

Ans 3

Line staff merits and demerits

#① merits of Line and staff organization

- there is a planned specialization
- there is a well defined authority and responsibility. The line of command is maintained.
- There is bifurcation of conceptual and executive function.

• The staff with it expert knowledge provides opportunities to the line officers for adopting a rational multidimensional view towards a problem.

- this type of organisation nourish organisation growth as each man grows in his own speciality.
- It also help co-ordination through co-operation and leadership.

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- ① There are bound to be occasions when line and staff may differ in opinion. This may result in conflict of interest & prevents a harmonious relationship.
- ② There is a misinterpretation of expert advice by incompetent line executives.
- ③ The staff people feel themselves status-less without authority.
- ④ Staff become ineffective in absence of authority.