Types Of Organizational Design

<table>
<thead>
<tr>
<th>Types of Organisational Structures</th>
<th>Illustration of this type of organizational structure</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Simple</strong>: This is a basic organizational structure where there is little work specialization, the owner yields most power, and few rules govern operations. The organizational structure is also flat — meaning that there are not many levels of hierarchy. Typically, small organizations such as restaurants would have these types of organizational structures.</td>
<td>![Simple Organizational Structure Diagram]</td>
</tr>
</tbody>
</table>

**Functional**: This is where the work is divided into specific areas of specialization: jobs and activities are grouped together – also referred to as departmentation. Departmentation can take place in different ways: based on a product or service, by types of customers, or by type of equipment used to produce the business products.

- **By product or service**
  - NAC executive director
  - Policy
  - Finance
  - Admin
  - M&E
  - Decentralisation

- **By process or equipment**
  - Factory Manager
  - T-shirt Printing
  - Business Card printing machine
  - Poster Printing

- **By customer**
  - M&E manager
  - Routine Data Providers
  - Surveillance data providers

**Structure by geographic location**: This is where the structure is based on geographic locations of the business – typically when different branches are located in specific areas, or persons assigned to specific geographic areas.

- NAC
  - North region RAC
  - East Region RAC
  - West Region RAC
  - South Region RAC
**Types of Organisational Structures**

<table>
<thead>
<tr>
<th>Matrix structure: “Sometimes an organisation needs to run according to what projects they have to do. In these situations people usually work together in a team to achieve their projects goals. A person working on a project would have two bosses, the boss of the department that they work in and the leader or manager of the particular project that they are working on at the moment. A project may cover some or all of the organisations departmental areas” (Bolton, 2007).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hybrid structure: An organization can also have a hybrid structure, where more than one type of organizational structure is used</td>
</tr>
</tbody>
</table>

**Illustration of this type of organizational structure**

Matrix Structure:  

- General Manager  
- Production  
- R&D  
- Marketing  
- Project 1  
- Project 2  
- Project 3  

Hybrid Structure:  

- NAC Executive Director  
- Finance  
- HIV prevention  
- Admin  
- M&E  
- Planning  
- Central Region  
- Southern Region  

**Sources:** Robbins and Decenzo, 2001; Bolton, 2007