**Organisational Theory, Structure and Design**

**December 2024 Examination**

**1. India is gradually becoming a start-up hub with budding entrepreneurs experimenting with innovative business ideas. In this context, analyze the various organisational features that are generally a part of any organisation – be it a start-up or a large-scale established company. Give relevant examples. (10 Marks)**

**Ans 1.**

**Introduction**

India’s emergence as a start-up hub reflects its dynamic entrepreneurial spirit and a growing ecosystem supportive of innovation. With factors such as a youthful population, increasing access to technology, and favorable government policies, new ventures are rapidly proliferating across various sectors. Organizational features play a crucial role in determining the effectiveness and sustainability of both start-ups and established companies. While the fundamental principles of organizational design remain consistent, their application varies depending on the size, nature, and goals of the business. This analysis will explore key organizational features—such

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**2. Rahul has been hired as a Strategy Consultant for enhancing organisational performance. He is using the McKinsey’s 7-S Framework to train managers in identifying possibilities of potential changes in the firm’s strategy. Evaluate the different organisational aspects that are internally focussed that Rahul and his team must pay attention to. Add relevant examples. (10 Marks)**

**Ans 2.**

**Introduction**

In today's competitive business landscape, organizations must continually adapt and evolve to enhance their performance and achieve strategic objectives. One effective tool for facilitating this transformation is McKinsey's 7-S Framework, which focuses on seven interconnected elements—strategy, structure, systems, shared values, style, staff, and skills. By analyzing these internal aspects, managers can identify areas

**3. Samantha, the CEO of Auto Wheels Pvt Ltd believes that there are certain key elements which are necessary for improving Organisational effectiveness like team performance, work culture and organisational systems. In this context, answer the following with examples:**

**a. Analyze the parameters that must be evaluated by any company for measuring the firm’s organisational effectiveness. (5 Marks)**

**Ans 3a.**

**Introduction**

Organizational effectiveness is a critical measure of a company's ability to achieve its goals and maintain a competitive edge in the marketplace. Samantha, the CEO of Auto Wheels Pvt Ltd, recognizes the importance of evaluating key elements such as team performance, work culture, and organizational systems. By analyzing specific parameters, companies can identify areas for improvement and enhance overall performance. This assessment not only fosters a productive work environment but also aligns employee efforts

**b. Elaborate on the Goal Approach as a means to study organisational effectiveness and analyze its merits and demerits. (5 Marks)**

**Ans 3b.**

**Introduction**

The Goal Approach is a widely used framework for assessing organizational effectiveness by focusing on the extent to which an organization achieves its predetermined goals and objectives. This approach emphasizes the importance of setting clear, measurable goals that guide organizational efforts and provide a basis for evaluating success. By aligning individual and team objectives with the overarching