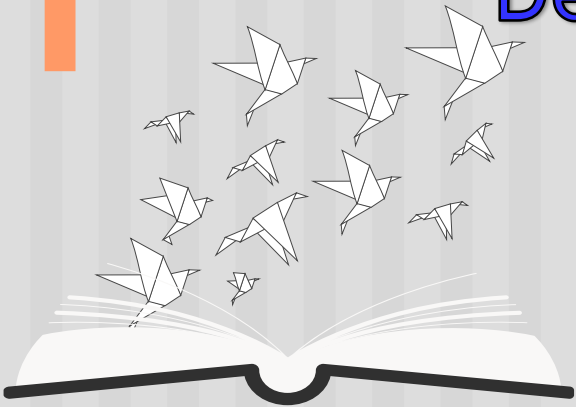


M.B.A. (Innovation in Human Capital and Entrepreneurship Management)

**MHE5516**

# **Developing Human Capital to be an Entrepreneur**



Asst.Prof.Dr.Cholpassorn Sitthiwarongchai,  
Ph.D. (Management)

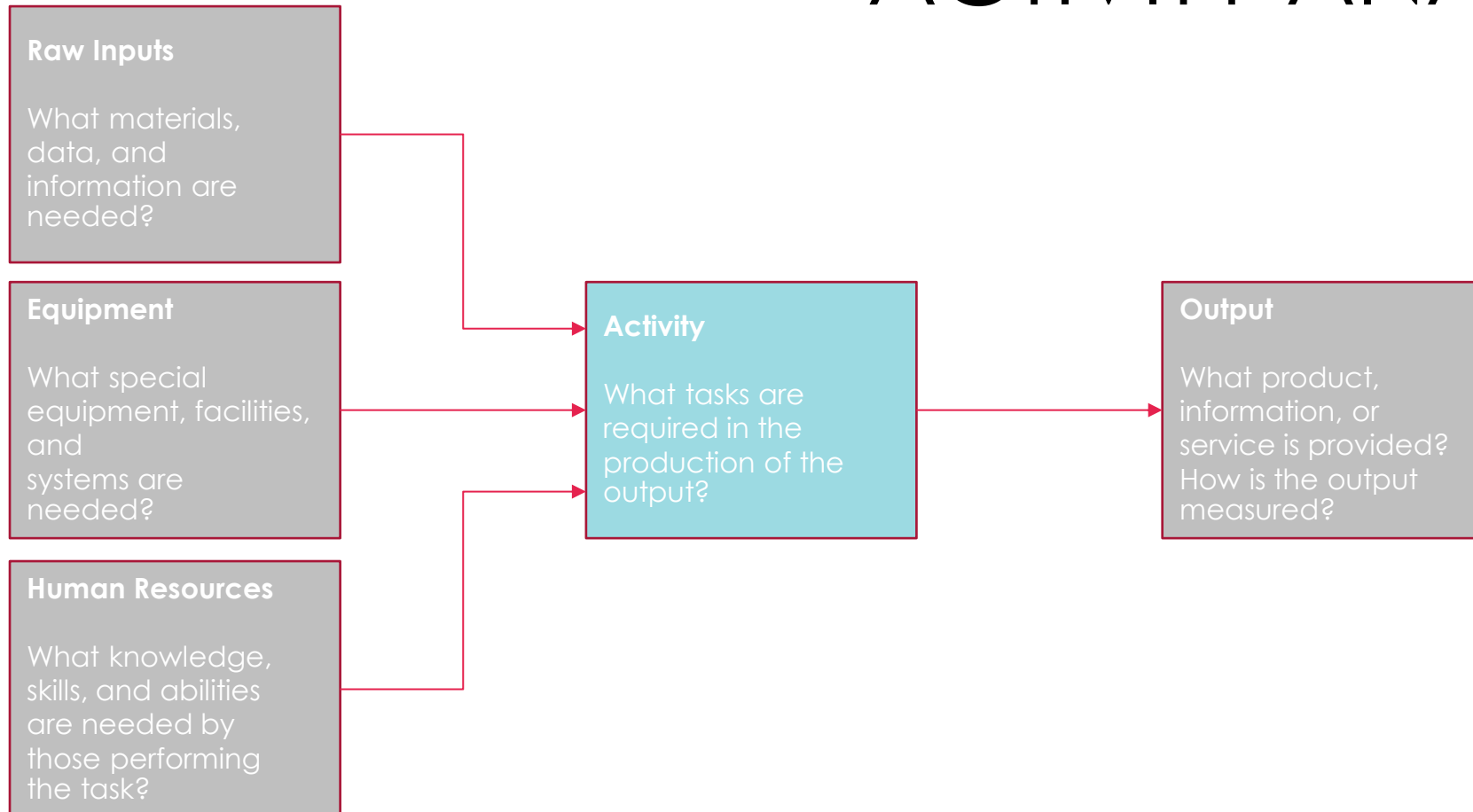


# WORK-FLOW ANALYSIS AND ORGANIZATION STRUCTURE

Analyze an organization's structure and work-flow process, identifying the output, activities, and inputs in the production of a product or service.



# DEVELOPING A WORK-UNIT ACTIVITY ANALYSIS





# ORGANIZATION STRUCTURE

- ❑ Dimension of Structure
- ❑ Structural Configurations
- ❑ Variations in an Organization's Structure
- ❑ Structure and the Nature of Jobs

# DIMENSION OF STRUCTURE

## Centralization

The degree to which decision-making authority resides at the top of the organizational chart.

## Departmentalization

The degree to which work units are grouped based on functional similarity or similarity of work flow.

# THE FUNCTIONAL STRUCTURE



# JOB ANALYSIS

- The importance of job analysis for HR specialists





# JOB ANALYSIS INFORMATION

- Nature of Information

## Job description

A list of the tasks, duties, and responsibilities (TDRs) that a job entails.

## Job specification

knowledge, skills, abilities, and other characteristics (KSAOS) that an individual must have



# JOB DESIGN

- Understand the different approaches to job design.

## Job design

The process of defining the way work will be performed and the tasks that will be required in a given job.

## Job redesign

The process of changing the tasks or the way work is performed in an existing job



# SUMMARY