

System analysis and design course. tools analysis and evaluation



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Analysis of Modern Organizational and Hierarchy Chart Analysis of Modern Organizational and Hierarchy Chart The modern organizations have to conform to ever changing customer preferences and tastes. The companies in all walks of life do not have the luxury of operating in one or two closed economic systems. Globalization has set a premium on the companies' ability to change in order to survive in the toughening arena of international business. The companies are following competencies based approach towards organizational science. The companies are flattening in order to accommodate communication (Jablin, 1979). The communication is important because the companies have to make their strategic decisions based on the available information. The companies on the other hand are required to innovate on a consistent basis to remain alive in the competition of winning notable percentage of market share.

The employees are needed to brush on their creativity as they have to develop new products and services in order to keep their jobs in the practical world. The organizational charts have been modified to add another department that goes by the name of Research and Development or New Product Development Department. The unit is added so that new offerings can be developed by allowing people to think out of the box. The prototypes of new products are developed and tested at a small scale by R&D and upon meeting success; these ideas are produced at vast level. The modern organizational philosophy requires the management to manage more than one research projects so that probability of developing a new offering can be significantly enhanced. The following organizational chart is sporting a separate Research Department that operates under the direct supervision of top management. Ideally, all project managers are expected to report <https://assignbuster.com/system-analysis-and-design-course-tools-analysis-and-evaluation/>

directly to the top management and duplicity of command is avoided at all costs. The duplicity of command is avoided in order to give people confidence to think in a nontraditional fashion. The hierarchy chart highlights the relationships between various organizational levels.

The featured change in the organizational structure was necessary because the companies in all industry had been faced with the challenge and need of housing innovation in order to cope with changing external environment. The Marketing and Sales or Administration department is asked to run PESTLE Analysis and Customer Preference Survey in order to evaluate the level of change in the external environment. The data is processed and new products are developed in the light of findings. The existing designs are modified and made more appealing to the eyes of the customers. The economic situation and buying power of the customers are kept under strict check and all of the obtained data is used to produce new products.

Recommendations and Suggestions for Improvement

The organizational and hierarchy chart needs addition of separate sales and marketing department whereas, the directorial level must have assistant positions such as Assistant Director Agricultural Engineering in order to delegate the responsibilities of Director.

Conclusively, it can be fearlessly established that change is the only constant known to the world of business. The changes in customer preferences are recorded by the Marketing Departments and then, the relevant data is given to product developers who conceptualize and test new ideas at a small scale.

The creativity and out of box thinking are a few important competencies to have in order to ensure one's survival in the job market.

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References

Jablin, F. (1979). Superior-subordinate communication: The state of the art. *Psychological Bulletin* 86, 3, 1201-1222.