

**THE RELATIONAL ORGANISATION MODEL**  
**A study into the usefulness of the theories**  
**of relational data modelling for the construction of organisational models.**

Ben Laauwen  
Laauwen and Associates  
Box 13773 Sinoville, 0129

**Abstract**

It has become clear that today's complex society of specialised individuals has a need for problem solving techniques using an integrated and interdisciplinary approach. The popularity of business re-engineering beliefs is abundant. The actual successes of large scale business re-engineering projects are considerably less. Why, if everybody believes in it, is it not practised?

In this study I will attempt to bring convincing arguments that a way out of the organisational impasse can be found by using the principles of the relational database techniques for organisational modelling. I will highlight some of the reasons for the popularity of relational data structures in computer applications as opposed to hierarchical data structures. I will subsequently look for similar patterns in hierarchical organisational structures. I will then apply the principles of relational data modelling to organisational structures and discuss the benefits of the resulting organisational model. I will make recommendations to contribute to the solution of the problem of 'waste through organisational malfunctioning' by using this model.