

1) Organizational structure is the framework of an organization, meaning the support which keeps the organization functioning. This includes a formal hierarchy of authority; the distribution of work; and the rules/procedures that govern in organizations. The elements of organized structure are work specialization, decision-making source, levels of administration, and departmentalization. These elements are brought together to create mechanistic and organic structures, which are extreme opposites in organized structure. Mechanistic structures, which are highly rigid and bureaucratic, help companies attain efficiency. Whereas, organic structures, which are decentralized and flexible, help companies attain innovation. As contingency structure states, organizations adapt continuously to conform to their environment. The build-up of these changes has called for a different approach to organizational design, most notably, the shift away from the traditional bureaucratic mechanistic structure.