

Position of Functional Teams in A Company

Posted on September 21, 2018

Functional, Divisional, and Matrix Team Structures

The aim of every company's functional team is just to get the task fulfilled. They are aligned in a department-specific approach where every team is assigned traditional roles. The divisional teams, however, focus on the division and accomplishment of work. The matrix teams rely on a cross-functional kind of approach where individuals from various departments or functional specialties come together to accomplish a task.

The team-based approach follows a team spirit in view where all the individuals work in a team to get results with no specific task allocation, and virtual networking teams use computer technology to enable physically dispersed members to communicate and collaborate and achieve a common goal. Hence, both strategies' implementation and the firm's structure are interrelated and can only coexist together. There's no use of strategy without a structure fit for it and vice versa.

The need of the time henceforth is to incorporate all the cross-functional members' specialties to the advantage of the end task that needs to be accomplished instead of creating chaos by the randomness of the team-based approach or the use of divisional a functional approach to only get one component of the project done right since they only specialized in a certain skill. (Porter, M. E., 1985)

Strategic Fit, Organizational Learning, and Performance

The current condition of the company necessitates analyzing a much-needed integrative approach where both strategy and structure fit together to influence organizational learning and performance. The main aims of any company are to enhance the external and [internal environmental](#) factors like the company's competitors, suppliers, and customers, along with its employees and senior management, to shape its success in the market. The amalgamation of all of these factors helps to make the company more successful in the long run. (Bright & Cortes, 2019)

But, to achieve all these goals, every firm formulates some stratagems as per its organizational structure. Hence, it encompasses different apparatuses from its structure for effective management and assessment of external constraints, while the tools for handling internal processes and conflicts are also highlighted for the company. Every company has a policy always to put customer satisfaction and retention first, which leads to the formulation of a unique balance between a structure fit and strategy. (OpenStax, 2019)

With the rise in access to information technology, several businesses have adopted various techniques to ensure that they get maximum productivity with limited resources in a specified period. Access to online information has become crucial for every business and, in turn, for the work purposes of each employee. With the rise in the costs of resources, many companies find it hard to maintain the productivity ratio between the inputs and possible outputs. To stand firmly against their competitors, these companies have to ensure the on-time delivery of quality work. Hence, a real-world organization's strategy fit supports CRM and knowledge management along with implications for Information technology for integrating strategies in the entire organization with a complete firm structure fit.

Relationships, Conflict Resolution, and Integrated Strategy

A proper strategy fit can only be incorporated with the development of better relationships between each member of the organization. Conflict resolution management is something that envisions a future with the integration of effective strategies into every decision. Keeping all the various types of conflict in view, like personal affective and substantial conflict, can cater to the underlying basis of each issue whenever it arises and help the CRM team come up with emotional strategies to deal with them in the most efficient manner. For instance, take into account the notion of a limited number of sources. With the incorporation of any new team project, all the employees will be confronted with a severe form of team conflict. Such a battle takes place when the job requires irreconcilable measures, causing anxiety and stress to the employees since they feel the pressure that they'd be unable to comply with the demands.

A balance between the tasks of the job required to gain personal benefit and the functions on behalf of the welfare of the entire team is hard to maintain. So, the employees start to argue and disagree on the content of the tasks to be accomplished or the procedures used. All the employees would be under stress since they'd want to play an immediate role in the development of that project but, at the same time, couldn't agree on the appropriate allocation of resources.

CRM is another factor that reconnoiters the core of worker and manager satisfaction in firm administrations by giving a viewpoint of critical organizations philosophy. Conflict resolution management is something that envisions a future with the integration of effective strategies into every decision. Keeping all the various types of conflict in view, like personal affective and substantial conflict, can cater to the underlying basis of each issue whenever it arises and help the CRM team come up with emotional strategies to deal with them in the most efficient manner.

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Resource Allocation, Knowledge Management, and Team Effectiveness

All the employees would be under stress since they'd want to play an immediate role in the development of that project but, at the same time, couldn't agree on the appropriate allocation of resources. However, by supporting explicit and systematic management of vital knowledge and related processes, CRM can make decision-making easier.

The employees also need to develop effective communication skills to facilitate the proper expression of their views and opinions. They should have effective writing and reading skills, as well as the ability to communicate their thoughts to their supervisors in an appropriate manner. Furthermore, they should always take responsibility and show concern for the organization's well-being. He always meets the targets and tries to resolve all the issues in the face of incoming problems.

Above all, a good employee is a hard worker. He is adaptive to new trends and gets acquainted with the new working environment. Hence, in the current situation, each employee needs to be a quick learner of the changing customer perceptions and should contribute to the company's welfare not only by seeking his personal goals but also by working toward team achievements. He should always be there for his coworkers and help his colleagues in any way he can. Supervisors need to instill teamwork and in-group loyalty by listening intently to all the issues of workers and being eager to lend a helping hand to them. The aim of the company needs to be to develop good and friendly relationships with all workers.

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