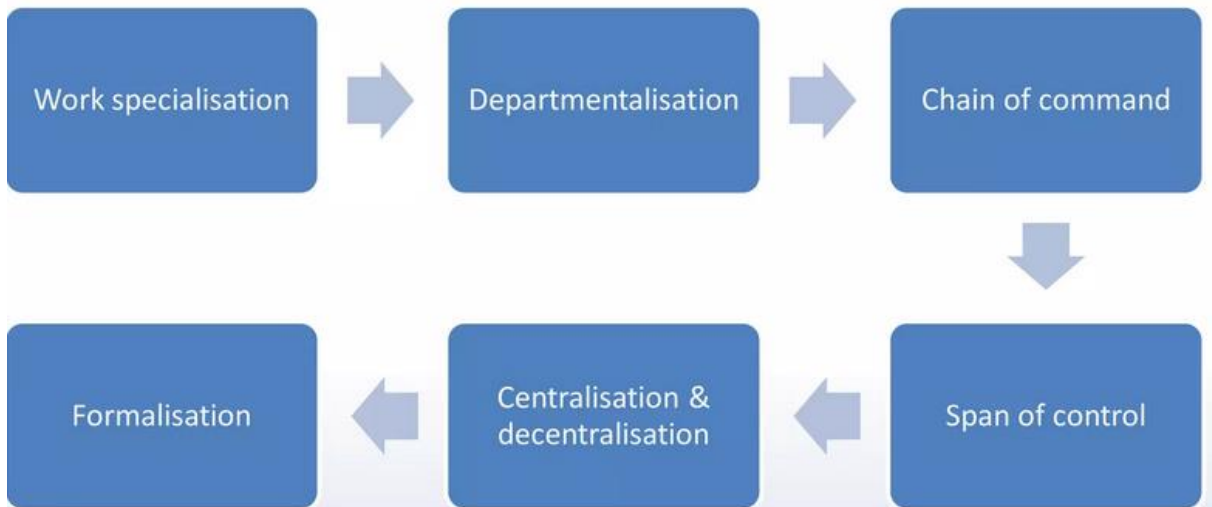


Organizational Structure

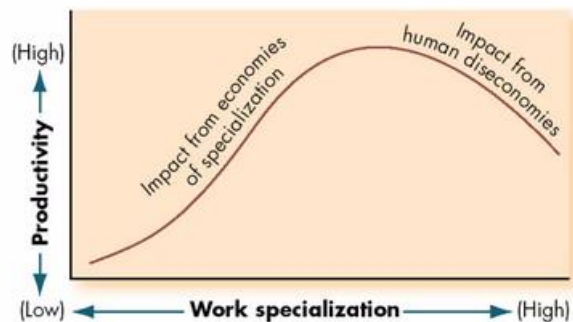
What is organizational structure?

How job tasks are formally divided, grouped and coordinated.



Work specialization

Describes the degree to which activities in the organization are subdivided into separate jobs.



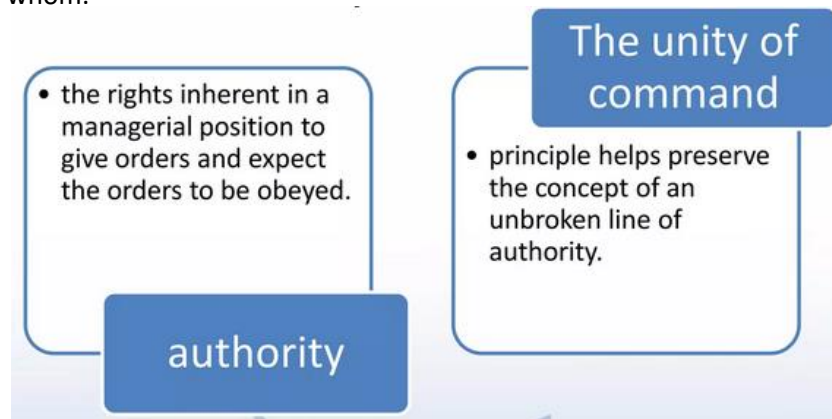
Departmentalization

The basis by which jobs are grouped together is called departmentalization.



Chain of command

An unbroken line of authority that extends from the organization to the lowest echelon and clarifies who reports to whom.



Span of control

It determines the number of levels and managers an organization has.

Centralization & decentralization

The degree to which decision-making is concentrated at a single point in the organization.

Formalization

Refers to degree to which job within the organization are standardized.



Why do structures differ ?

Forces that influence the design that is chosen :

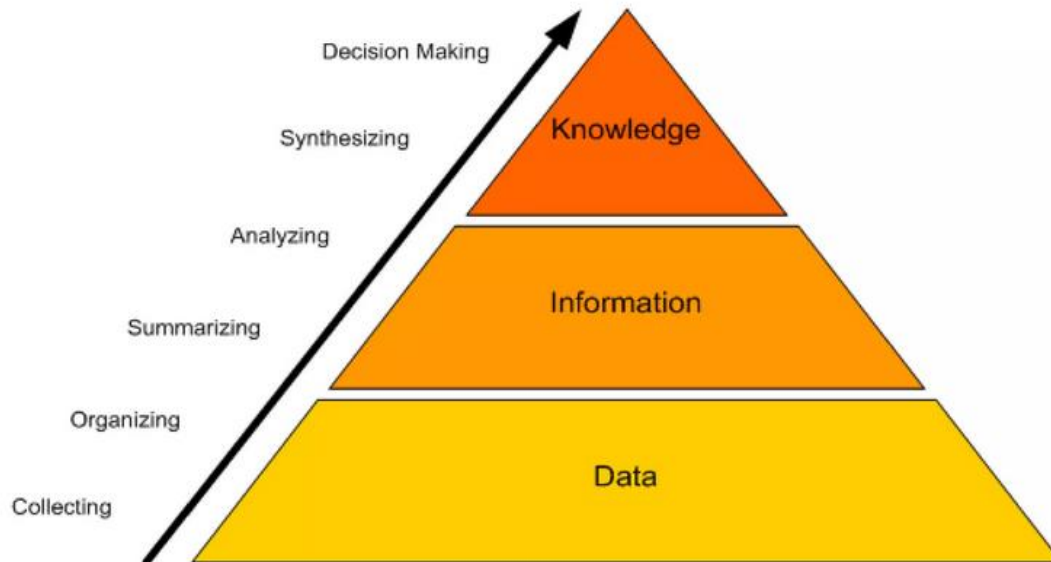
1. Strategy
2. Organization Size
3. Technology
4. Environment

Result is :**Global implications.**

Knowledge Management

What is Knowledge Management?

Knowledge management (or “**KM**”) is the management of knowledge within organizations.

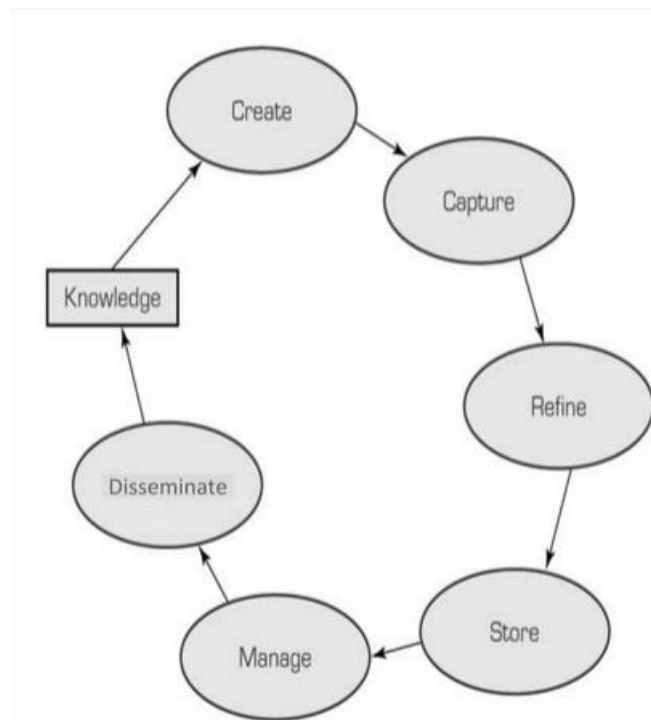


- Process to help organization identify, select, organize, disseminate, transfer information
- Structuring enables problem-solving, dynamic learning, strategic planning, decision-making
- Leverage value of intellectual capital through reuse

Knowledge Management may be viewed in terms of:

- **People** — how do you increase the ability of an individual in the organization to influence others with their knowledge
- **Processes** — Its approach varies from organization to organization. There is no limit on the number of processes.
- **Technology** — It needs to be chosen only after all the requirements of a knowledge management initiative have been established.
- **Culture** — The biggest enabler of successful knowledge-driven organizations is the establishment of a knowledge-focused culture.
- **Structure** — the business processes and organizational structures that facilitate knowledge sharing.

Knowledge Management Cycle/Process



- Creates knowledge through new ways of doing things
- Identifies and captures new knowledge
- Places knowledge into context so it is usable
- Stores knowledge in repository

