Organizational Architecture

According to the usual conception, the **organizational architecture** consists of soft and hard elements.

**Hard elements** form jobs grouped into the **formal organizational structure**, and process layout of the organization (see processes), as a targeted sequence of logically related activities.

**Soft elements** form an **informal organizational structure** (social network), human resources (human capital) and **organizational culture** (in the narrow sense).

**Communication and control element** is the **strategy** of the organization, including vision, mission, goals, and suggest ways to achieve them. An important element of the strategy and organizational architecture are the shared values that regulate and correct the behavior of workers in the right direction.

Note: If we understand the organizational culture in a broader sense as a set of artifacts, values, institutions and ideas, the organizational architecture can be understood as a part of the organizational culture.

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**Other information and sources (International)**

- [Wikipedia EN](https://en.wikipedia.org/wiki/Organizational_architecture)
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