

Title of Article: Organizational Structure of Architectural Firms and Their Performances

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Abstract: *The focus of this study is the organizational structure of architectural firms where the mode of coordination had been unclear. The types of organizational structure in architectural firms were identified using data obtained from 92 architectural firms in Nigeria. The findings show that sizes of the firms influenced the organizational structures adopted by the architectural firms. Although, sizes of the firms also had direct influence on the performance, no interaction of this variable or any internal firm characteristic with organizational structure led to any significant change in performance. Although the environment did not directly influence organizational structure, it appeared that particular organizational structures worked best when some external influences are high and resulted in higher profit. The results show that while adhoc structure leads to better performance in firms where the influence of other professionals is considered high, the administered structure is more effective highly influenced by government privatization programmes. Only the adhoc structure was however not suitable for firms strongly influenced by increasing concerns for sustainable environment. The results of the study suggest that while larger architectural firms may record higher profit, architectural firms that adapt their organizational structures to environmental conditions to reap improved profit.*