
Title: The Organizational Structure and Its Importance for the Growth of the Organization

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Abstract

Organizational structure is a mean to provide a flow of the authority and communication between the different departments of an organization, apart from this, it also provides official reporting flow. Reporting amongst employee and employer and the communication are equally important for the organization. The objective of the current paper is to have a look on the prospectus of the structure importance for the organization. Therefore, it is important for every organization to have a well-designed structure to have an effective communication flow within and even the outside the organization. The organization structures are something like that which can be customized with the time and as per the growth of the organization. Structure of the organization is important factor to address with the requirement and future growth of the organization so that it can easily adopt the increasing staff and department in order to have smooth flow of the command from the top-level management to lower order and vice versa, thus, management will get to know about the problem faced by a lower level management. The paper has been concluded as organization structure is an important factor for functioning of the organization and also helpful to expand the size of the organization in future that will not affect the communication channel within and outside organization.

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1. Introduction

There are many organizations who have made them self from a man to millions. The fact is that a man can give only idea, but cannot manage all the operation of the organization as it needs a team of the dedicated workers and they should be well trained. The management of the 10 to 15 people are easy; it does not need any dedicated tools to manage. One can make the communication effective between the 10 to 15 people without even incorporate a special tool. Although, this is not true in case of the organization where lot of employee worked [1]. The number of employee can be varying from few hundred to thousands for even some organization have the employee numbers in millions. There are two type of the categorization of the employee on the basis of the payroll, some employee is not on the company payroll as they are on the contract base.

On the other hand, another type of the employees that are on the payroll of the company also need to communicate with their bosses. In such a way, the counting of the employees can be reached up to million, and message of the top management must be reach to all the employee, for this a well-planned structure become a necessitate of the employer. The other benefit to the organizational structure is to provide the world class services to its customers as the quality of the services and products provided by an organization decide the future of that organization in particular [2]. The quality of the companies depends upon the communication channel from the top level to bottom level. The communication channel is the key of flow the command of the authority from one senior executive to the other executive of same level or even passing the command between the different level of the executive.

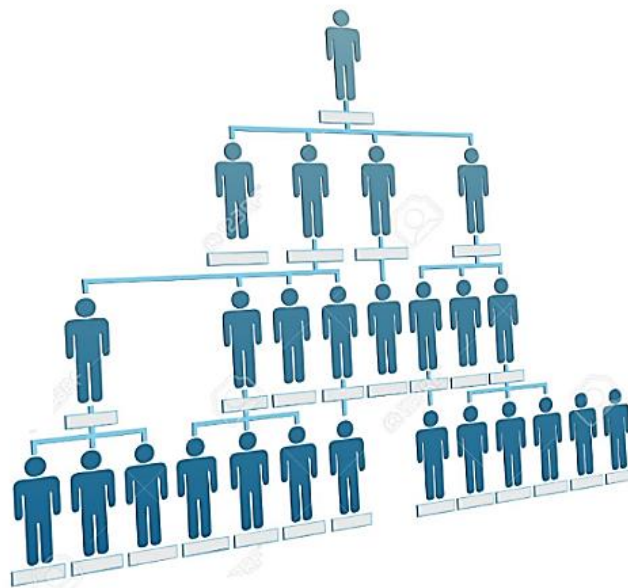


Figure 1: Representational View of the Authority Command in an Organization

This decade is a witness of inception of many unconventional businesses and idea that had not fictional before, as the idea and business are new so their way of do business is also differ from the conventional one. Because of this reason, organization shape is also changing from the conventional one and changing according to need of the businesses requirement. The experts of the business analysis have been declared that there is a shifting in trend of the doing business and many new ways of business and services are seen by the people [3]. The organizational structure is a way to connect the people within

the organization as well as outside the organization to dispatch their products and services to people. The Figure 1 has been showing the command of the authority in an organization.

The organizational framework is a tool for assisting a new trade project. The successful entrant relies on framework of organization's structure to some degree, as the flow of commands determines the flow of administrative command from top to bottom level, which is critical for the company's consumer satisfaction. Many divisions have been created in an organization, and they are all bound by top management decisions, so there must be a clear command of authority with a seamless flow so that every message can be delivered. An organization's market orientation is defined as a systematic posture dimension characterized through a firm's risk-taking penchant, proclivity to behave in a competitively destructive, consistent way, besides emphasis on frequent innovative products [4]. When a community of innovative organizational members collaborates to generate new ideas and is given a favorable environment in which to act on those ideas, the organization is also said to have an entrepreneurial intention.

An entrepreneurial company focuses on promoting employee creativity and thereby profits by initiating the creation of new products, methods, or systems to sustain and grow its market position. Developing an entrepreneurial mindset, on the other hand, has proven to be a more complex challenge for businesses than ever before. According to some experts, companies are confronted to find a technique to foster and inspire creative, opportunity, entrepreneurial workers while also promoting transparency as they become deeper and more diverse. As a result, they must introduce a way of doing things to management of organizations [5]. The Figure 2 has been showing the organization culture's four dimension.

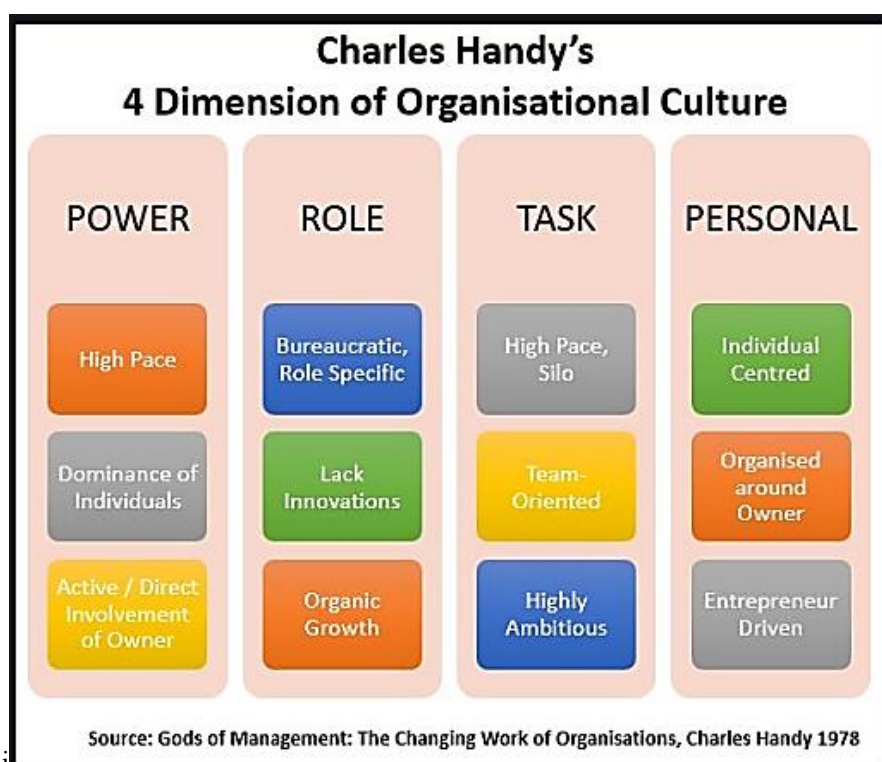


Figure 2: Illustrating the Four Dimensions of the Organization Structure [6]

Identification of an appropriate structure for organizational is not an easy task, one should need the expertise in it to find the best possible organization structure that will lead to organization on the path of the growth by making the all operation of the organization in a smooth streamline flow. The effective flow of the task in term of the communication as well as paper work apart from the services provided to customer depends upon the implementation of the organization design. The communication started

from the top level of the organization should reach at bottom level of employee and vice versa, if any employee having some sort of the problem at lower level of the organization than this problem should reach to the concerned person as soon as possible just to get resolved within time so that work doesn't get effective severely. The different types of the organization considered for the flow of the command in an organization are given below:

1.1. Functional Structure:

In the physical world, four types of traditional organizational frameworks are used. An organization manager is the first and most general. The specialty of this structure is to divide the office into number of department and placed the expert of the same area in that department so that brainstorming session of similar problem can attain with more effective manner with a team of the expert in same domain

1.2. Divisional or Multidivisional Structure:

The second form is predominant in big size corporation houses as there a management team at different level like mid-level, top level or even at bottom level and they are responsible for other person and having the collective responsibility towards the board of directors. This system is more useful with an organization where a large workforce have been working at various different site spread worldwide.

1.3. Flatarchy Structure:

The third form is flatarchy that is a newer building that is common between startups. It flattens the administration in addition to lines of authority, as name implies, besides allows its workers a great transaction of autonomy. Corporations that custom this framework have a speedy implementation rate.

1.4. Matrix Structure:

A matrix structure is final organizational structure. It's perhaps most perplexing as well as underutilized. Personnel are matrixes finished superiors, branches, and departments in this structure. A matrixes employee, for instance, may have both sales besides customer provision responsibilities.

1.5. Importance of Organizational Structure

A number of structural characteristics that affect an organization's market orientation have already been identified. However, there is a scarcity of empirical proof to substantiate specific direct and indirect impacts. Some theories seems to have disastrous to clarify supplementary clearly in practice conditions in which an organization's entrepreneurial actions can profit and be promoted. As a result, the objective of this paper is to depict as evaluate impact of organizational construction factors on entrepreneurial intention and, as a result, on an organization's internationalization success. Decentralized structures and organizational innovation have been found to have positive correlations, which have clarified in terms of greater autonomy besides leverage over possessions, allowing organizational participants to initiate as well as test more creative projects. According to new trends, a decentralized and informal system will aid in motivating lower-level managers, resulting in increased team involvement and thus promoting innovation [7].



Figure 3: Illustrating the Organization Structure Implementation in Organization Culture

This writing aims to assess how development is handled in the internationalization decision-making phase, as well as the effects of this management framework on the organization's entrepreneurial actions. DDs are representatives of host country-based organizations who are either regional nationals or have lived in the relevant region long enough to understand the local culture and business background in various markets. Various entrepreneurial position in designing and executing an international development strategy is critical for hotel industry groups' growth within a specific geographic region [8]. Technological advancement has become a pervasive and increasingly important part of the fabric of most companies due to its vital role in supporting day-to-day activities and locating strategies of modern corporate entity. The Figure 3 is shows the implementation benefit in organization culture.

As a consequence, the introduction of information technology within companies almost always has a broad range of, often very important, effects on business's design, economic efficiency, and employee working conditions; technological change is catalyst for administrative change. Artificial intelligence, on the other hand, cannot be considered a deterministic piece because it do not always perform in a reliable and orderly method. Administrative shareholders have a broad range of options for interpreting, adapting, and eventually shaping their information technology.

For instance, It has been showed how the introduction of a specific geographic data in two different governmental organizations resulted in three distinctly diverse organizational conclusions: a major effect on occupied procedures in one county management agency versus very slight improvement in the other [9]. As a result, a major challenge for the systems creator and sponsor is that effects besides consequences of implementing a new data system cannot be expected at the start of project, since system could be perceived and manipulated in a variety of ways. The Figure 4 has been showing the characteristics of the organization culture.



Figure 4: Illustrating the Characteristics of an Organization Culture Profile

Based on this social constructivism reasoning, it would seem foolish to try to research the occurrence of administrative impacts from use of a particular technology besides expect some consistent trends or regularities to emerge. The usefulness of such a strategy, on the other hand, could well rely on the type of historical artifact under examination, types and importance of impacts pursued, and study's background [10,11-15]. The systemic impressions of ERP systems in Chinese industrial corporations were envisioned as a valid in addition to significant goal for analysis, as we will argue in following section, because, in addition to being an understudied subject, there was a robust possibility that disruptions would portion certain commonality throughout comparable organizations.

However, since corporate level strategy can play a major role in an institution's structural design, we decided to include this critical, yet under-researched construct specifically. After using the literature to explain and define our research focus in second section, the specific steps are used to review research methods used and present the study's results, before disparaging their contribution and consequences in the following paragraphs.

1.6. The Impression of ERP On Organizational Structure

It is also conceivable to critique previous studies' representations of the predictor variables – acceptance of information technology. Many early studies, for example, concentrated on volume of IT hardware in use, especially mainframe terminals, while others attempted to determine the overall extent of information technology investment. Another popular method has been to try to assess how often each of a number of different innovations has been used in an enterprise. Although all of these researches have contributed to our assessment of the mechanism of IT on nature, they can be criticized for their simplistic simulation of the IT artefact, which makes it difficult to hypothesize a powerful connection between engineering of structure.

Another major critique of current research is that it just tries to model technological innovation relatively than its effective execution. Given intolerably high rates of device denunciation, catastrophe, and thread operation, it seems unlikely that merely deploying a collection of technical artefacts would have major organizational consequences. However, once the technique has been increasingly adopted and is consistently providing benefits, such as heightened data quality in addition to service quality, major systemic improvements can be realized.

In light of this, we decided to perform a schoolwork that absorbed on a single established technology that can be simulated in terms of scale besides performance, but we couldn't decide which technology to focus on. The literature was once again very useful in identifying a clear candidate, this time Enterprise Resource Planning (ERP) bundle. ERP is usually purchased as bundled software that includes combined modules that sustenance all major occupational functions such as manufacturing, delivery, sales, economics, and human resource management. Furthermore, ERP implementations are marketed as incorporating "best practice" and encouraging companies to streamline besides standardize business procedures around the enterprise and in the interior separate business units.

ERP technology was chosen as the study's subject because it not only presents a well-defined form of software request that is becoming more popular, but also because its ability to generate noteworthy organizational influences has been extensively recognized. Furthermore, although the effect of ERP on leadership context has long been recognized, little empirical research has been done to determine the extent, type, and circumstances of such systemic impacts. Further rationale for focusing on ERP device impacts for the aforementioned reasons is that, because of their comparatively low "interpretive versatility," there was a good probability that resulting bearings would have a large gradation of common ground across a group of engineering organizations.

2. Discussion

2.1. The Strategy upon Organizational Structure:

When responsibility to model effect of knowledge on an organization, it's significant to keep in mind that additional organizational features can influence structure as well. It has been suggested, for example, that business performance has an important impact on an organization's recognized configuration. The configuration theories, in particular, explicitly designate that an organization's assembly should be prepared to support its vision and calculated goals. However, there is an increasing debate about whether approach forms structure and whether structure defines strategy.

2.2. The Uptake as well as Impact of ERP in Chinese Manufacturing Companies:

Numerous earlier research of effect of IT on management construction have been criticized for failing to concentrate on a clearly defined organizational background, finding it challenging to ascertain the degree to which variations in the influences can be attributed to discrepancies in company's size, organizational sector, or national context. As a result, we decided to limit our research to a solitary size of business functioning in a single homogeneous sector in a single market. Furthermore, we decided to concentrate on a homogeneous of companies that had not previously subjected too much inspection: to that end, we chose great manufacturing stores in Malaysia.

While several studies have been conducted on uptake besides implementation of ERP in Western republics, few researches have carried explicitly on emerging countries particularly, or China in specific. Furthermore, the few educations that have looked at uptake in addition to application of ERP in China have not specifically discussed the organizational implications. Furthermore, since ERP letters embody a "western" organization philosophy, it was thought that it would be important to see if any systemic influences or alterations would be required to conform to this "western" paradigm of best rehearsal embedded in the product.

2.3. Assessment of Literature in addition to Research Objectives:

As this analysis of literature shown, interaction between IT besides management structure, as well as the uptake, implementation, and effect of ERP, has already piqued the interest of organizational researchers. However, a quantity of significant openings in this body of literature have been identified, which have aided in the development of the research described in this paper. The multidimensional existence of management structure and the various ways of evaluating ERP deployment were both specifically recognized in the design of this report.

3. Conclusion

The study of the organizational structure has been strongly recommended a suitable organization structure to be used by every organization irrespectively its size , manner of work force as well as the presences of the business at locally or globally. The implementation of the right way of the framework at hieratically make the communication better between the levels of the organization and also helpful to calculate the responsibilities of an individual, and thus helpful to decide ones salary structure. The efficiency of the product or services is also depends upon the way of working of the organization and structure helpful to make an organization way of work much better than the other. The employees satisfaction is also depends upon the way of working and internal environment of the organization. Organizing different task within the organization helpful to understand the way of working and also helpful to make better services and product and this is only possible when a good organization structure has been implemented within the organization.

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