



# ***Changes in organizational function of Ukrainian firms under the conditions of war***

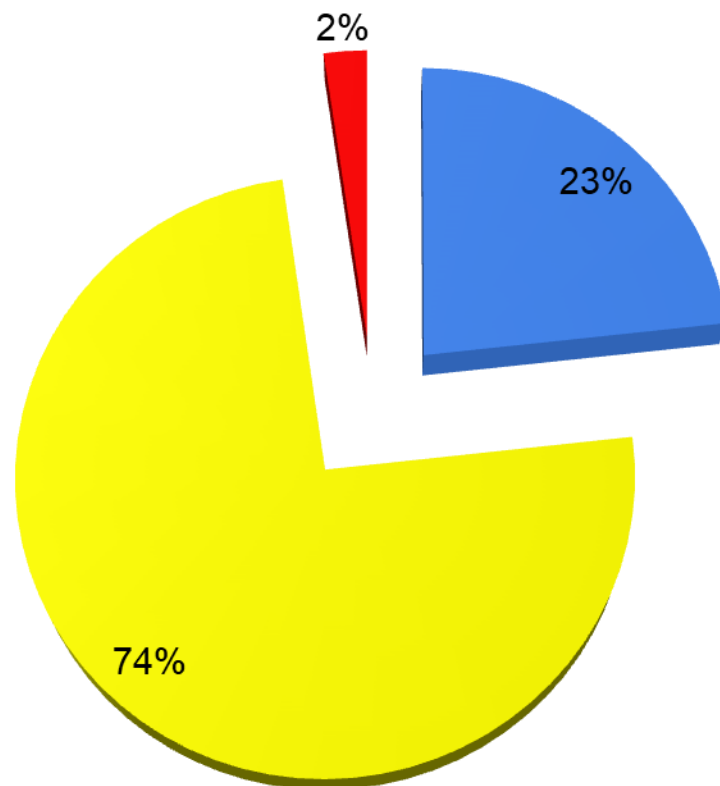
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**Georgiy Gres, PhD student**

**Management and Business department**

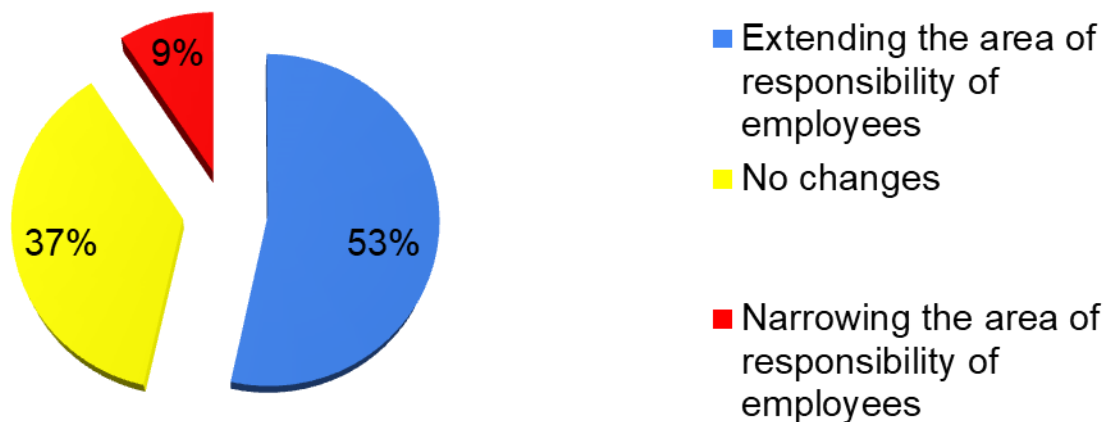
**Simon Kuznets Kharkiv National University of Economics**

## Firm hierarchy

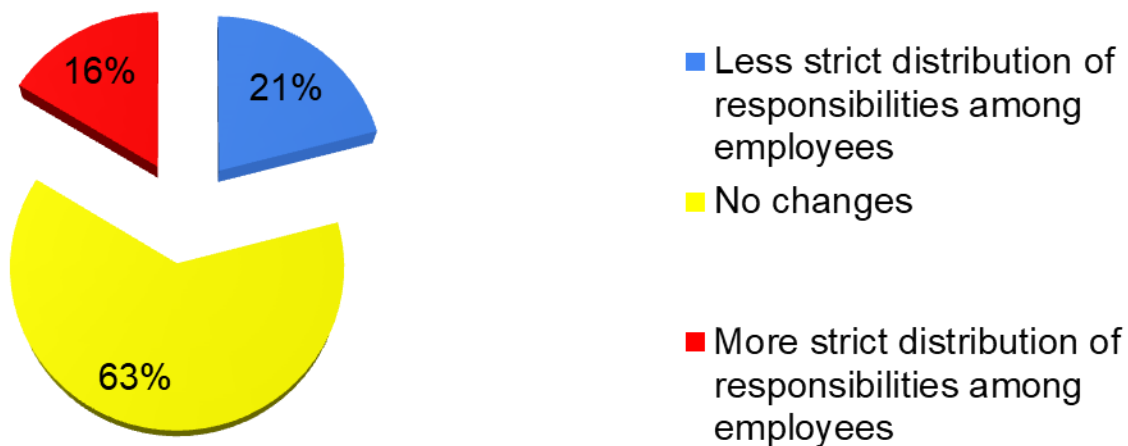


- Decreasing the number of levels in firm's hierarchy
- No changes
- Increasing the number of levels in firm's hierarchy

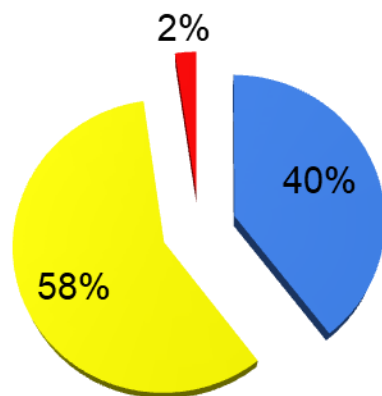
## Area of responsibility



## Distribution of responsibilities

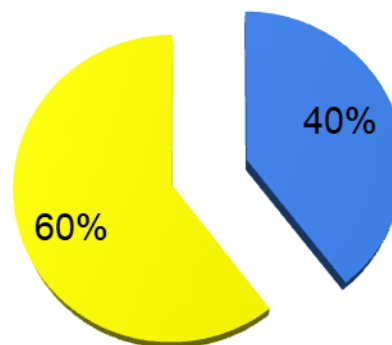


## Work standards



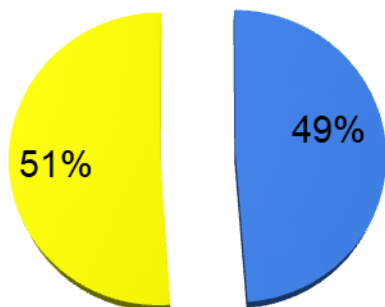
- Simplification of work standards
- No changes
- Complication of work standards

## Coordination



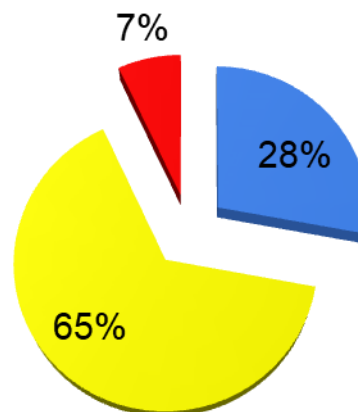
- Simplification of coordination in the firm
- No changes

## Communications between departments



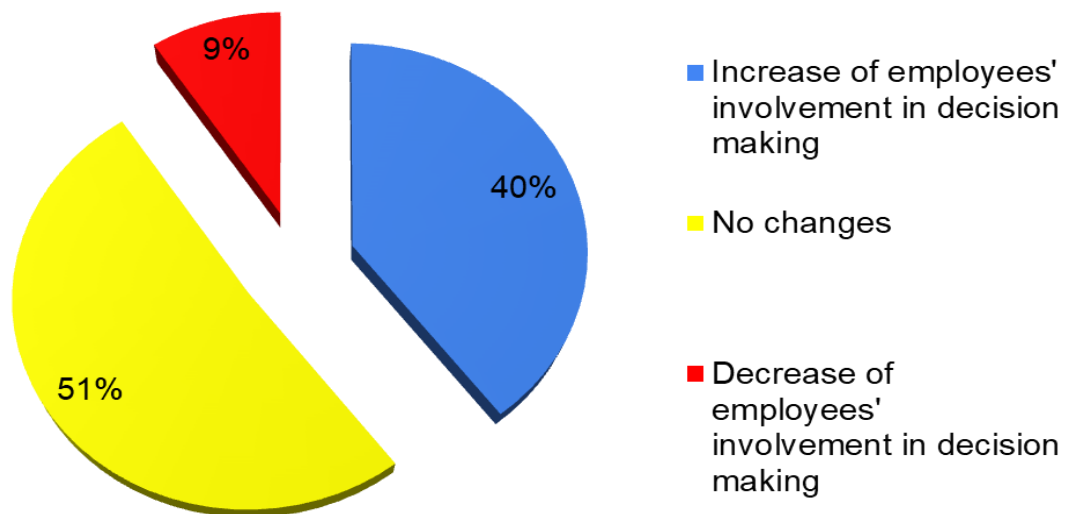
- Simplification of communications between departments
- No changes

## Formal / informal communications



- More informal relations inside the firm
- No changes
- More formal relations inside the firm

## Employees' involvement in decision making



## Employees' initiative

