

## **ORGANIZATION**

### **DEFINITION**

- An organization may be defined as a formally constituted group of people who have identified tasks and who work together to achieve a specific purpose defined by the organization.
- Organization is a form of every human association for the attainment of common purpose and the process of relating specific duties or function in a whole -J D Mooney
- Organization consists of the relationship of individual to individuals and groups to groups which are related as to bring about an orderly division of labor. - Pfiffner.
- Organization is a formal structure of authority through which work subdivisions are arranged, defined and coordinated for the defined objective. - Luther Gullick
- Organization is a system of co-operative activities of two or more persons. -Chester I Bernard.

### **NATURE OF ORGANIZATION FOUR PIS ARE REQUIRED TO FORM THE BASES FOR ORGANIZATION,**

- P- Purposes
- P- Process
- P- Person target group
- P- Place setting

### **IMPORTANCE OF ORGANIZATION }**

- It increases managerial efficiency .
- It ensures an optimum use of human efforts through specialization and also make use of all resources , determines needs for innovative and new technologies in terms of cost effectiveness and accomplish objectives.
- It places a proportionate and balanced emphasis on various activities.
- It facilitates coordination in the enterprises.
- It provides scope for training and developing managers.
- It helps to consolidate growth and expansion of the institution/enterprise.
- It invites creative and innovative ideas.
- It prevents the growth of laggards, wire pullers or other forms of corrupters

### **PRINCIPLES OF ORGANIZATION**

#### **According to Ms. T.K.Adranvala**

- Division of labor
  - Hierarchy of authority
- System for co-ordination and control

- Span of control – **it depends on** ,
- Unity of objectives
- Division of work & specialization
- Job description
- Unity of command
- Principle of adequate authority
- Span of supervision

**According to BT Basavanthappa There are six principles of organization as follows:**

1. Hierarchy
2. Span of control
3. Integration vs. disintegration
4. Centralization vs. decentralization
5. Unity of command
6. Delegation

**According to Russell C. Swansburg & Richard J. Swansburg**

1. Principle of chain of command
2. Principle of unity of command
3. Principle of span of control
4. Principle of specialization

ORGANIZATION CHART

HOSP

WARD

PHC

SUB CENTRE