

TYPES OF ORGANIZATIONAL STRUCTURES IN MANAGEMENT

Businesses of all categories shapes and sizes use organizational structures for their growth. There is a specific hierarchy within an organization. An eminent organizational structure defines each employee's job and how it fits within the entire system. Not having a proper organizational structure can create difficulties for certain organizations. In these types of situations, employees may face difficulties while reporting. Having a great structure in an organization can provide clarity for everyone at every level. Below are some of the types of organizational structures.

A. Bureaucratic Structures.

There are three types of bureaucratic structure.

- i. *pre-bureaucratic structure* – this structure is the shortest organizational structure and is used to solve simple tasks such as sales it is a centralized structure. Most communication is done by one-on-one conversations and the strategic leader makes all the important decisions. It is also called the entrepreneurial structure as it allows the founder to control growth and development.
- ii. *bureaucratic structures* - It has some level of standardization. This structure defines the clear roles and responsibilities of every individual employee. It is a hierarchical structure with respect to merit. It also has many levels; therefore, decision-making authority has to pass through more layers than flatter organizations. A disadvantage of bureaucratic structures is that they can discourage innovation and creativity within the organization.
- iii. *post bureaucratic structures* – This type of structures has a long and strict hierarchy with the flexibility in using modern management techniques. It is focused on how simple structures can be used to make organizational adaptations. It is quite simple and stretched like a network

B. Hierarchical Organizational Structure

The hierarchy phenotype model of the organizational structure shows an organization having both community and hierarchy in the same structure. A hierarchical organizational structure is a pyramid-shaped chart where the board of directors is at the top position and workers are at the bottom level. This is the most common type of organizational structure. It motivates employees with chances for promotion and better defines levels of authority.