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Historical Organizational structure vs. Boss less Organization structure

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ABSTRACT

The paper reviews the historical organizational structure and compares it with boss less structure of an organization.

In the first section of the paper describes the historical and hierarchical structure of an organization..The advantages and disadvantages will be discussed.In next section, the structure of boss less organization is discussed with are benefits and risks.

In final section describes how an organization can improve by adopting boss less organizational structure.

Keywords: *Analysis of organisational structure Vs. the bossless organisational structure adopted developed countries like us.*

INTRODUCTION

An organizational structure defines how activities such as task allocation, coordination, and supervision are directed towards the achievement of organization aims. Organizational structure developed from the ancient times of hunters and collectors in tribal organizations through highly royal and clerical power structure to industrial structure. Basic structures are

1. Bureaucratic structure: Bureaucratic structure has many levels of management ranging from senior executives to regional managers, all the way to the department store.
2. Post bureaucratic: The term of post bureaucratic is used in two senses in the organization literature, one generic and one much specific.
3. Functional structure: A functional organizational structure is a structure that consists of activities such as coordination, supervision and task allocation.
4. Matrix structure: The matrix structure group employees by both function and product. A matrix organization frequently uses teams of employees to accomplish work, in order to take advantage of strengths, as well as makeup for the weaknesses of fictional and decentralized forms.

ADVANTAGES AND DISADVANTAGES

In an organizational structure, all decision – making occurs at the top levels management. This ensures that upper management has complete control over the organization. It also provides a clear career trajectory for employees, from junior –level positions up to the top decision-making position. An organizational structure provides stability and efficiency, especially in large and complex organizations, because everyone uses similar processes, This also allows large business to take advantage of economies of scale. However, this type of structure can also lead to poor communication between departments, situation where departmental conflicts .customers may also become frustrated by the lack of cooperation if they have to work with more than one department.

BOSS LESS ORGANIZATIONAL STRUCTURE

The boss less organizational structure is new in the new Industrial era. This concept is somehow adopted by some organization in developed countries like the USA, UK etc where as in developing countries like Srilanka, Thailand, Malasia, India, this concept is totally new. In developing countries, the layman definition of an organization is where superior order the subordinates and subordinates have to follow that command. In boss less organization there will be more superior and no subordinate each and every member of an organization will be at same level. everyone can give suggestion to anyone of the organization and the decision making power will be given to the leader among one of the chosen leader.

ADVANTAGES AND DISADVANTAGES

The boss less organizational structure will bring varieties in planes and policies, each member is equally important in an organization, every employee is involved in the decision-making process of organization suggestion of every employee is equally important. Boss less organization, however, has some risks like conflicts in decision making where everyone things his/her suggestion is better than other. Delay of work can be there which can be resolved by a monitor or any other motivational factors.

CONCLUSION

Each organization tends to use the organizational structure that suits its business there is no absolute right or wrong way to structure a business. whether a particular structure is advantageous for a company depends on the type of business, the strategy of the company, its targets, and style of management. However Change s the part of any organization and being a human being people love to be the boss of the company if boss less structure is adopted people will feel proud and work for an organization as its own, Gives all their affords to increase organization to achieve desired targets.

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