

ABSTRACT

ORGANIZATION STRUCTURE: THE CASE OF THE SCHOOL OF PUBLIC ADMINISTRATION, NIDA

During the decade, the performance of the School of Public Administration, NIDA has resulted in its accelerating growth. The School have expanded its academic activities, particularly in terms of teaching and public services, into eight provinces throughout the country. The increasing number of students results in the change in the School's organization structure in order to accomplish effective management. The basic parts of the organization structure, including the operating core, the strategic apex and the middle line, the support staff, and the technostructure, are investigated. The complexity of the School can be reflected in various problems such as the problem of communication, the problem of coordination, the problem of control and the problem of cost. Its formalization and centralization are also analyzed as the important components of the organization structure.

The significant determinants of the organization structure are studied which include strategy, organization size, technology, environment, and power-control. Suggestions to the improvement of the School's organization structure comprise the need to establish new divisions such as planning division, academic service division, and public relations division. The need to reorganize work process and the need for increasing the number of the faculty are also suggested.