

# **EFFECT OF THE MECHANISTIC VS. ORGANIC STRUCTURE OF THE ORGANIZATION ON THE EMPLOYEES JOB SATISFACTION**

**By**

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## MBA Thesis

## 2nd Half-semester Progress Report &amp; Thesis

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## Supervisor – Student Meeting Record

No.	Date	Place of meeting	Topic of discussion	Signature of student
1	2 <sup>nd</sup> Feb 2015	Faculty room: 11	Effect Of The Mechanistic Vs Organic Structure Of The Organization On The Employees Job Satisfaction	
2	20 <sup>th</sup> Feb 2015	Faculty room :11	Discussion about introduction and literature review	
3	17 <sup>th</sup> March 2015	Faculty room :11	Discussion about research methodology and questionnaire	
4	23 <sup>th</sup> March 2015	Faculty room :11	Discussion about critical debate and recommendations along with conclusion	

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 09% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature:

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Date:

07/07/15

## ABSTRACT

- **Purpose:**

This study is conducted in order to measure the impact of Mechanistic vs. Organic Organizational Structure on Employees Job Satisfaction. (I take Abbott Laboratories as an Organic organization and Pakistan Army as a Mechanistic Organization).

- **Methodology:**

This study follows a qualitative as well as quantitative approach to achieve the objectives of the descriptive study. The study is conducted by distributing a standardized and well-structured questionnaire to 100 employees of both organizations. There is one dependent variable that is employees Job Satisfaction and three independent variables are Organizational Structure, Working Environment and Job Stress. The statistical program SPSS is used for the analyses and presentation of data. The descriptive statistics utilized are based on Independent Samples T-Test, Pearson correlation coefficient tests and graphical illustrations to provide information on key demographic variables in this study.

- **Findings:**

The study confirmed the existence of a strong and significant relationship between organizational structure, working environment, job stress and the employee's job satisfaction. However, independent sample T-Test suggest that these independent variables effects on the job satisfaction of employees, also statistical Pearson correlation coefficient testing of all dependent and independent variables suggests that there is a positive and significant relationship between job satisfaction, working environment and job stress.

- **Practical Implications:**

Based on the findings, this research can be helpful for HR managers of both the organization in different ways;

HR managers in both the organization should concentrate on the employees job satisfaction by providing them effective working environment, give them proper feedback, should involve them in decision making, provide autonomy and freedom, give them flexible hours to adjust their work and to reduce stress, define them properly their duties in the organization, provide them learning environment etc.

- **Key words:**

*Organizational Structure, Job Satisfaction, Working Environment, Job Stress in Abbott Laboratories and Pakistan Army Sector Karachi.*

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