

Organization and Teamwork

1. What is the advantage of the Matrix organizational structure?

Matrix management was originally designed to address the disadvantages of both functional and divisional management by creating a flexible system to allow for ad hoc management structures to be implemented on per project basis.

It was especially popular among technology and similar firms with highly skilled professional employees. The main advantage of the system is staffing flexibility.

2. What are the team member roles focus on and how many roles are there in the Team Member Roles?

There are 4 team member roles which focusing on task and social behaviors.

1. Nonparticipator
2. Task-Specialist Role
3. Socioemotional Role
4. Dual Role

3. Defining 'Chain of command' and 'Line-and-staff organization'

Chain of command - A pathway for the flow of authority from one management level to the next

Line-and-staff organization - An organization system that has a clear chain of command but that also includes functional groups of people who provide advice and specialized services