

Paper –Principles and Practice of Management

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Topic- Informal Organisation Structure

Informal organisation refers to the relationship between people in the organisation based on personal attitudes, emotions, prejudices, likes & dislikes, etc. These relations are not developed according to procedures and regulations laid down in the formal organisation structure. Generally, large formal groups give rise to small informal or social groups. These groups may be based on same taste, language, culture or any other factor. These groups are not pre planned, but they develop Automatically within the organisation.

Characteristics of Informal Organisation

"the informal organisation refers to people in group associations at work, but these associations are not specified in the blueprint of the formal organisation. The informal organisation means natural groupings of people in the work situation.

Characteristics of informal organisation are as follows:

1. Informal organisation is a natural outcome at the workplace. It is not designed and planned
2. Informal organisation is created on the basis of some similarity among its members. The bases of similarity may be age, sex, place of origin, caste, religion, personality characteristics, likings/dislikings, etc.

3. Membership in an informal organisation is voluntary. A person may become member of several informal organisations at the same time.

4. Behaviour of members of the informal organisation is coordinated and controlled by group norms and not by the norms of the formal organisation