

BASIC CONCEPTS OF ORGANIZATIONAL STRUCTURE

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Abstract

Organizing is a process of classifying and dividing activities/work in the desired goals of an organization, so that by organizing, tasks and responsibilities can be divided among the administrators so that everything can run effectively. In organizing, this article reviews the factors that influence it, namely: Human Resources, Goals, and Organizational Structure. a study of Human Resource Management literature. The purpose of writing this article is to build a hypothesis of the influence between variables to be used in further research. The results of this literature review article are: (1) Human management or human resources in an organization affect the organizing process related to the implementation of the organization itself. (2) Organizational goals affect organizing where in its activities the organization must be oriented towards organizational goals. (3) Organizational structure affects organizing because the organizational structure regulates, among other things, the division of tasks and authority in a simple organizational concept map.

Keywords : basic concept , Structure, organization

INTRODUCTION

Establishing an organization is not easy. Many obstacles will be faced in realizing an organization that aligns with its goals. People and how to manage human resources within an organization become crucial because the more resources there are, the less powerful they become to remain competitive in the global marketplace. The existence of human resource management within an organization aims to increase an employee's contribution to the organization in order to achieve its goals. This is understandable because all organizational activities in achieving its goals depend on the people who manage them.



Only organizations with quality human resources will be able to win the competition and develop the organization.

Organization can be formed through a process of grouping and dividing activities into goals expected by an organization, namely that the existence of an organization can group the tasks and responsibilities of its members. Organization is also defined as a basic management activity carried out to organize the necessary resources. The function of organizing is to determine how to sort out work that can be managed well. This organization is usually formed with several factors including human resources or the subject of the organization's implementation, a common vision or goal, and the structure or division of organizational tasks.

Humans are a crucial element, through human organization and interconnected tasks where humans are guided to work effectively in the division of labor grouping . Often defined as a hierarchical line, the organizational structure plays a more important role for an organization where there is a general description of the division of authority and responsibility of members or groups of members to achieve organizational goals. Even several supporting elements are formulated by the organizational structure, including the formulation of member *job descriptions* , the formulation of authority, and the determination of rewards received by each member for their performance. In some cases, the organizational structure can also influence the motivation of members to achieve higher positions with a clear hierarchy. In addition, establishing a clear organizational structure can also reduce internal conflict in the transfer of responsibility or authority disputes.

A good organizational process will increase an organization's chances of achieving its goals. An organizational structure demonstrates the structure and structure of a fixed paradigm, reflecting the relationships between functions, departments, and positions, indicating different levels, duties, authorities, and responsibilities within an organization. This article will further discuss the basic concepts of organizational structure.

TINAJUA'S CHILDREN

1. Organizational Objectives

Organization is the process of bringing together the work that people or groups have to do with the power necessary for its implementation .

The obligations carried out can provide the best channel for efficient, orderly, positive, and coordinated business organizers. (John M. Pfiffner and S. Owen Lane, 1951). Organizations must have goals to be achieved. These goals can be assessed from several aspects, namely methods, paradigms, and programs until the final stage of the work carried out by organizational members. According to the Big Indonesian Dictionary, goals mean the intended direction, the intended direction. The meaning that can also be used in the sense of goals is as a desire. This understanding shows that goals do not stand alone, goals are a better state that is desired to be achieved in the future. To achieve better goals in the future, better performance is needed. Performance is a guide for the goals to be achieved by organizations, groups, and individuals.

2. Organizational Structure

A company's organizational structure helps determine success. Organizational structure is described as a system used to define an organization. There are various types of organizational structures. Organizational structures have advantages and disadvantages and only work for companies or organizations in certain situations or at certain points in their life cycle. According to Gill Corkindale of Harvard University, poor organizational design and structure result in confusing contradictions: confusion in roles, lack of coordination between functions, failure to share innovation, and slow decision-making make managers complex, stressed, and conflicted.

RESEARCH METHODS

This article was written using qualitative methods and literature studies or library research. Literature books were reviewed in accordance with the theories discussed, especially the scope of the basic concepts of organizational structure. In addition, reputable scientific articles and also scientific articles from less reputable journals were analyzed. The scientific articles cited were sourced from Mendeley and Google Scholar. In qualitative research, literature reviews are used consistently with methodological assumptions. One of the main reasons for conducting qualitative research is that it is exploratory (Ali & Limakrisna, 2013), which will be discussed in depth in the section entitled " Related Literature ."

(Related Literature) or Literature Review (“ *Review of Literature* ”), becomes the basis for formulating hypotheses which will then become the basis for making comparisons with the results or findings analyzed in the research (Ali & Limakrisna, 2013).

RESULTS AND DISCUSSION

According to several experts, Human Resources (HR) are services or work efforts that can be provided in the production process. HR can be described as the quality of effort that can be carried out by a person within a certain period of time to produce goods and services (Sumarsono, 2006). Human resource planning is the process of regularly assessing human resource needs to ensure that several employees are needed according to the provisions and skills that have been determined when needed (Mondy R. a., 1995).

The function of Human Resources (HR) planning is the division of positions within a company that can ensure the tasks, objectives, skills, and abilities needed. Improvement of plans that function to meet needs. The activity of planning the quality and quantity of Human Resources (HR) is a human resource management job that contains uncertainty due to predictive factors regarding the tendencies of a very active business environment. Companies must be able to see the trends in technological developments, which can affect the quality and quantity of the company's human resources in the future. Designing human resources effectively to balance with the needs of the company in order to achieve company goals. Organizing human resources is done solely with the aim of the organization to maximize performance, increase productivity, determine human resource needs in accordance with the division of tasks and prosper the organization. The influence between these variables (human or HR and organization) has been widely studied by previous researchers including: (MYS, Barusman and MR Saputra, 2013), (A Prayudi, 2018), (A Arifudin, S Sudirman, M Andri 2017).

According to one expert, the purpose of an organization is the process of classifying individual or group work that must be done with the skills needed to carry out the tasks in such a way as to provide the best channels for efficient , systematic, positive and effective use .

coordinated efforts from existing efforts (Oliver Sheldon 1923). Based on the principle of organizational goals, the organization's achievement targets must be clear and rational, whether the goal is to gain profit (business organizations) or to provide services (public organizations). The following is an important part in determining the organizational structure. In an organization (company), unity of goals is achieved. The organization as a whole, from each of its parts, must strive to achieve goals. The organization will be chaotic if there is no unity of goals. The influence between these variables (organizational goals and organization) has been widely studied by previous researchers, including: (NURASIAH, 2016), (ZEGA, 2021), (SAPUTRA, 2020).

According to experts, organizational structure is to show how job tasks are formally divided, grouped, and coordinated. (how job tasks are formally divided, grouped, and coordinated). Robbins & Judge (2014: 231) Organizational structure or organizational design can be defined as the formal mechanisms by which an organization is managed. The main factors that determine the design of an organizational structure are:

- a) Strategi organisasi Dalam pekalannya tujuan.
- b) Technology used.
- c) Members (employees) and people involved in it.

Organizational size: The larger the organization, the more complex the organizational structure will be, so the appropriate form of organizational structure must be chosen. Organizational structure consists of:

- a) Activity specialist.
- b) Standardization of activities.
- c) Coordination of activities.
- d) Centralization and decentralization of decision making.
- e) The size of a job indicates the number of employees.

Organizing is the process of establishing a series of organizational structures that align with the organization's basic goals, its resources, and its surrounding environment. The main aspects of the organizational structure process are departmentalization and division of labor. The following are the steps in the organizing procedure:

- a) Division of all work that must be done to achieve organizational goals.

- b) The division of workload into activities can be logically carried out by individuals.
- c) Development of a method to coordinate the work of the members of the organization into an integrated and harmonious whole.

The influence between these variables (organizational structure and organization) has been widely studied by previous researchers, including: (N SAVTTRI, A Kesumarati and MK Zen, 2008), (Anto, 2015), (Prasetyo.)

Based on the formulation of the article writing problem and the literature review study which is sourced from relevant books and articles, the outline of this article is obtained as shown below.

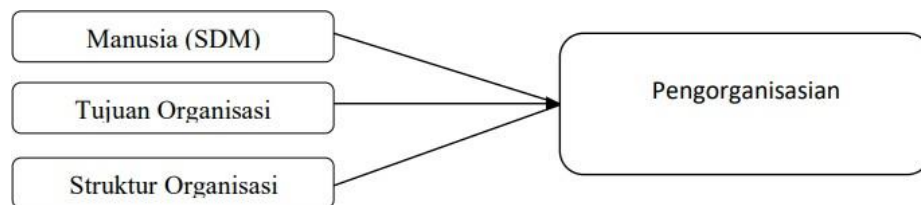


Figure 1: Conceptual framework

Based on theoretical studies and reviews of relevant articles and conceptual frameworks, Human Resources, Goals, and Organizational Structure influence Organizational Performance. In addition to these three exogenous variables, many other variables influence Organizational Performance, including:

- a) Leadership: (Limakrisna et al., 2016), (Bastari et al., 2020), (Anwar et al., 2020), (Ali et al., 2016), (Djoko Setyo Widodo, P. Eddy Sanusi Silitonga, 2017), (Chauhan et al., 2019), (Elmi et al., 2016).
- b) Work Environment : (Purba et al., 2017), (Sardjijo & Ali, 2017)
- c) Motivation: (Riyanto et al., 2017).

CONCLUSION AND SUGGESTIONS

1. Conclusion

Based on the discussion above , it can be concluded that human resources influence an organization. Qualified and competent human resources will influence the organization and its goals effectively and can improve the quality of the organization .

influence on the organization and a directed organizational structure will influence the organization.

2. Suggestions

Based on these conclusions, the suggestion contained in this article is that there are still many other factors that can influence Organizing, apart from Human Resources, Goals, and Organizational Structure. at all types and levels of organizations or companies, therefore further studies are needed to find out what factors can influence Organizing besides the variables that have been studied in this article.

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