

BUREAUCRATIC THEORY OF WEBER

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Weber's Bureaucratic Theory

Developed by a German Sociologist and political economist **Max Weber**(1864-1920).

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.



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
- ◉ Authority hierarchy Formal selections
- ◉ Formal rules and regulations
- ◉ Impersonality
- ◉ career orientation

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????