Restructuring the system in which the organization is run can help the organization tremendously. Dividing the organization's structure by hiring project managers to aid in the running of projects can also be of immense benefit (Kerzner, 2009). When the organization realizes the current system

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they are operating on is not working in their favour, they might try to adopt an alternative approach that focuses on the organization's projects rather than the one that does not.

Adopting a matrix system may be the way to go about it. A matrix system is one that involves different functional leaders in charge of their fields of expertise. Here, the people are able to report to the different leaders responsible while following the correct procedures, and protocol (Kerzner, 2009). Project managers have influence over the performance of all the employees they manage.

There are different types of matrixes. There is the strong type, the weak type, and the balanced type. The strong type covers the project manager being in charge of the functioning of the projects. In the weak type, the functioning manager has control over the work functioning. However, in the balanced type, the project manager and the functional manager have to work together. This is in order for the organization to prosper or succeed in its operations (Kerzner, 2009).

Due to the nature of accounting firms, it is better for the Jones and Shepard accountants' organization to adopt the balanced matrix. Through this balanced matrix, balance is achieved since there is an equal opportunity of negotiations, and trade-offs. The organization can bring in expert project managers to help in running it (Kerzner, 2009).

In conclusion, by evaluating changes in the organization, it is possible to increase the channels of communication between all managers. Problems that arise can be reduced if the communication channels are increased with the use of the balance matrix. Below is a chart that indicates how the organization should be re-designed.

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## Balance matrix Organization Chart

### Reference

Kerzner, H. (2009). *Project management: A systems approach to planning, scheduling, and controlling*. New York: John Wiley & Sons.