

MECHANICAL ORGANIZATION FEATURES

A high degree of differentiation, with primarily vertical information sharing within the established hierarchy.

A high degree of centralization, where decisions are made at the top of the organization.

Widespread standardisation, i.e., use of rules and procedures so that the solving of tasks of the organization is uniform and predictable.

ORGANISMIC ORGANIZATION FEATURES

A flat organization, characterised by horizontal information sharing, as well as a high degree of integration by means of interdisciplinary projects and taskforces.

High degree of decentralization, where decisions are delegated to many different employees within the organization.

Widespread use of mutual adjustment, i.e., the individual employees' own background and common sense form the basis for solving the various tasks, which thus become more disparate and unpredictable.

FIGURE 3.9
Mechanistic vs. organismic organization.