

# **Bureaucratic Theory**

**BY**

**Max Weber**

## *Max Weber's Bureaucratic Theory*

Bureaucratic Theory was developed by a German Sociologist and political economist **Max Weber**(1864-1920).

According to him, bureaucracy is the most efficient form of organization. The organization has a well-defined line of authority. It has clear rules and regulations which are strictly followed.



## *Introduction*

# Bureaucracy

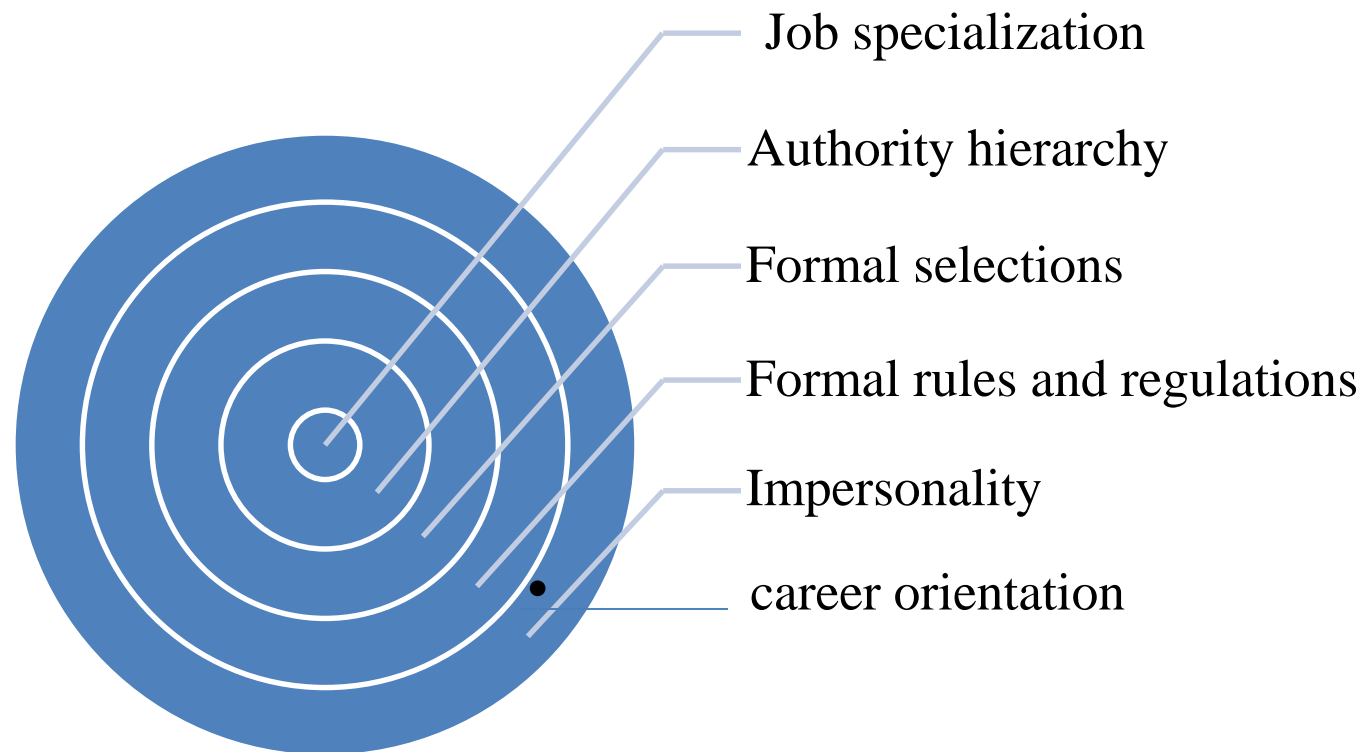
Bureaucracy refers to a **specialized system** and process of maintaining **uniformity** or **authority** within an organization.

Bureaucratic processes are most common in

Large organizations

Government

# Principles of Bureaucratic theory



## **Job specialization**

Jobs are divided into **simple**, **routine** and **fixed** category based on competence and functional specialization.

## Authority Hierarchy

- Officers are organized in hierarchy in which **higher** officer controls **lower** position holders i.e. superior controls subordinates and their performance of subordinates and lower staff could be controlled.

## **Formal selection**

- All organizational members are to be selected on the basis of **technical qualifications** and **competence** demonstrated by training, education or formal examination.

## **Formal rules and Regulations**

- To ensure uniformity and to regulate actions of employees, managers must depend heavily upon formal organizational **rules and regulations**. Thus, rules of law lead to impersonality in interpersonal relations.



# Impersonality

- Rules and controls are applied uniformly, avoiding involvement with **personalities** and preferences of employees. Biasness and favoritism are not preferred.

## Career orientation

- Career building opportunity is offered. Promotions and salary hikes are strictly based on **technical competence**. They work for a **fixed salaries** and pursue their career within the organization.

# Criticism of Bureaucratic Organization

Bureaucratic organization is criticized because of the following reasons :-

- Bureaucratic organization is a very **rigid** type of organization. It does not give importance to human relations. It is suitable for government organizations. It is also suitable for organizations where change is very slow.
- Too much emphasis on **rules and regulations**. The rules and regulations are rigid and inflexible.

- There will be unnecessary delay in **decision-making** due to formalities and rules.
- Bureaucracy involves a lot of **paper work**. This results in lot of wastage of time, effort and money.

ANY QUESTION????