**Organisational Theory, Structure and Design**

**April 2024 Examination**

**1. An organisation is considered as a system where different interrelated components interact with each other to attain common goals. What according to you are the various components of an organisation as a system? Give suitable examples. (10 Marks)**

**Ans 1.**

**Introduction**

Organizational theory, structure, and design are instrumental in understanding how organizations function and thrive. At its core, an organization is akin to a complex system composed of various interrelated components, each contributing to the overall effectiveness and success of the entity. These components range from tangible assets like technology and physical infrastructure to intangible elements like culture, leadership, and strategy. The interaction between these elements facilitates the organization's ability to achieve its objectives. For instance, a tech company may rely heavily on innovative technology and a skilled workforce to develop cutting-edge products. However, without effective leadership

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**2. The Neoclassical Approach is developed by Elton Mayo and his associates. What do you think is the assumption of this approach? In this context explain the important features of this approach that managers should be aware of. Add corporate examples. (10 Marks)**

**Ans 2.**

**Introduction**

The Neoclassical Approach in Organizational Theory, pioneered by Elton Mayo and his associates, marks a significant shift from the classical theories that primarily emphasized structural aspects of management. This approach arose during the early 20th century, a period characterized by rapid industrialization and evolving workforce dynamics. The primary assumption of the Neoclassical Approach is that an organization is not just a mechanical entity but a social system where human factors play a crucial role. It stresses the importance of understanding human behavior, social relations, and teamwork within the workplace. This

**3. Without an effective organisational structure, employees would not be clear about their job roles and there would be no chain of command to follow. Keeping the above scenario in mind, explain with examples:**

**a. Discuss the key features of the line and staff organisational structure. (5 Marks)**

**Ans 3a.**

**Introduction**

In the realm of organizational management, the structure adopted by a company significantly influences its operational efficiency, clarity in roles, and overall decision-making process. Among various organizational structures, the line and staff structure stands out for its unique combination of direct and supportive roles. This structure is pivotal in establishing a clear chain of command and delineating job responsibilities, thereby ensuring operational

**b. Explain which features are needed to create a Matrix Organisation Structure. (5 Marks)**

**Ans 3b.**

**Introduction**

The Matrix Organization Structure represents a complex yet highly adaptive and collaborative organizational design. It stands out for its ability to facilitate efficient resource utilization, foster cross-functional collaboration, and respond dynamically to changing market demands. This structure effectively combines two or more different types of organizational structures, typically functional and project-based, to leverage the strengths of both. Understanding the key features required to create an effective Matrix Organization Structure