

A Study of the Effect of Organizational Structure on Employee Satisfaction in Youth-Serving Organizations in the San Francisco Bay Area

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The purpose of this study was to examine the effect of mechanistic and organic structures on employee satisfaction. Employees from four youth serving nonprofit organizations participated through surveys. The respondents were primarily direct service and administrative professionals in the field. Additional respondents were interns and executive staff.

The survey data consisted of responses using a Likert-based scaled to 50 questions for each of the four variables: mechanistic structure, organic structure, employee satisfaction and youth affiliation. The instrument was created for this study.

The Research hypothesis that there is a strong, positive correlation between employee satisfaction and organic structure was supported by the data. All correlations were significant at the 0.01 level. This positive correlation between the variables suggests that organizations that are more organic in structure have more satisfied employees. Limitations of this research include the small sample size, geographic location and type of agency.