

The Impact of Organizational Structure on Employee Performance

An applied study on Dar Al-Khald School for Quran Memorization in the city of Jeddah

Title in Arabic

تأثير الهيكل التنظيمي على أداء الموظفين

دراسة تطبيقية على مدرسة دار الخلد لتحفيظ القرآن في مدينة جدة

أسم الطالب

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مشروع تخرج - 1

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Introduction

The strength of the organizational structure is considered evidence of the maturity of the institution. Likewise, the weakness of the organizational structure or the lack of understanding of it by the employees in the institution is a major challenge for most workers in the sector of for-profit or non-profit institutions. It is noted in most institutions that there is no organizational structure that shows the authorities, roles, and lines of communication between departments in the institution or even within one department. Which leads to overlapping powers and a lack of clarity in the administrative authority and responsibilities associated with the departments or their functional units (Zhenjing, 2022)

There are several types of organizational structures that vary in terms of the powers and roles of the project manager in the organization, and the role and powers of the project manager vary according to the organizational structure followed in the organization. Choosing the most appropriate structure for your organization depends on its size, the nature of the work, and the culture in the organization. The project manager is the person assigned by the implementing organization to lead the team responsible for achieving the project objectives. The role of a project manager is different from a functional manager or operations manager. A functional manager is usually focused on providing administrative oversight for a functional unit or business unit, and operations managers are responsible for ensuring that business operations are effective (Joyce, 2022)

In other cases, it may be a project manager. Depending on the organizational structure, the project manager may report to a program or portfolio manager who is ultimately responsible for several project managers who report on projects across the organization. In this type of corporate structure, the project manager works closely with the program or portfolio manager to work toward achieving project objectives and ensuring that the project management plan aligns with the overall program plan. The project manager also works closely and in collaboration with other roles, such as business analyst, quality assurance manager, and content experts (Almutairi et al, 2022).

Employee performance management is a process in which organizations set clear performance expectations and goals for employees, measure their progress toward these goals, provide feedback and coaching to help

employees improve their performance, and use this information to make decisions about promotions, compensation, and other rewards. The process typically includes regular communication and feedback between managers and employees, as well as formal evaluations or evaluations of employee performance. The overall goal of employee performance management is to help employees understand their roles and responsibilities, identify areas for improvement, and achieve their full potential within the organization. Employee performance management is the process of setting goals, measuring progress, and providing feedback and support to employees to help them improve their performance and achieve their full potential in the workplace (Almutairi et al, 2022).

This research aims to study the relationship between organizational structure and employee performance would seem at first to be straightforward and obvious. The more complex organizational structures will result in positive employee performance, An applied study on Dar Al-Khald School for Quran Memorization in the city of Jeddah.

Research Problem:

The expression " organizational structure " alludes to the progressive system that coordinates assignments, interdepartmental associations, and authority levels to permit collaboration, designation, and open lines of correspondence. The hierarchical design of a firm is the system that lays out and keeps up with its interior order. It indicates who reports to whom and what each occupation does. This structure is expected to frame how an organization works and to help with accomplishing the objectives that will permit it to fill from now on. A few neighborhood studies have recognized a good connection between organizational structure and employee performance, while others have found no such relationship utilizing execution markers like firm size, return on resources, and return on value. There is Scientific gap of studies about the relationship between organizational structure and employee performant, also applied a performance gap refers to the difference between the current performance of an individual, team or organization, and desired performance.

The research problem is the essence of this study is to determine whether adopting appropriate structure is one of the critical success factors that supports those firms that are performing well in the sector and the extent to which appropriate structure has help the performance of its employee. However, studies have established that efficient and effective performance depend on the designing and adoption of a fitting structure by the organization,

in other words, no effective and efficient organization if the structure of the organization does not support the people who work within the system that provide the key element to determine its success.

We summarize the research problem in a central question:

- What is the relationship between the organizational structure and employee performance?

Research Importance:

The importance of the study came from the important of organizational structure as it must include the following main aspects, Distribution of work, responsibilities and authorities among individuals, Determine the relationships of who reports to each person, who is subordinate to him, and the number of organizational levels, Grouping individuals into departments, departments into circles, circles into larger units, and so on, Delegate authorities and design procedures to monitor compliance, Designing systems and means to ensure effective internal communication and the participation of individuals in the decision-making process and, Providing the necessary rules and means to evaluate the performance of employees. it becomes clear to us that it is a means and a purposeful tool for achieving the goals of organizations, as any organization has specific goals and the organizational structure helps it achieve them through three main areas, Assist in implementing plans successfully, Facilitating the definition of individual roles, Help in making decisions, Under these main areas are sub-areas that the organizational structure can achieve through or through, which are, Achieving optimal use of available resources, Avoid overlap and duplication between activities and operations, Avoid bottlenecks at work, Achieving harmony and harmony between units, activities and roles. And, Enabling the organization to respond to changes inside and outside it and work to adapt to these changes.

Research Hypotheses

- Based on the highlighted research objectives and questions, the following research hypotheses were formulated to direct the investigation into potential solutions to the problems:
- Ho: Number of layers in the organizational structure does not have significant effect on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.

- Ho: Nature of formalization does not have significant effect on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.
- HOg. A loose internal and external boundary does not have significant effect on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.

Research Goals:

The main trust of this study was to assess the effect of organizational structure on employee performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah. Drawn from the above broad objective are the following specific objectives:

- To establish the effect of number of layers in the organizational structure on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.
- To determine the effect of nature of formalization on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.
- To investigate the effect of loose internal and external boundaries on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.
- To ascertain the effect of appropriate technology on the performance of Dar Al-Khald School for Quran Memorization in the city of Jeddah.

Literature review

All associations require organizational structure thoughts as well as flawless and new sentiments to get by. Novel insights are blown like a soul in the body of the association and will save it from degeneration and obliteration. In the current age, for endurance and progress or in any event, keeping up with the current circumstance it is important to make and energize imagination in associations and furthermore help to sustain the innovative capacities of people in associations for changing its underlying body (Mutonyi, et. al, 2020).

For the creation and empowering of imagination in associations, a few factors, like underlying or human, are powerful .However, structural variables, which can be broadly divided into mechanical and organic structures, are

much more effective in the development and cultivation of creativity. Mechanical designs are inflexible and subject to the kind of machine on which the relations and capabilities are precisely determined and are not expected principally for innovativeness and development. Natural designs are fitting for the positions which are variable and dubious. This sort of construction appreciates ways of life and non-progressive and vigorous way of behaving. Broad correspondence is adequate in it and it is fitting to have opportunity of imagination and advancement. The structure that will provide the necessary stability within the hospital and community has already been agreed upon by experts in hospital management. The soundness is the one which is equipped for making a reasonable harmony between medical clinic the executives and different individuals. The aftereffects of the exploration did, entitled as "the connection between authoritative construction and imagination of head of actual training association" recommends that the main variables connected with the decay of Innovative Overseers of Actual Schooling Association, are zeroing in on individual choices as opposed to support in choice and estimating the level of crisscross among work and training level. In an exploration led, it was recommended that hierarchical design influences authoritative development. They declared that adaptable construction wouldn't just prompt the advancement and improvement of the use of novel thoughts, yet in addition these designs end up being considerably more imaginative than the unbending ones. Bringing imaginative and creative climate was maybe the main calculate guaranteeing the endurance of the association to give organizational structure thoughts. referenced six significant qualities, including the opportunity to communicate novel thoughts, a level hierarchical construction, data the executives, and information on the contention, work necessities, capabilities, and responsibilities regarding imaginative associations. He accepted that the above highlight empowers the associations to enhance the inventive strategy that will bring about progress. The main way associations can be organized suitably is to guarantee the course of imagination. (Bahadori & Rahimi, 2015).

Performance management systems are an essential component of modern organizations. These systems are designed to help organizations manage employee performance, align employee goals with organizational goals, and identify opportunities for improvement. In this article we will explore what performance management systems are, how they work, and why they are important. Performance management systems are a set of processes and tools designed to help organizations manage employee performance. These systems typically include goal setting, performance evaluation, feedback mechanisms, and employee development plans. At their core, performance management systems are designed to drive employee performance and achieve

organizational goals by setting clear expectations, providing feedback, and supporting employee development. Performance management systems can help organizations improve productivity, reduce employee turnover, and increase employee engagement (Ji & Yan, 2020).

Performance management systems usually follow a specific process, which includes the following steps, Setting goals: The first step in the performance management system is setting goals. This includes setting clear, measurable, and achievable goals for employees. These goals must be aligned with the organization's goals and must be specific to the role of each employee. Performance appraisal: Once goals are set, the next step is to evaluate the employee's performance. This can be done through regular check-ins, performance reviews, or other feedback mechanisms. The goal of performance appraisal is to evaluate employees' progress toward their goals, identify areas for improvement, and provide feedback. Feedback mechanisms: Feedback mechanisms are an essential component of performance management systems. This can include regular check-ins, one-on-one meetings, performance reviews, or anonymous feedback tools. The goal of feedback mechanisms is to provide employees with constructive feedback and identify areas for improvement. And recognize the achievements of employees. Performance management systems are important for several reasons. First, they help organizations align employee goals with organizational goals. By setting clear expectations and goals, performance management systems ensure that employees are working toward the same goals as the organization. Second, performance management systems provide a mechanism for identifying areas for improvement. By regularly evaluating employee performance and providing feedback, organizations can identify areas where employees need additional support, training, or resources. Third, performance management systems can help organizations increase employee engagement. By providing clear expectations, regular feedback, and opportunities for development, employees are more likely to feel valued and engaged in their work. Finally, performance management systems can help organizations improve productivity and reduce turnover. By providing employees with the support, they need to succeed, organizations can improve overall performance and reduce the likelihood of employee turnover. (Mutonyi, et. al, 2020).

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