



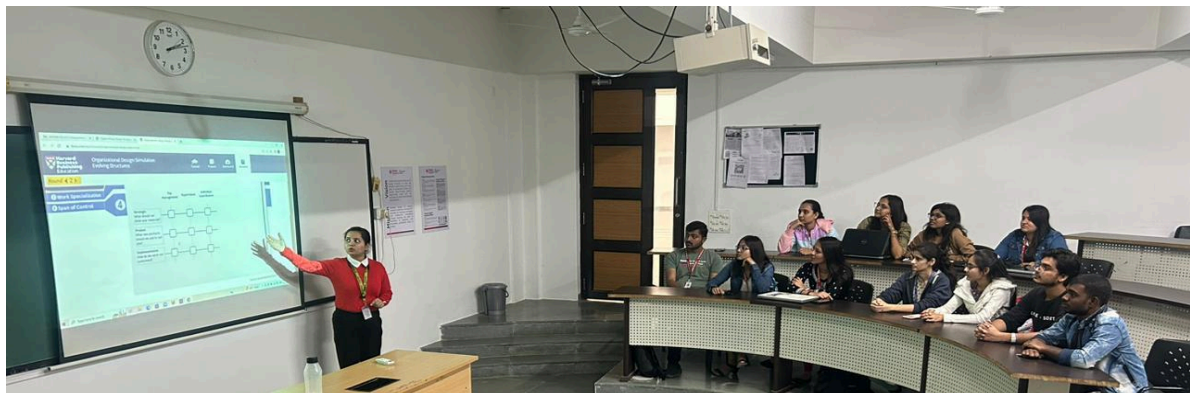
Ganpat University

॥ विद्यया समाजोत्कर्षः ॥

V. M. Patel Institute of Management - Ganpat University

Report of Simulation - 04/12/2023

Institute and Department	V. M. Patel Institute of Management
Activity Name / Event Name/ Workshop Name	Organizational Design Simulation: Evolving Structures by Prof. Anuradha Singh
Date of the event	04/12/2023
Duration	9:00 AM to 11:40 AM
Semester	3 rd
Faculty Coordinator	Prof. Anuradha Singh
Number of Participants	12



Title: Organizational Design Simulation: Evolving Structures by Prof. Anuradha Singh

Executive Summary:

Organizational design plays a pivotal role in shaping the effectiveness and efficiency of a company. In this report, we explore the concept of evolving structures through an organizational design simulation. The simulation aimed to analyze the impact of various structural changes on organizational performance, adaptability, and employee satisfaction. The findings provide valuable insights into the dynamic nature of organizational design and its implications for modern businesses.

Introduction:

Organizational design is a critical aspect of strategic management, influencing how a company operates and achieves its goals. As businesses face constant changes in their external environment, the need for adaptable and flexible organizational structures becomes increasingly apparent. The simulation conducted in this study sought to examine how organizational structures evolve over time in response to internal and external factors.

Methodology:

The simulation involved the creation of a virtual organization, where participants were tasked with making decisions related to organizational design. Key variables included hierarchical structure, communication channels, decision-making processes, and team dynamics. Participants were required to respond to simulated challenges and changes in the business environment, such as market fluctuations, technological advancements, and workforce dynamics.

Results:

Dynamic Structural Changes:

The simulation highlighted the necessity for organizations to embrace dynamic structural changes. Companies that adapted their structures in response to environmental changes demonstrated increased resilience and competitiveness.

Impact on Communication and Collaboration:

Changes in organizational structure had a significant impact on communication and collaboration. Flatter structures with open communication channels fostered innovation and agility, while overly hierarchical structures hindered information flow and decision-making.

Employee Satisfaction and Engagement:

The simulation revealed a correlation between organizational structure and employee satisfaction. Flexible structures that allowed for autonomy and teamwork contributed to higher levels of job satisfaction and engagement.

Strategic Alignment:

Organizations that aligned their structures with strategic goals were better positioned to navigate challenges. The simulation underscored the importance of continuous alignment between organizational design and the broader business strategy.

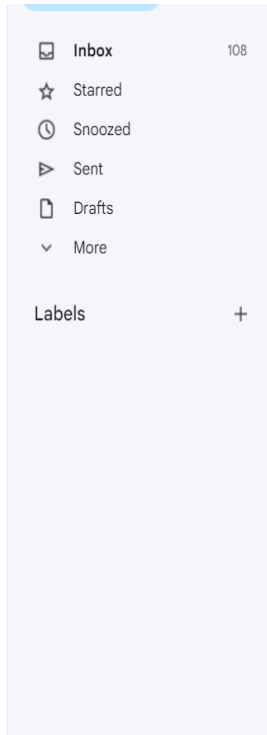
Learning and Adaptation:

Participants noted the importance of a learning-oriented culture. Organizations that encouraged experimentation and adaptation were more successful in navigating uncertainties and evolving market conditions.

Conclusion:

The organizational design simulation provided valuable insights into the complex relationship between structure, strategy, and success. The findings emphasize the need for organizations to view their structures as dynamic entities that require constant adaptation. The ability to balance stability and flexibility is crucial for navigating the rapidly changing business landscape.





Hi ANURADHA SINGH,

Thank you for trying [Organizational Design Simulation: Evolving Structures](#). We hope you enjoyed your experience.

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MBA Sem-IV		HRM													
Ganpat University - V. M. Patel Institute of Management															
(Batch : 2022-24)															
Enroll. No.	Student Name	4/12/23	Date	Date	Date	Date	Date	Date	Date	Date	Date	Date	Date	Date	Date
		P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A	P/A
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22044311023	CHAVDA DHARMESH KARUBHAI	P													
22044311039	JOSHI AASTHA KAPILDEV	P													
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22044311102	PATEL YASHVI SATISHKUMAR	P													
22044311110	PRAJAPATI ISHAKUMARI JITENDRAKUMAR	P													
22044311123	RATHVA DHARMESHKUMAR NAVNEETBHAI	P													
22044311142	SHUKAL HELIBEN SHAILESHBHAI	P													

Sub. : Organizational Design Simulation.
Faculty Name: Prof. Anuradha Singh
Faculty Signature: Anu