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He was associate editor-in-chief of Organization Science and associate editor of Administrative Science

Quarterly. Dr. Daft has authored or co-authored 13 books, including *The Executive and the Elephant*, *Organization Theory and Design*, and *Management*.

Organization Theory and Design: Richard L. Daft

Richard L. Daft, Ph.D., is the Brownlee O. Currey, Jr. Professor of Management and Principal Senior Lecturer in the Owen Graduate School of Management at Vanderbilt University, where he specializes in the study of leadership and organization theory.

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scalar principle (chain of command) a clear definition of authority in the organization. This authority flows down the chain of command from the top level to the first or lowest level in the organization. centralization occurs in an organization when a limited amount of authority is deleg ated.

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an organization and are designed primarily for control of the organization. Organizations may use any of a variety of structural devices to achieve vertical linkage, including hierarchical

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organizational structure How job tasks are formally divided, grouped, and coordinated within an organization. organizational design The process of developing or changing an organization's structure. work specialization The degree to which tasks in an organization are subdivided into separate jobs; also known as division of labour.

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organizational structure, have been for a long time in focus of the theory and practice of management. Organizational structure and organizational culture are considered crucial and complementary features of every specific enterprise, and key determinants of its performance.

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