



**Ganpat
University**

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**V. M. Patel
Institute of
Management**

**A
REPORT
ON**

Organizational Design Simulation: Evolving Structures

2HIA05ODC| PO5

07-04-2026

Time: 12:30 PM-01:30 PM

Total Number of Participants: 15

Title: Organizational Design Simulation: Evolving Structures by Prof. Parikshita Singh Tanwar

Executive Summary

Organizational design is essential in determining the efficiency, effectiveness, and overall success of a company. This report examines the concept of evolving organizational structures through a simulation exercise. The objective of the simulation was to evaluate how different structural modifications influence organizational performance, adaptability, and employee morale. The outcomes of the study offer meaningful insights into the ever-changing nature of organizational structures and their relevance in contemporary business environments.

Introduction

Organizational design is a fundamental component of strategic management, as it shapes the way a business functions and accomplishes its objectives. With organizations continuously encountering changes in their internal and external environments, the demand for flexible and adaptive structures has become more significant. The simulation conducted in this study aimed to understand how organizational structures transform over time in response to evolving business conditions and operational challenges.

Methodology

The simulation involved developing a virtual organization in which participants were responsible for making decisions regarding organizational structure and management practices. Important variables considered during the exercise included hierarchy levels, communication systems, decision-making approaches, and team interactions. Participants had to respond to simulated business scenarios such as market changes, technological developments, and workforce-related challenges, while adjusting the organizational design accordingly.

Results

Dynamic Structural Changes

The simulation demonstrated the importance of adopting flexible structural changes within organizations. Companies that modified their organizational frameworks according to environmental and market shifts showed greater resilience, efficiency, and competitive advantage.

Effect on Communication and Collaboration

The study revealed that organizational structure strongly influences communication and teamwork. Flatter organizational systems with transparent communication channels encouraged innovation, faster decision-making, and adaptability. In contrast, rigid hierarchical structures restricted information flow and slowed down organizational responsiveness.

Employee Satisfaction and Engagement

Findings from the simulation indicated a strong connection between organizational structure and employee morale. Flexible structures that promoted autonomy, collaboration, and participation resulted in higher levels of employee satisfaction, motivation, and engagement.

Strategic Alignment

Organizations that successfully aligned their structures with their strategic objectives were better equipped to manage challenges and uncertainties. The simulation highlighted the importance of continuously ensuring that organizational design supports the company's long-term goals and business strategies.

Learning and Adaptation

Participants emphasized the significance of fostering a culture focused on learning and adaptability. Organizations that encouraged innovation, experimentation, and continuous improvement were more capable of handling uncertainty and responding effectively to changing market conditions.

Conclusion

The organizational design simulation offered valuable understanding of the relationship between organizational structure, strategic alignment, and business success. The results highlighted that organizational structures should not remain static but must evolve continuously to meet changing business demands. Maintaining an effective balance between stability and flexibility is essential for organizations seeking to thrive in today's rapidly changing business environment.

Simulation at a Glimpse:

Simulation Support, Harvard Business Impact <hbpmarketing@hbsp.harvard.edu>

Reply-To: HECustomerSuccess@hbsp.harvard.edu

To: pst01@ganpatuniversity.ac.in

Wed, Jan 21, 2026 at
1:34 PM



Hi Dr. Praikshita Tanwar,

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

If you have any questions about simulations, simply reply to this email and a member of our simulation support team will get back to you. We can help with questions about the student experience, technical set up, and more.

You can also [visit our Help Center](#) for resources on teaching with simulations. You'll find advice on [getting started](#), [accessing Teaching Notes](#), and integrating simulations in your course.

If you'd like to learn more about how simulations can support Ganpat University V.M. Patel Institute of Management, [let us know here](#), and a strategic relationship manager will get in touch with you directly.

Please don't hesitate to reach out if you have any questions. We're here to help.

Sincerely,

The Customer Success Team
Harvard Business Impact
HECustomerSuccess@hbsp.harvard.edu

Harvard Business Publishing Education		Organizational Design Simulation: Evolving Structures					
Simulation Setup		Simulation started on Thu Apr 09 2026 09:23:02 GMT+0530 (India Standard Time) ▾					
Results	Student	Play	Structure Round 1	Structure Round 2	Structure Round 3	Details	Copy
Class Summary	AKANKSHA KUMARI	1					
Facilitator Materials	CHAUDHARI NIYATIBEN MAHESHBHAI	1					
	CHAUHAN SHUBHAMKUMAR KALPESHKUMAR	1					
	DESAI KOMAL YOGESH	1					
	DHOBI VIDHIBEN DIPAKBHAI	1					
	HEMJANI KOMAL SURESHBHAI	1	Functional	Functional	Divisional	view	
	HEMJANI MAHESHKUMAR JAGDISHBHAI	1					
	PANCHAL DRASHTI ANILKUMAR	1					
	PATEL ANSUYA JAYESHKUMAR	1					
	PRAJAPATI RIDDHIBEN HASMUKHBHAI	1	Informal	Functional	Functional	view	
	RAVAL KHUSHALIBEN SANJAYKUMAR	1					
	SEVNIWALA KRISHI HIRENKUMAR	1					
	SHAH KAMA	1					

Harvard Business Publishing Education		Organizational Design Simulation: Evolving Structures					
Simulation Setup		Simulation started on Tue Apr 07 2026 16:50:50 GMT+0530 (India Standard Time) ▾					
Results	Student	Play	Structure Round 1	Structure Round 2	Structure Round 3	Details	Copy
Class Summary	AKANKSHA KUMARI	1	Functional	Functional	Divisional	view	
Facilitator Materials	CHAUDHARI NIYATIBEN MAHESHBHAI	1					
	CHAUHAN SHUBHAMKUMAR KALPESHKUMAR	1	Functional	Functional	Functional	view	
	DESAI KOMAL YOGESH	1	Functional	Functional	Functional	view	
	DHOBI VIDHIBEN DIPAKBHAI	1					
	HEMJANI KOMAL SURESHBHAI	1	Informal	Fired		view	
	HEMJANI MAHESHKUMAR JAGDISHBHAI	1	Informal	Functional		view	
	PANCHAL DRASHTI ANILKUMAR	1					
	PATEL ANSUYA JAYESHKUMAR	1	Functional	Divisional	Divisional	view	
	PRAJAPATI RIDDHIBEN HASMUKHBHAI	1	Informal	Fired		view	
	RAVAL KHUSHALIBEN SANJAYKUMAR	1	Functional	Functional	Functional	view	
	SEVNIWALA KRISHI HIRENKUMAR	1	Functional	Divisional	Divisional	view	
	SHAH KAMA	1					

Harvard Business Publishing Education							Organizational Design Simulation: Evolving Structures						
Simulation Setup							Simulation started on Fri Jan 09 2026 11:06:16 GMT+0530 (India Standard Time)						
Results							Student	Play	Structure Round 1	Structure Round 2	Structure Round 3	Details	Copy
Class Summary							AKANKSHA KUMARI	1					
Facilitator Materials							CHAUDHARI NIYATIBEN	1					
							MAHESHBHAI	1					
							CHAUHAN	1					
							SHUBHANKUMAR	1					
							KALPESHKUMAR	1					
							DESAI KOMAL YOGESH	1					
							DHOBI VIDHIBEN	1					
							DIPAKBHAI	1					
							HEMJANI KOMAL SURESHBHAI	1					
							HEMJANI MAHESHKUMAR JAGDISHBHAI	1	Functional	Divisional	Matrix	view	
							PANCHAL DRASHTI	1					
							ANILKUMAR	1					
							PATEL ANSUYA	1					
							JAYESHKUMAR	1					
							PRAJAPATI RIDDHIBEN	1	Informal	Fired		view	
							HASMUKHBHAI	1					
							RAVAL KHUSHALIBEN	1	Informal	Functional	Functional	view	
							SANJAYKUMAR	1					
							SEVNIWALA KRISHI	1					
							HIRENKUMAR	1					
							SHAH KAMA	1					

Harvard Business Publishing Education							Organizational Design Simulation: Evolving Structures							
Simulation Setup							HEMJANI KOMAL SURESHBHAI Run ◀ 1 ▶ Scenario A Close							
Results							The arrows below indicate whether a student improved, stayed the same, or performed poorly on a metric as compared to the Snapshot from that Phase.							
Class Summary							Round 1 Structure: Functional							
Facilitator Materials							Results							
							People		Process		Finances		Stakeholders	
							Voluntary Turnover	2%	Speed to Market	Neutral	Revenue	12.72M	Customer Retention Rate	5%
							Job Satisfaction	5 / 10	Productivity	78	Costs	10.16M	Net Promoter Score	5 / 10
							Autonomy	Neutral	Decision-Making Time	5 days	Profitability	2.56M	Supplier Relationships	3%
							Collaboration	Neutral	Communication	Good	Market Share	0.5%	Investor Relationships	6 / 10
							Employee Engagement	Neutral						
							Decisions Show Details							
							Lever		Feedback					
							Departments	✔ Correct						
							Centralization	✔ 7 Correct, 2 Incorrect						
							Work Specialization	✘ Incorrect						
							Span of Control	✘ Too high						
							Round 2 Structure: Functional							
							Round 3 Structure: Divisional							

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Organizational Design Simulation: Evolving Structures

AKANKSHA KUMARI Run Scenario A

The arrows below indicate whether a student improved, stayed the same, or performed poorly on a metric as compared to the Snapshot from that Phase.

Round 1 Structure: Functional

Results

People	Process	Finances	Stakeholders
Voluntary Turnover 2%	Speed to Market Neutral	Revenue 12.72M	Customer Retention Rate 5%
Job Satisfaction 5 / 10	Productivity 78	Costs 10.16M	Net Promoter Score 5 / 10
Autonomy Neutral	Decision-Making Time 5 days	Profitability 2.56M	Supplier Relationships 3%
Collaboration Neutral	Communication Good	Market Share 0.5%	Investor Relationships 6 / 10
Employee Engagement Neutral			

Decisions


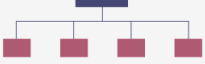
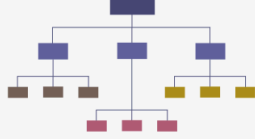
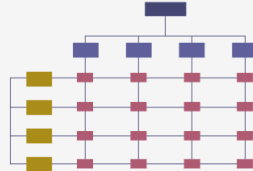
Lever	Feedback
Departments	Correct
Centralization	7 Correct, 2 Incorrect
Work Specialization	Correct
Span of Control	Too high

Round 2 Structure: Functional

Round 3 Structure: Divisional

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Students per Structure

Informal Phase 1	Functional Phase 2	Divisional Phase 3	Matrix Phase 4
			
0 Students	1 Student	1 Student	0 Students

Attendance
Akanksha Kumari
Chaudhari Niyatiben Maheshbhai
Chauhan Shubhamkumar Kalpeshkumar
Desai Komal Yogesh
Dhobi Vidhiben Dipakbhai
Hemjani Komal Sureshbhai
Hemjani Maheshkumar Jagdishbhai
Panchal Drashti Anilkumar

Patel Ansuya Jayeshkumar
Prajapati Riddhiben Hasmukhbhai
Raval Khushaliben Sanjaykumar
Sevniwala Krishi Hirenkumar
Shah Kama Jayantkumar
Soham Patel
Solanki Het Kamleshkumar