

Handwritten: Structure, Form, and Organization - Answer Key

1. Introduction (10 points)

What are the five essential characteristics of organizational structure? (5 points)

- a. Formal structure (defined lines of authority)
- b. Departmentalization (grouping activities)
- c. Span of control (number of subordinates)
- d. Centralization (location of decision-making authority)
- e. Formality (degree of written rules and procedures)

2. Organizational Design (10 points)

What are the three main types of organizational design?

- a. Mechanistic (highly structured, hierarchical)
- b. Organic (flexible, decentralized)
- c. Adhocracy (temporary, project-based)

3. Organizational Structure (10 points)

Organizational Structure	Advantages	Disadvantages
<u>Mechanistic</u>	<u>Clear lines of authority</u> <u>Efficient</u> <u>Easy to manage</u>	<u>Rigid</u> <u>Slow to adapt</u> <u>Highly bureaucratic</u>
<u>Organic</u>	<u>Flexible</u> <u>Adaptability</u> <u>Decentralized</u>	<u>Less structured</u> <u>Less efficient</u> <u>More costly</u>
<u>Adhocracy</u>	<u>Highly innovative</u> <u>Quick response</u> <u>Flexibility</u>	<u>Temporary</u> <u>Highly expensive</u> <u>Unstable</u>

4. Organizational Design (10 points)

Amphibians Study Guide Answer Key

Christian G. Meyer



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