

# BUREAUCRATIC THEORY

Bureaucratic theory explains the setup, operation, and management of organizations as formal, rational, well-organized, hierarchical systems.

## DEFINITION

Weber's bureaucratic theory mirrors two key phenomena of the early 20th century: professionalization and rationalization:

1. **Professionalization:** secure and efficient legal, financial etc. transactions.
2. **Rationalization:** organization based on reason and objectivity rather than emotions or arbitrariness.

## SIX PRINCIPLES OF BUREAUCRACY

1. Division of labor (specialization)
2. Formal selection
3. Impersonality
4. Hierarchical authority relationship
5. Formal rules and regulations
6. Career orientation

# The Bureaucratic Experience

**Anatole Leroy-Beaulieu**



## **The Bureaucratic Experience:**

*The Bureaucratic Experience: The Post-Modern Challenge* Ralph P. Hummel, 2014-12-18 Everyone has trouble with bureaucracy Citizens and politicians have trouble controlling the runaway bureaucratic machine Managers have trouble managing it Employees dislike working in it Clients can't get the goods from it Teachers have difficulty getting a grip on it Optimists argue that soon all of this will be fixed The new Fifth Edition of Ralph P Hummel's classic text maintains just the opposite that despite all the current rhetoric from proponents of total quality management corporate reengineering and the new public management it's still business as usual for bureaucracies The persistent reality of organizational structure remains resilient in the face of feel good trends and values For this edition the book has been thoroughly revised and updated with two key changes each of the six core chapters has been trimmed and edited to consolidate and streamline the important organizational theory developments since the book's initial publication and each chapter contains newly added critiques of the postmodern theory of modern organizations pursuing the theme that postmodernism covers up the persistent reality of organizational structure

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*Literature, Science and Art*, 1910      *In the Shadow of Organization* Robert B. Denhardt, 1989 Drawing upon critical social

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