

Title	Design organizational structure
Code	106723L5
Range	Design organizational structure for the whole bank by specifying the departments / functional units and the reporting lines. The structure should cover the whole bank with operations in different geographical locations.
Level	5
Credit	4 (for reference only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Have specialized knowledge in organizational design <p>Be able to:</p> <ul style="list-style-type: none"> • Identify factors affecting design of organizational structure and evaluate each factor against the bank's situations • Evaluate the business of the banks to identify the most suitable organizational design 2. Identify job families required by the bank based on analyses of its corporate strategies <p>Be able to:</p> <ul style="list-style-type: none"> • Consult different (e.g. through interview with managers and employees) business and operations units to outline job families required by the bank and specify the structure and hierarchy among different job families • Compare different alternatives and determine a design of organizational structure which is the best fit with the business environment by endowing the bank with the required flexibility and nimbleness in making response 3. Fit suitable job / position into the organizational structure <p>Be able to:</p> <ul style="list-style-type: none"> • Determine the number of levels for job families, appropriate job grades for each level and primary functions of each job position • Develop matrix of jobs across functions, units and accountabilities in accordance with the required tasks and forecasted business plans • Compare the matrix with information from both the bank's structure and the industry-wide market • Develop career ladder for all ranks of jobs for each business or operations units
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • An organizational structure which specifies the hierarchy among different units in the bank. The design should be able to cover different functions and business of the bank. Moreover, it should be based on analysis of related design parameters and comparison of different alternatives.
Remark	