



# **Designing Organizations: An Executive Briefing on Strategy, Structure, and Process (Jossey-Bass Management Series)**

*Jay R. Galbraith*

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Galbraith's theory, which consists of effective organizational design beginning with strategy which determines direction, is documented in this text. The rewards systems produces the motivation to perform and the people (human resource) practice influence and often define the employees mindset and skills. Drawing on over ten years of research, the author cites examples of such successful companies as Hewlett-Packard and Apple Computer, to show how organization design supports policies, behaviours and performance, and tells what leaders can and must do to effect the process.

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