

Hierarchical Structure

Name:

Institution:

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Most organizations either have a hierarchical or egalitarian style of administration. In the hierarchical corporate form, the firm's structure has multiple tiers of management and the staff members have subordinates and supervisors. On the other hand, in an egalitarian style structure, all the employees have equal power and responsibilities (Milkovich, Newman, & Gerhart, 2014). Importantly, the egalitarian style of management is gaining popularity among many organizations around the world.

Google is a good example of an enterprise that has a hierarchical method of administration. At the top level management, Google has three main departments that include administrative company level, operational Google group level, and executive Google business level. The executive level takes care of all the administrative work for the organization. Importantly, for professionals to achieve such high levels of the hierarchy of the firm they must be equipped with extensive knowledge and experience in their field (Jain and Jeppesen 2013). Further, some job profiles at this level include president of Google, Google chairperson, and CEO of Google.

The executive level of Google Company can be termed as the middle standard of the organization. Professional in this level undertakes all the managerial duties in the organization. Many of the managers at this level are team leaders of individual departments, and they oversee an entire department under them (Jain and Jeppesen 2013). Various profiles under this level include network architect, hardware systems manager, and information technology.

Further, the lowest level in the organization is the operational level. Professionals at this level manage pre-specified and definite areas in the firm as per their expertise. Several job titles in this level include network engineering, help desk technician, and security specialist.

Hierarchical structure adds value to the organization as employees recognize the leadership levels within the firm (Krug, Wright, and Kroll 2014). Further, the chances and opportunities for promotion motivate the employees to perform better. Importantly, the structure promotes the development of employees as specialists.

References

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