



# DISCON Specialists

EA Enabling Techniques

## Organisation Structure Diagram (OSD)

### Reason for Existence

The OSD is a static representation of the organisational units and responsibilities. It represents a structure in which people are placed for the purpose of manning the organisation in order to perform the business.

- Provides a framework that represent the vision to utilise resources and delegate within.
- Determine Resource requirements to accomplish responsibilities and man the Job Positions.
- Enable the planning and control of skill upliftment processes within their respective areas.
- Improved communication between responsible parties.
- An optimal utilised OSD will improve the entire business functionality.

### JAD Tips

1. Determine the business area we are addressing.
2. Who is in charge?
3. What are his / her responsibilities in this area?
4. Who else is involved here and what do they do?
5. How is this area structured?
6. Who is involved here?
7. Which support areas are there for this area?
8. Are there opportunities to classify areas or responsibilities into class structures?

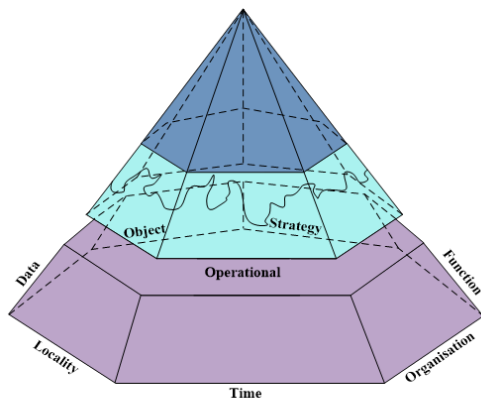
✉ **Email**  
info@discon.co.za

🌐 **Website**  
www.disconspecialists.com

☎ **Phone**  
(+27) 12 667 5975

📄 **LinkedIn**  
www.linkedin.com/company/discon-specialists

## Organisation Facet described per Architectural Layer



**Business Architectural Level**

← What must be done? **Organisational Units** required within the Business.

**Process Architectural Level**

← How do we do it? **Job Positions / Responsibilities, Competencies and Manpower** required to execute the Business.

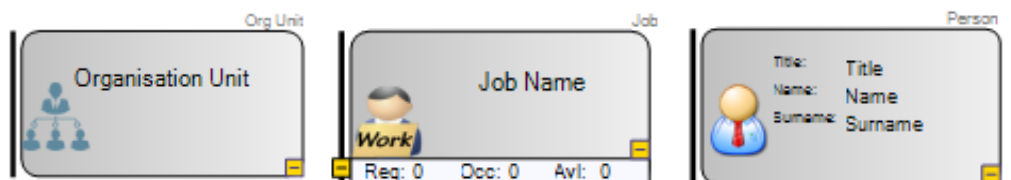
**Technology / Infrastructure Architectural Level**

← What **Resources are allocated** to the Job Positions / Responsibilities? Skill Measurement and Specification.

### Factors Influencing the Organisation Structure

- Numbers
- Customers
- Equipment
- Processes
- Products
- Key Persons
- History
- Time
- Locality
- Geological Resources
- Trends
- Function
- Security

### OSD Notation



Organisational Units resides in the business layer and represent the business structure.

Responsibility Units resides in the process layer and represents what Job / Positions are required to execute the business.

Person Objects resides in the technology/ infrastructure layer and represents Resource Allocations to Job / Position Requirements.

