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learn about the concept history and impact of weber s bureaucratic theory a formal system of organization and management based on six principles explore the benefits and limitations of bureaucracy in various contexts bureaucracy as defined by weber is an organizational structure characterized by many rules standardized processes procedures and requirements as well as a clear and meticulous division of labor clear hierarchies and professional and almost impersonal interactions between employees the foremost theorist of bureaucracy is the german sociologist max weber 1864 1920 who described the ideal characteristics of bureaucracies and offered an explanation for the historical emergence of bureaucratic institutions in his book a general theory of bureaucracy first published in 1976 elliot jaques describes the discovery of a universal and uniform underlying structure of managerial or work levels in the bureaucratic hierarchy for any type of employment systems the term weberian bureaucracy refers to max weber s 1864 1920 ideal type or model of rational bureaucracy published in economy and society posthumously in 1921 22 by his wife marianne weber his ideal type of bureaucracy consists of a number of organizational features of administrative order examines four essential characteristics of weber s ideal type bureaucracy defining them and their technical advantages in the context of certain overarching sociological trends these trends are impersonality efficiency and rationality the essential characteristics of weber s bureaucracy are definition the ideal bureaucracy is hypothesized by max weber to lead to efficiency and effectiveness in organizations max weber proposes the concept of bureaucracy in a context in which he considers rationalization of society as inevitable pollitt 2008 causing a growing impersonality in the social relationship disenchantment of the world the german sociologist and political economist max weber was the first to formalize the concept of bureaucracy weber 1978 956 1005 this entry describes and extends his definition of bureaucracy which emphasizes six interrelated features of organizations 1 this chapter introduces readers to the modern theory of bureaucracy which emphasizes that in all hierarchical organizations bureaucrats are at the same time both the superiors of someone and the subordinates of someone else reviewing a century of organizational research on bureaucracy we find three main perspectives which developed in succession but persist in parallel bureaucracy as an organizing principle as a paradigmatic form of organization and as one type of structure among others bureaucratic theory explains the setup operation and management of organizations as formal rational well organized hierarchical systems according to bureaucratic theory organizations have well defined rules and processes and focus on efficiency according to this theory of max weber bureaucracy is the basis for the systematic formation of any organisation and is designed to ensure efficiency and economic effectiveness it is an ideal model for management and its administration to bring an organisation s power structure into focus the max weber theory of bureaucracy is a part of classical management theory learn about bureaucratic management by max weber from harappa to improve the structural operation of tasks by a huge number of employees max weber a german scientist defines bureaucracy as a highly structured formalized and also an impersonal organization he also instituted the belief that an organization must have a defined hierarchical structure and clear rules regulations and lines of authority which govern it bureaucratic theory definition the bureaucratic theory is related to the structure and administrative process of the organization and is given by max weber who is regarded as the father of bureaucracy beginning other websites bureaucracy is a concept it is the structure and rules which control the activities of people that work for large organizations and government it has standardized procedure rule following formal division of responsibility hierarchy and impersonal relationships bureaucratic theory rationalization theory definition legitimate authority rule with the consent of the ruled based on cultural beliefs that justify social hierarchies charismatic leadership a highly personal type of rule where a following obeys an individual due to belief in that person s unique gifted qualities a theory of bureaucracy author anthony downs subject presentation of a theory of

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