



An Overview of the Concept and Definition of Organizational Structure

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Abstract:

Organizational structure, or the way it is divided by organizational activities, organization and coordination. Organizations, the s they are to coordinate the activities of the agents do the work, and the members of the control tasks. Organizational structure of the determinants of the official relations and represents stevia in the administrative hierarchy exists and specifies the control area managers. Also, the organizational structure includes a plan by which systems they all units are coordinated and integrated and effective communication in the Organization will be guaranteed in the first Definitions of the organizational structure of the Comments offered and at the end in the form of a table as a jell that gets in the form of the provision of the following four empowerment , open the holder in the recognition, control, and the process is debatable.

Key words: *organizational structure, recognized*



INTRODUCTION

On the management of structural organization, representing the organization type and dwells attributes. the choice of this structure directly with the size of the Organization and the number of work-related and somebody weds can affect them and the efficiency of this structure should also be commensurate with the The organizational structure of the template is the interface between the communication of the map and the components and the organization and one that is similar (and March [1], 2007, p. 151).

the structure of the Organization, a total of two conflicting activities and States that "the structure of the organization can be a breakdown of the various parts of the organization to tasks, and then create a harmony between the different parts of the definition. also believes that "the components of the structure should be chosen in a way that, while maintaining the internal adaptation, with the size of the Organization, history, environment, the activities, the system of interest about the store and the like are also consistent» (Mir Kamali and Farhadi, 1392).

Organizational structure framework relationships, duties and powers among the various units of the Organization has been defined.

And also the organizational structure, thus defining the specific relationships between the collection: units, sections and managers in the Organization, including the specific responsibilities of each of the units within the organizational structure and reflect the Organization's thought systems. Any organization is a combination of factors, the relationship between agents and a single general relations. Organizational structure not only of the hard components such as individuals, groups, and various, but its like the relationship between organizational components also increases (range-and colleagues, 2009).

Determine what duties the organizational structure must be allocated, who reported to the who, and the mechanisms of coordination and interaction patterns and specific relationships. This Outlook to the mechanisms and the formal patterns is limited (Keating, 2000, 181).

Organizational structure and activity that involves the three main pillars of the Organization shall be mentioned:

- * Determining organizational structure formal relations in the Organization report.
- * Determining organizational structure of people who work in the form of group.
- * Organizational structure includes systems, which is by them, shall be combined to all activities (daft, 2010).

Dr. rezaian in his book says that these are according to "organizational structure resulting from the process of organizing is of the: the system is taken form the official approval of on the activities of the joint goals of business people that are interdependent". Accurately in this definition can be fundamental to the Foundation Board: don't

1-organizational structure resulting in the definition of the process of organization change in the definition of anchanch been getting similar ikdigrend said.

2 this definition to recognize that the same one after abaadsakhtar-and is paid to the other is referenced ties this definition within this is considered next. Richard daft organizational structure in the organizational chart will reflect the organization chart that has the full set of fundamental activities for in a book is a significant one bulk Organization (rezaeian, 1391).



Theoretical basics

The pillars of organizational structure

In projecting the organizational structure into consideration the three pillars:

1. organizational structure determines the official reporting relationships in the Organization, and represent some stages that the administrative hierarchy and there are also Admins control scope specifies.
2. organizational structure, determines the position of the people who work in a unit as a group and as a grouping or dividing units that there is, in the whole organization.
3. the organizational structure, including the system plan in which all units are coordinated and integrated. As a result, the effective communication in the Organization will be guaranteed (Arabi, 1385).

The components of the organizational structure Complexity : Specialization is the basis of the complexity of occupations. The size of the organization inside may also be. The means of work that are carried out by the number of places are determined and measured by the number of occupations that are hierarchical and numbered, the increasing complexity of the organization increases. Problems are controlled and coordinated. The complexity that was not assured is the organization of the existence of the environment, is due. Complex environments have increased the uncertainty of the variable and environments in the order of the organization to accommodate this and, with this increasing complexity of complexity, increase the amount of internal and internal environments in it. An extremely complex organization is known to have a high number of levels of domains and areas with extensive oversight and geographic dispersion.

The first pillar of the organizational structure is the functions and activities, and it divides the organization into a division of either. The more extensive the organization's activities are, the more complex it will be, the more complex it will be. This complexity affects the behavior of the members of the organization, the relationship of process, within the organization and between, and the environment surrounding it. The complexity of the organization manifests itself horizontally and vertically horizontally.

A: the horizontal separation^lhorizontal separation or separation rate; between the units. This type of breakdown, to the extent of separation between organizational units, according to the Position members of the Organization, its tasks education and training that they have undergone, refers. The existence of numerous professional organizations, which require specialized knowledge and scientific skills, greater complexity of organization; because job opportunities are different persons, the management and communication regarding the coordination between the activities of it, fails. The most important witness of the horizontal separation within the enterprise, the expertise of the inner segment is oriented to the Organization so that the two have a mutual relationship with each other, (Robbins, 1385).

Even if the number of workers required more specialist training course, longer and at a higher level, the greater complexity of Organization (alvani,1387 ,).



(B) the vertical separation of; vertical separation to the depth or height of the organizational hierarchy. With the increased levels of organizational hierarchy, a vertical separation of organizational complexity, and increased organization. Excellent management and operational levels between the Organization, the potential for making communication problematic factor is that coordination between the personnel departments, management and supervision of operational activities, by excellent management difficult.

Vertical and horizontal separation should not be two distinct categories of processed. Vertical separation may be an appropriate response to increase the horizontal separation in the organization. When more expertise, within the Organization, the coordination between the tasks of the necessity finds more (Robbins, 1385).

vertical work, three significant topics reflecting should consider:

1) number of organizational levels required in the organizational hierarchy. In this way, depending on the number of organizational levels of the organizational pyramid shape may be in the form of "flat", "medium" or "long".

2 monitor gamut monitor gamut;) to the number of staff who report to a Manager directly implies.

3. focus on the subject) degree is the main position, this decision implies Organization (Rezaeyan1387 ,).

(C) the geographical areas based on the breakdown:^L; in short, based on the breakdown of geographical areas The third element in the definition of the complexity of organisation that shows although the vertical and horizontal separation, the organizational units of the time made more scattered , but the physical separation in terms of units can also increase the complexity.

A breakdown by geographical areas, the amount of scattering units, facilities and Manpower, in terms of the geographical breakdown. The rate of dispersion of offices, factories and individuals of the organization according to the indicate geographical areas.

This separation of With vertical separation has long structures. compared to flat structures have more complexity are the same fit, a tall structure that geographically disperse it authority levels, compared to the organisation that is focused on the management of all its powers much more complicated geographical areas based on the discussion in the separation, the distance between regions are also considered.

Its distances from each other areas and distances to the Central Office as well as the number of employees per unit area, . With the increase in unit intervals from each other and the Central Office as well as the climbing number of employees than the Central Office personnel, the complexity of the enterprise will be more time (Alvani,1387 ,).

Formalization : Formalization, the amount of the standard or Enterprise jobs The formal organizational relations organization. fully detailed and written according to the organizational chart for the staff is described and if necessary the next changes will also formally by the administrator will be notified but non-official organization, organizational relationships generally, interpreting for the staff potential and if necessary change the recover naturally (Rezaean1387 ,).



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If a high amount of Formalization career, its curator, to do its job-related activities, as well as when and how to do it, at least enjoy the freedom of action of this State will be. staff are expected always to stay with the same inputs to work as a predetermined results. therefore, when the Formalization ballast, specific job descriptions, rules and regulations and clear instructions Regarding the process of work in the organization. When the Formalization is low, relative to the average employee behavior can not be scheduled in such a Situational, people in their jobs to their opinions of the greater degree of freedom of action (Robbins, 1385).

Organization of different Formalization with each other to a degree. "Richard HTML. Hall^L"(1997) distinct from the minimum maximum Formalization. Formalization when the maximum that is too formal procedures and practices of work done by a host of laws and regulations, to be specified exactly (the same as the factory assembly line for cars). When a unique position exists and in this case a specific procedures for doing the work is not available, it is said that Formalization is at least in the Organization (Hall, 1384).

The focus of the : Focus on the authority of the hierarchy, it is the level of the mind is said to be That's the power of decision-making. when the decision will be taken in the top category of the enterprise, it focused organization. when deciding to lower levels of the Organization be entrusted to decentralized organization, say (daft, 1387).

In other words, the focus of some stages of the hierarchy to which authority can take decisions. focused organizations, senior managers and those who are at the head of the Organization The right to decide in a decentralized organization., the same decisions at lower levels.

The issue of lack of concentration, to be one of the Riddles is unsolvable because of bureaucratic organizations that for one to be adhered to all the decisions of the Excellent management by the Organization, and he completely controlled the Organization, but with an increased number of employees of the Organization and getting bigger, units and Dwyer, may not be all the decisions to the Supreme authority of the Organization, or the amount of time a referral. the decision does much that a senior can not suffer it. so, the result of research that has been done on large organizations indicate that in organizations Big (like the American airline company) the phenomenon of lack of focus observe (daft, 1387). Today, it managers is the amount of focus or lack of focus goes back to govern that help them best, run Their decisions and organizational goals. What an organization is not necessarily effective in the other organization has. So the managers have the degree of lack of concentration for each organization, and the Robbins (units and di sanzo^L, 1387).

The more administrators to have more trust in subordinates and people deserve to know more will be subordinates to devolution and finally in the Organization, lack of concentration will be created. As mechanisms of information exchange to be more decision points and make the perfect bazkhor to evaluate the results of the decisions taken there will be lack of concentration will be greater. Metkhzh decisions as soon as possible by a unit, other units on operations is participation of other units in the more influential decision. This is grounds for a lack of organizational focus.



If more decisions to be taken at the top of the pyramid of the enterprise focused organization. Of course, the phenomenon of concentration, not a simple issue that you can say who can or who decide. If someone in the category down to take several decisions but also the Organization of these decisions based on specific organizational policies and planning, such as concentrated a lot of organization. The Affairs of the Organization for democracy and the decisions of the group are taken collectively and more can be seen concentrating solar. One of the pillars of the phenomenon of the focus of this is to see how the members of the Organization and the activities evaluated. Assessment process requires the Organization to see if that works great if correct, or is done quickly or not? If the evaluation work by people who have been at the head of the Organization to be done (regardless of what kind of measures to be taken) a centralized organization. In organizations that assess people's work is done, usually in the form of centralized policies focused time, but this is not necessarily always the status of the species (Hall, 1384).

The dimensions of the Organization

Many variables as the organizational dimensions have been raised, but we can say that the organizational dimensions are divided into two groups:

(A) the structural characteristics of the structural dimensions): a suggested that internal organization and the basis of measurement and comparison of organizations together.

B) dimensions: the dimensions of the content of the whole organization representing the content, like the size or the type of the extended organization, technology, the environment and its hdfahai (Keating, 2000, 182).

A structural dimension)

Condition: Evidence shall be applicable to the documents and that there is organization. in this document the methods, Rah Responsibilities, regulations and policy statements or that the Organization should respect and implementation considerations wrotee. of these documents reflects the type of behavior and activities of an organization.

Being a professional: Being a specialized organization of the aforementioned organization that means to what extent or how the degree of their activity and to separate and specialized division of duties. If the organization is specialized in very high each worker or an employee is only a limited range of tasks is done .

Having a standard: Having the case shall be referred to the standard of work is similar to an organization doing the same and are the same as in the His work. high standard give His work diverse methods have been done in all units, the same work is done in.

Hierarchy of powers: The purpose of the powers of the hierarchy, specify the subject that any of these people should report their work to whom powers of the hierarchy, domain ... Control Manager to specify what that means. the number of people reporting their work to provide an administrator.

Complexity: The purpose of the complexity of things or systems were the numbers that will be carried out within an organisation or is there a different set of majrahay can be used. consideration is the number of vertical surface complexity. that there are powers and



hierarchy of complexity in terms of horizontal organization related to the number of job titles or doayari is a form of horizontal across the organization.

Being focused on: In the hierarchy of powers being concentrated, it may be said that the level of the authorities of the power to decide when that decision. at the level of the top of the Organization, that organization shall be called when the centralised decision making to that. the levels of the Organization be submitted lower say that Decentralized.

Professionalism: Professional education and training to the staff of applicable. If an employee organization for taking a job should make more long-term training courses in it, organization, professional organization shall be applicable.

The ratio of staff to personel. This ratio expresses the various tasks for the people that use and various doair to the hiring organization may. like the ratio, the ratio of management personel.

(B) the dimensions of the content)

Size: The size of the organization is that a small number or a great number of people or employees as shall be specified. • Can be used with respect to a particular unit, a circular, a section or the whole organization.

Technology organization: The science and Technology Agency is providing something that turned into stadeh data.

Environment: The environment includes factors that are outside the boundaries of the organization. some of the factors are

Of industry, Government, customers, suppliers, financial institutions, credit and commodities.

Hdfahai and strategy of the Organization: The expression of the objectives and purpose of the Organization and permanent markers ghaiy. the strategy is a practical program that resource allocation methods and the activities of the Organization in relation to the environment and in the way of achieving its objectives are determined.

Culture: The culture of an organisation represents a set of values, beliefs, norms and understanding is that their organization with the staff of the joint funds. culture is unwritten but content organization with respect to the internal organization of the issues will be visible (Keating, 2000, p. 191).



Quad dimensions and types of preventive structures tvanasaz

The dimensions of the Structure types	Recognize	The focus	The process	The field
Flame retardant	The rules and procedures of the hard and inflexible Treat problems as the limits and ADO Demanded conformity and agreement Punishing errors Promote bad kamani	Answered calls The control of the Tenbeh staff The lack of courage to change Arbitrary rules	The decision unilaterally Apply pressure to the desired work	Employee distrust Fraud and deception Conflict. Create a feeling of power and an influence in people
Tvanasaz	<ul style="list-style-type: none"> · Promoting flexible rules and procedures · Treat problems as learning opportunities · Acceptance of differences in values · Encourage initiative and innovations · Foster trust 	Facilitate problem solving process Promoting collaboration Encouragement of openness Supporting employees Savings contributions Encouraging initiatives and innovations	Collaborative decision making Problem solving	Trust Honesty and credit The integrity of the Create a sense of power and influence people

Discussion and conclusions

structure: What is the virtue of the importance of the structure can be tvanasaz elements and the properties of its manufacturer, its direction and Advancement power in the Organization and more functional result It is included the rules and regulatory structure tvanasaz that is a guide to solving problems and thus improves problem solving process (Hoy, W.K., Sweet land., 2001, p. 298).



The rules and regulatory structure to Supportive points out that the leaders of the enterprise to help them out of their powers to manage the organizational changes (McGuigan¹, 2005). Hence the background necessary for the process of organizational leadership in complex situations and provides an inner peripheral (Tylus¹, 2009).

The Organization for its effective scanning in this regard, it must be equipped to empower human capital. The structure of tvasasaz leads to the Empowerment members of the Organization for responding to different systems and situations to be dynamic and flexible practices and the positive consequences of the enterprise can upgrade (win-et al, 2009) so it can be said that the structure of tvasasaz, an organization in achieving the mighty organizational health. The structure of tvasasaz has four recognized later, focus, process and context.

The structure of flame retardant: Hierarchical organizational structure with an inflexible system of rules and regulations, and punitive damages, based on the frequency and focus of the Organization's Member conformance (Tylus2009 ,). the objective basis of hierarchy, forced the employees answered. hence their behavior closely and accurately manage and control can be applied (Hoy, W. K., Miskel.2008).

In fact, the aforementioned structure leads to a kind of Monitoring and bazdardendeh consequences of surveillance applied to it, such as reduced professional and Enterprise commitment and lack of motivation in organization. the structure of flame retardant, a requirement to convert people unworthy, reluctant to staff who work and responsibility towards the demands of providing management and any kind of creativity and suppress innovation. on the other hand this structure lead to the strengthening of the power of the directors to exercise control over employees . Of course, on the other hand feel bi-power (lack of penetration) in virtue of the staff. Proazah is that the structure of the organizational behavior through preventive influence on people in individual, group and organizational levels, the Organization of the move towards the realization of organizational health. The structure--also has four recognized later, focus, process and the field.

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