

	ADVANTAGES	DISADVANTAGES
The pure project organization	Very flexible, as at any given time, the organization only needs to have the projects that are currently needed.	Insufficient communication may occur between the projects.
	Promotes willingness to change as employees become accustomed to changing organizational type.	Employees become insecure because projects are temporary, and they do not have a permanent affiliation with a department.
		Difficult to manage resources and fights may break out between project managers.
		The project manager must find replacements if employees leave/resign.
The matrix organization	Effectively ensures horizontal information sharing and breaks down barriers.	The project manager must find replacements if employees leave/resign.
	The project manager does not have to find replacements if employees leave/resign. The department assigns a new employee.	Difficult to manage resources and "fights" between the line manager and project manager may occur.
	Flexible, as cross-functional projects can be created quickly, and can be closed down when the task is completed.	

FIGURE 3.25
Advantages and disadvantages of the pure project organization and the matrix organization, respectively.