

HW#1 Organizational Structure

1. Provide an introduction that 1) explains the purpose of the paper and 2) briefly (one succinct paragraph) introduces your current (or a recent) work organization: major product/service, approximate number of employees, and sector: government/for-profit/non-profit. (If desired, you may use a pseudonym for the employer's name to ensure confidentiality).
2. Structure Description - Apply concepts from the readings, your research in UMUC library, and the lecture modules to describe the structure of this organization according to the following four specific aspects (a-d):

To what extent is it: a) formalized, b) centralized, and c) specialized (different functions and levels of hierarchy)? Tell whether it's high, medium, or low on each of these in your judgment and briefly explain why. You may also provide short examples as necessary to illustrate.

d) Given the above characteristics (i.e., degree of formalization, centralization, and specialization), is the structure more mechanistic or more organic?

3. Analysis of Structure's Impact on Effectiveness – Evaluate the structure of your organization (as described above) to explain how appropriate or inappropriate this structure is for it to be effective in today's world at meeting its stakeholders' needs, specifically:

- a) Based on course concepts, what does it mean for this organization to be effective?
- b) Does this current structure support it being highly effective? Or, would some other design be better? Be sure to tell – on the basis of course concepts, your research, and logic – why this is so: What is the rationale for your conclusion? Cite concepts from the course readings, scholarly sources from the UMUC online library, and/or weekly modules to support your analysis.

4. Conclusions

You should consult and cite a minimum of five references that relate to course concepts, at least two of which should be articles from academic journals not assigned in class (i.e., not your course readings). IMPORTANT NOTE: The articles you obtain from the library should not focus on your organization but instead should focus on and help you better understand course concepts such as specialization, decentralization, and formalization. You are not researching the organization but instead you are researching course concepts.

The body of the paper, **including an abstract on a separate page**, should be no more than four pages. NOTE: The page count includes an abstract but excludes the title page and references. Follow APA style guidelines. Be sure to use headings/subheadings for different sections.

PLEASE UPLOAD YOUR ORIGINAL DRAFT WITH YOUR WRIT TUTOR'S FEEDBACK WHEN UPLOADING YOUR FINAL PAPER TO THE ASSIGNMENT FOLDER. USE DIFFERENT SHORT FILENAMES. The paper cannot be graded without the tutor's feedback.