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by W T

Organization Structure Analysis and Critique

Name

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Every organization, regardless of size, utilizes organizational structure immensely. Therefore, the structure always entails providing the guidelines that must be followed when operating. Also, this structure still stipulates a particular hierarchy in the company. For instance, it contains the rules that the company divisions must follow when giving out roles to employees, the chain of command, and how decisions are made. The primary purpose is to ensure the company's objectives are achieved efficiently. However, every company utilizes a different organizational structure to decrease confusion among employees and preserve order. Furthermore, companies should ensure they create a simple management organization that is vibrant and operative. This paper will analyze and critique Apple Inc.'s organizational structure.

Apple Inc. is a technological organization that has acquired tremendous growth through innovation. Through their organized structure, Apple has managed to get the best innovative employees and accomplish its objectives. The organizational structure that Tim Cook and Steve Jobs initiated has helped the company acquire significant opportunities such as company development, advanced human resource practices, and product variations. The employees in Apple Inc. have a slight influence on the company's working magnitudes because leaders are responsible for the company's specific functions and objectives.

The company has a functional departmentalization because different individuals performing the same tasks are grouped into one department. The objective of departments is to ensure the same roles are worked together by individuals of similar skills. Innovation is encouraging as all departments are working to ensure they achieve the best. Some of the Apple company departments are machine learning and artificial intelligence, design, hardware, software, services, marketing, operation, supply chain, and corporate functions. According to

Chapter 15, functional departmentalization allows companies to incorporate all important positions with available specialists and ease organization and integration.

Organizations require a steady chain of command to ensure they run effectively. Chapter 15 emphasized that the chain of command is the organizational hierarchy of presenting the issues and projects. This is essential because employees will understand where they should report to, and managers know where they are answerable. Moreover, the chain of command develops responsibility and outlines its line of authority and decision-making powers. Apple has a significant command chain because Timoty cook is the president and chief executive officer, and all senior vice presidents below are answerable to him. Furthermore, the vice presidents are responsible to their seniors. This is essential as it allows each task and department to have an individual accountable for performance.

The span of control is vital in understanding how the operations are conducted. Furthermore, the span of control ensures the success of the company. For example, Apple has a wide span of control because the number of employees a manager supervises is immense. Apple has one president, and all the senior vice presidents in the thirteen departments report to him. On the other hand, all departments have their group of employees to supervise.

Decision making the foundation of the business's success or failure. Therefore, the people involved in decision-making need to be diversified to capture all the company's issues. There are two ways of decision-making in organizations centralized and decentralized. Apple Inc. utilizes centralized decision-making. Chapter 15 emphasized that centralized decision-making is where planning activities are done in a specific location or leader. Therefore, this method ensures that the authority is reserved in the head office and the other divisions receive the commands. Cook as the chief executive officer, is helped with the senior vice presidents in various departments in

making critical decisions of the organization and the control and coordination of the company. The senior vice presidents address the required activities in their functional specialties and act as chief advisors to the CEO. This is essential because they can consider the organization's weaknesses and strengths and initiate suitable plans. However, the CEO is responsible for all the company's operations.

Formalization is vital in ensuring that perfection is achieved; however, it is vital to ensure that people understand what they do and have experts in every field in such a global company. Innovation is essential; therefore, Apple has utilized a product-based organizational structure. This ensures that every manager concentrates on their line of duty and ensures it is done efficiently irrespective of the challenges faced to guarantee success. Similarly, boundary-spanning is critical in fostering innovation and share of ideas among employees. According to Chapter 15, boundary spanning is where employees can relate with other individuals from other departments. Apple has allowed a boundary span to create a balance in general decision-making. The collective organization style used improves the effective interactions between the staff and managers. The weakness of Apple's structure is reduced flexibility in decision-making. The company does not support rapid changes because everything must pass through the top management before it is implemented.

In summation, organization structure plays a critical role in the achievement and success of the company's operations, from the arrangement in departments to decision-making, leadership, and job specialization. Apple has utilized centralized decision-making and improved the collaboration among employees. However, there is a need to ensure rapid changes in their structure to cope with their competitors' high competition. The unbroken line of authority provides the CEO Timothy Cook with more powers.

Reference

Chapter 15: Foundation of Organization Structure.

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