**Comparative characteristics of Mechanistic and Organic organization models**

Mina Ko [marinakogay@gmail.com](mailto:marinakogay@gmail.com)

**Introduction**

Human life is directly related with organization. At the beginning of being people had to unite into groups to survive in difficult nature conditions.

Animals have inherited from the nature various abilities as means to survival. Predators have got speed and power, strong teeth and claws, the rest have got speed and power and/or quick reproduction cycle.

People have not inherited anything of that. But in exchange people could inherit ability to communicate with each other, ability to abstract thought, ability to scientific invention and ability for easy adaptation in unknown environment.

Using these natural and acquired abilities people can invent the culture and civilization. And it could not be possible without organization.

Organizations consist of first of all are people cooperation, works that they do and relations and interaction between peoples and works, between peoples in organization and between organization and its environment. These relations and interaction manifest itself in first and foremost in form and structure of organization.

In a contemporary Theory of Organization identifies two forms of organization: a Mechanistic Organization and the Organic Organization.

An analysis of the strengths and weaknesses of organization structures allows you to find the criteria for their optimal use.

**Mechanistic Organization**

A lot of publications devoted to the forming structure of the organization as one of administrative tasks were published in the first half of the twentieth century.

Particularly H. Fayol singles out ensuing management principles:

* Division of work.
* Authority.
* Discipline.
* Unity of command.
* Unity of direction.
* Subordination of individual interests to the general interest.
* Remuneration.
* Centralization.
* Scalar chain.
* Order.
* Equity.
* Stability of tenure of personnel.
* Initiative.
* Esprit de corps.

M.Weber introduced the concept of "bureaucracy". According to his theory organization should have the following characteristics to achieve the maximum benefit from the bureaucratic approach:

- There is a high degree of Division of Labor and Specialization.

- There is a well defined Hierarchy of Authority.

- It follows the principle of Rationality, Objectively and Consistency.

- There are Formal and Impersonal relations among the member of the organization.

- Interpersonal relations are based on positions and not on personalities.

- There are well defined Rules and Regulations. There rules cover all the duties and rights of the employees. These rules must be strictly followed.

- There are well defined Methods for all types of work.

- Selection and Promotion is based on Technical qualifications.

- Only Bureaucratic or legal power is given importance.

Mechanistic structures are mainly for companies that operate in a stable environment, use a centralized approach of authority, and maintain strong loyalty for management. Organizations that use a Mechanistic type of structure generally do not need to change or adapt their structure. This is mainly due to lack of innovation, creativity, and quick decision analysis not needed. Examples of organizations using Mechanistic structures include colleges and universities.

Mechanistic Structures Include:

-  Belief upper management is better capable of making decisions

-  Management instructions must be followed

-  Communication and control must proceed through hierarchical routes

-  More emphasis toward completing a task opposed to achieving company goals

-  Employees are more jobs specialized and placed into certain departments

-  Low differentiation of tasks

**Organic Organization**

Since the 60s some organizations faced with the situation when the external conditions of their work were changing so fast that the shortcomings of the bureaucratic organization of management were to outweigh their advantages (projects become so complex, and the technology has evolved so rapidly).

More new flexible types of organizational structures appear. They are better adapted to the rapid changes of external conditions and the emergency of new high-tech technology than bureaucracy. Such structures are called adaptive because they can be quickly modified to meet changes in the environment and the needs of the organization. Another name of these systems is organic structures. It is related to their capacity to adapt to changes in the environment, just as organisms do.

The organic model of organizational design aims to achieve high levels of adaptability and development with limited use of rules and procedures, the decentralization of power and a relatively low degree of specialization.

Model of organization, which creates in individuals a sense of personal worth and responsibility and provides satisfaction, flexibility and development, has the following characteristics:

* Relatively simple, because it reduces the value of specialization and expands the range of work;
* Relatively decentralized, as does the emphasis on power and increases the depth of the work;
* Relatively informal, as focuses on the product and the consumer as the software.

Organic type of governance structure is only in the initial phase of its development, but elements of this approach got fairly widespread.

**Comparative characteristics of Mechanistic and Organic organization models**

|  |  |
| --- | --- |
| **Mechanistic Organization** | **Organic Organization** |
| Individual specialization: Employees work separately and specialize in one task | Joint Specialization: Employees work together and coordinate tasks |
| Simple integrating mechanisms: Hierarchy of authority well-defined | Complex integrating mechanisms: task forces and teams are primary integrating mechanisms |
| Centralization: Decision-making kept as high as possible. Most communication is vertical. | Decentralization: Authority to control tasks is delegated. Most communication lateral |
| Standardization: Extensive use made of rules & Standard Operating Procedures | Mutual Adjustment: Face-to-face contact for coordination. Work process tends to be unpredictable |
| Much written communication | Much verbal communication |
| Informal status in org based on size of  empire | Informal status based on perceived  brilliance |
| Organization is a network of positions,  corresponding to tasks. Typically each  person corresponds to one task | Organization is network of persons or teams. People work in different capacities simultaneously and over time |

**Conclusions**

Organic and Mechanistic structures are only two extreme points of the organization. The actual structures of real organizations are in between them. They have the features of both mechanistic and organic structures in different proportions. It happens that the various departments of a big company have different structures. Experimenting with the development and introduction of new governance structures has become a characteristic feature of the present. In the course of these experiments are often used a variety of combinations of known species and types of structures, organizations adaptable to the specific conditions of their operation. But the main trend is that each successive structure becomes simpler and more flexible than the previously applicable.