

The type of organisational structure that a Project manager finds himself will determine some of the Project Manager relative authority in any organisational structure. **I have talked about different organisational structure** that a Project manager can work in my previous article. In this article, I want to compare **all of these organisational structures** and show you how project managers fared in each of them. Follow me as we do justice to that in this article.



#1 Loyalty of team members

When we talk about the loyalty of team members to the Project and the Project manager, in a

functional organisational structure, the team members are loyal to their **departmental managers** because the Project manager has no real power.

In a Projectized organisational structure, we all know that all powers belong to the Project manager. Therefore Project team members are one hundred percent loyal to the Project manager who has full control over his project.

In a Matrix organisational structure, the project team members have conflicted loyalty. Because we have both a professional project manager and the departmental manager. they are expected to be loyal to both the Project manager and their departmental managers.

#2 Team report

In terms of who the team reports to when they are performing their operations. In a functional organisational structure, the team member reports to the functional manager. In a Projectized organisational structure, the team members report solely to the project manager. In a Matrix organisational structure, the team member reports to both the Project manager and the functional manager. The level of details now depends on the type of organisational structure we are talking about.

#3 Team members role

In terms of team members role, in a functional organisational structure, the team members are available part-time because they have to perform their departmental jobs and project management jobs concurrently.

In a Projectized organisational structure, the team members are available full time. That is why I said it in one of my articles that in a Projectized organisational structure, **the Project manager has no home.**

#4 Project managers role

In terms of project manager relative authority, in a functional organisational structure, the Project manager role is part-time because he still has to perform his departmental job functions. He also reports to the Departmental manager as the Project expediter.

In a Projectized organisational structure, the project manager is committed to the Project on a full-time basis. He has no other department where he works aside from the project that is assigned to him. Therefore he is fully committed to the project success.

In a functional organisational structure, the Project Manager has low control over team members because the organisational placed more emphasis on the departmental works.

In a Projectised organisational structure, the Project manager has total control over team members. He does not even have any departmental managers to contend with.

In a matrix organisational structure, the power over resources is shared between the Project manager and the Project manager. If it happens to be a strong matrix, the Project Manager might have more powers than the departmental manager in such cases.

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