Introduction

Defining a **contingency theory of organisation structure**

A Ccontingency approach wshould be conducted when designing an organisation's structure. The variables of the contingency approach are adapted from an organisation's characteristics – its size, technology, strategy and environment. The cContingency theory haves been arisen andfrom experimenteds associated with organisational environments, characteristics and structures, competitive conditions and organisational strategies of organisations (Emery and Trist, 1965; Lawrence and Lorsch, 1967; Perrow, 1967; Thompson, 1967; Woodward, 1965). Old trend considered there Historically, are a one best way, a universal, 'one-best-way' management approach has been considered to be the best principle infor the management of an organisation's management; they state and that these techniques the concept of 'one-best-way' management principle thatshould be capable of being applied the same techniques to all organisations.

However, not all organisations are the same size, neither do they are inenjoy the same environmental conditions, same size,or use the same strategyies and in the same environment. Consequently,T today it is widely acknowledged that the contingency approach for organisational design, in contrast to the classical 'one-best-way' methodviews, suggests that organisational design should beis deployed bycontingent upon taking into account all the various many elements, including its size, environment, strategy and technology. Hatch M. J (2006) pointed out that using the principal variables to analyse the organizational structure can be seen as the is analogy oflike a jig-saw puzzle – each piece has to be shaped to fit the others as well asin order for it to displaying the appropriate part of portray the overall picture, otherwise the puzzle will not be possible towould be incapable of being solved. However, Tthe contingency approach should not impliesassume that organization theory should not seek to suggest there is one best way to structure or manage an organizations, but that it should primarily provide insights into the situational and contextual factors that influence management decisions.

In the early stages of contingency theory development, many frameworks ~~operated on the principle whereby~~ only ~~use one~~ element of the contingency approach ~~was utilised~~. Today, however, with the increasing development of ~~contingency~~the theor~~ies~~y, the trend is to expand the frameworks to use more than one contingency variable (Hambrick, 1983; Porter, 1980). Although the add~~ed~~itional factors of the contingency approach may seem to make it less simple than it was before, they could result in greater accuracy in the ~~decision~~ployment of high-performance response variables. The crucial premise of the contingency approach is that the effectiveness of an organisation, which ~~are further~~might be defined as 'adaptation and survival' ~~(Tosi and Slocum, 1984),~~ could be accomplished in more than one way (Tosi and Slocum, 1984). As previously suggested, therefore, ~~T~~the core concept of bringing contingency theory to bear on an~~in~~ organisation's structure is that there is 'no one best way' ~~into~~ design~~ing organisational structure~~ it~~;~~, since ~~as~~ each variable could ~~be~~prove helpful to the organisation, depending on the many different circumstances in which it is deployed (Galbraith, 1977). Also, according to Zeithaml et al (1988), the proper matching of contingency factors with organisational structure design could allow an organisation to ~~have~~make more effective ~~proper~~ responses to ~~the~~its external environment.

In summary, therefore, ~~A~~an organisation ~~could~~might be structured in many different ways based on its objectives, and th~~e~~at structure may be a determination of the way models of an organisation may operate and perform.

Johnson et al (2008) ~~states the~~give five basic types of organisational structure: (i) functional, (ii) multidivisional, (iii) matrix, (iv) trans-national, and (v) project.