



# DESIGNING ORGANIZATIONAL STRUCTURE

Basic Design



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**ORGANIZATIONAL  
DESIGN IS THE PROCESS  
THAT FOCUSES ON  
INTEGRATING THE  
CULTURE OF AN  
ORGANIZATION WITH  
ITS STRUCTURE TO  
ACHIEVE  
PREDETERMINED GOALS**

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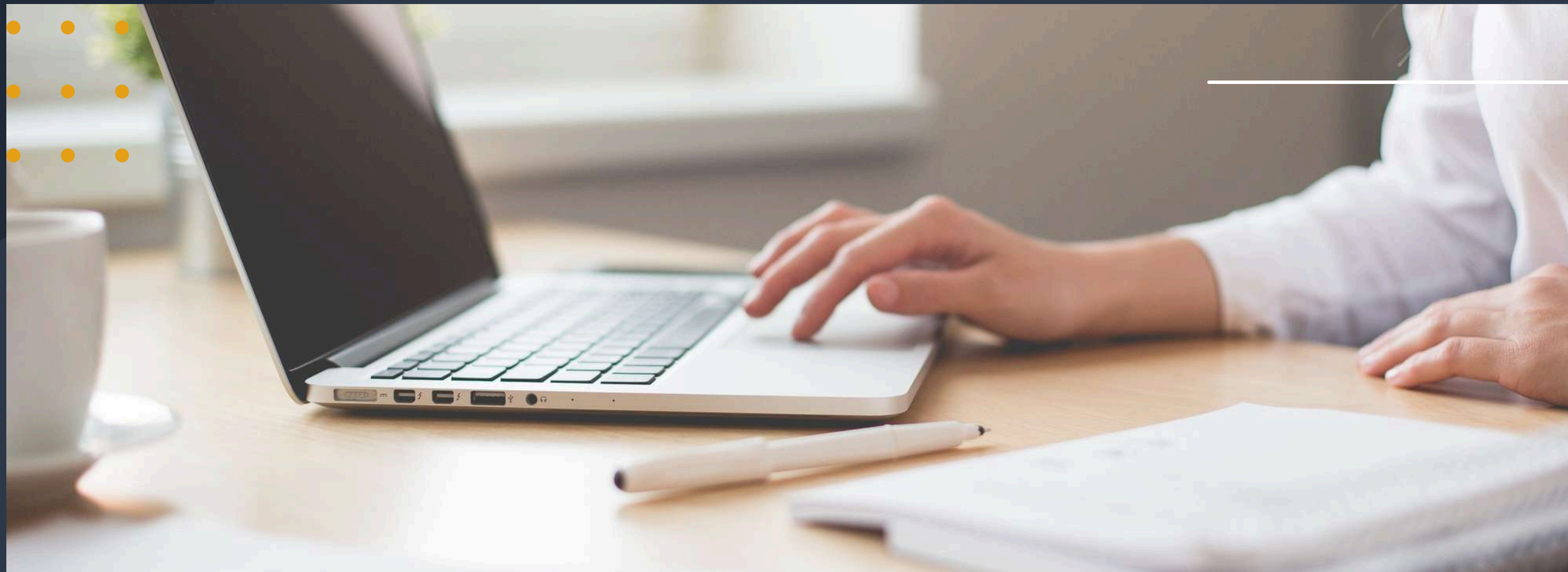




ON THE OTHER HAND,  
ORGANIZATIONAL STRUCTURE  
DEALS **WITH THE DISTRIBUTION  
OF AUTHORITY WITHIN AN  
ORGANIZATION**

AN ORGANIZATIONAL  
STRUCTURE IS **A SYSTEM  
OF RULES AND  
RELATIONSHIPS THAT  
GOVERN HOW AN  
ORGANIZATION IS RUN.**





SINCE DIFFERENT DIVISIONS IN A COMPANY HAVE SPECIFIC ROLES, **AN ORGANIZATIONAL STRUCTURE HELPS DETERMINE HOW DECISION-MAKING IS DISTRIBUTED, HOW WORK GETS DONE, AND HOW INFORMATION SHARES.**



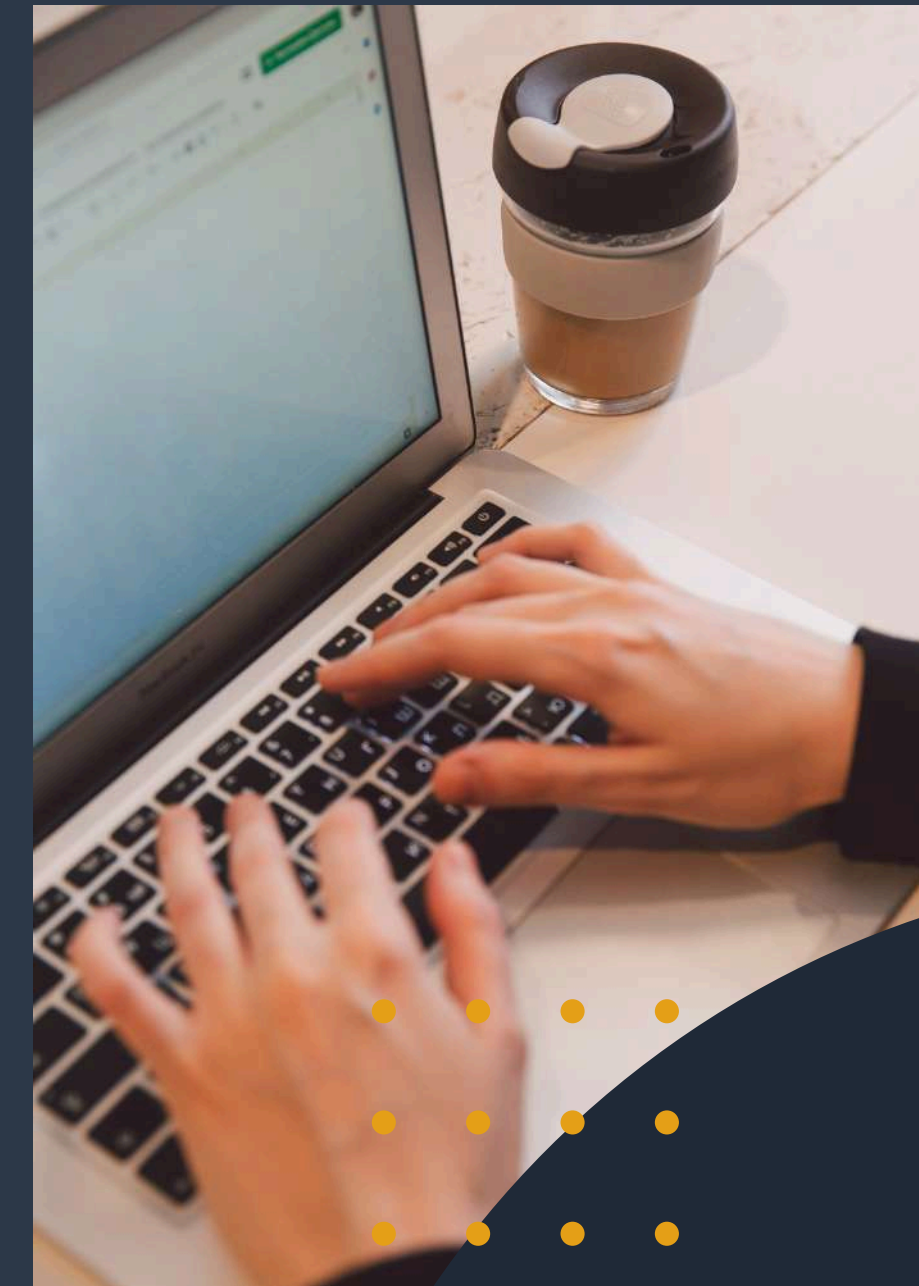
At its basic level, an **organizational structure** examines the impact of social and environmental factors on how individuals or groups work.



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**A WELL-DESIGNED  
AND SUCCESSFUL  
ORGANIZATIONAL  
STRUCTURE  
OUTLINES HOW :**

- People interact
  - People communicate
  - People collaborate
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# WHY IS AN ORGANIZATIONAL STRUCTURE IMPORTANT?

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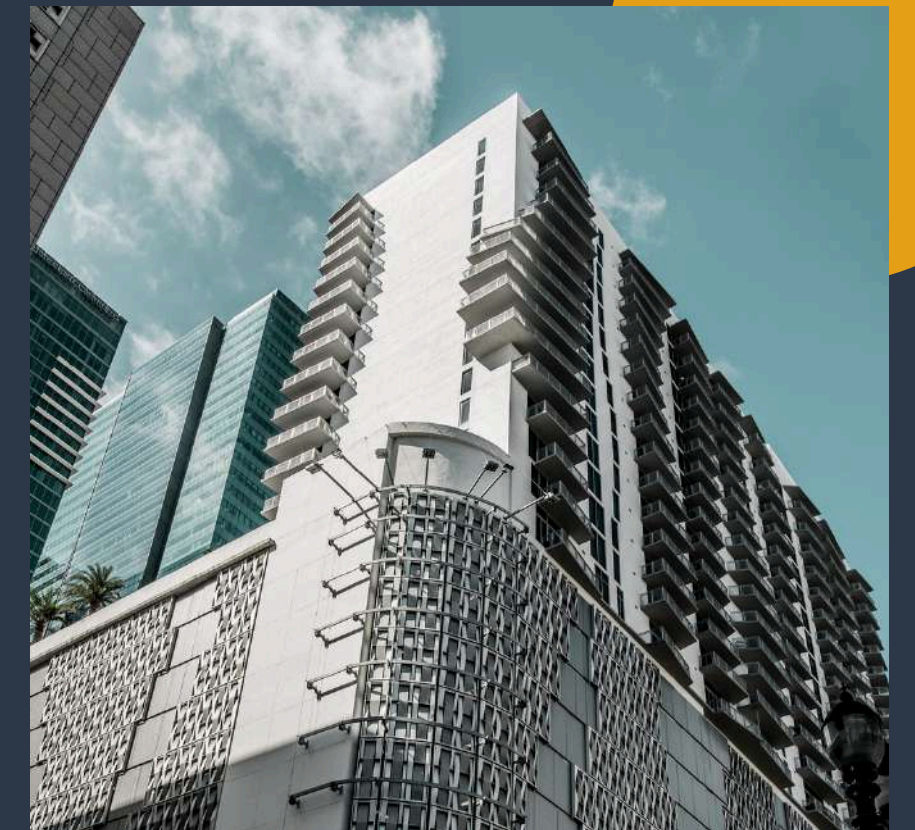




## The importance of Organizational Structure

AN ORGANIZATIONAL STRUCTURE IS IMPORTANT BECAUSE **IT DEFINES HOW RESPONSIBILITIES ARE DIVIDED, AND COORDINATED.**

If an organizational Structure (or chart) is not drawn correctly, **the entire system will fail.**





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# A KEY TO SUCCESS IN MANAGEMENT AND IN YOUR CAREER IS KNOWING HOW TO DELEGATE WORK TASKS TO OTHERS.

One of the most difficult tasks for individuals in their first management or team leadership position is **accepting that they can't do everything.**

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# 6 KEY ELEMENTS OF ORGANIZATIONAL STRUCTURE



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According to Organizational Behaviour (Bobbins, Judge, & Campbell, 2012)

