

Bureaucracy Model Of Max Weber And Bureaucratic Management

Posted on October 23, 2019

Introduction

Max Weber used the bureaucratic model to explain and illustrate how an organization or administration should run. Weber believed that bureaucracy is better for the management of an organization than traditional structures. In a bureaucracy, all individuals are treated equally, and labor is clearly indicated for each employee. The model follows rules, procedures, requirements, well-defined hierarchies, professional standards, and other organizational structures in dividing duties and responsibilities. Promotion and selection of employees take place based on the technical qualifications of the employees (Dolan & Rosenbloom, 2016). The model can be used in different businesses, especially in the establishment of organizational policy, ethics related to professionalism, discipline methods, and serving the needs of shareholders and customers. Democracy aspects are organized in relation to rules, laws, and regulations of the organization. Bureaucratic leads to economic effectiveness and efficiency because of systematic information composition. It is ideal in the administration and management of the organization as it brings power into focus. The main aim of the article is to discuss Max Weber's bureaucratic model and the importance of the information.

Principles Of Bureaucratic Management

First, there is task specialization, where tasks are divided into simple and routine categories. The division is made on the basis of functional specializations and competencies. Every employee is aware of what is expected of him or her, and they carry out their tasks based on what they can do best. The bureaucracy model makes it easy for managers to approach any employee who does not perform his or her duties accordingly. Secondly, the hierarchical authority shows how the manager how the managers are organized depending on their tasks, duties, and responsibilities (Durant, 2010). The managers have the greatest power, and those at the bottom are usually subject to supervision. It lays down the responsibilities and powers and shows delegation of duties. The communication within the organization is very clear, and information can be easily conveyed from one team to another. Thirdly, formal selection indicates how employees are chosen according to technical skills, experiences, and competencies. There is also consideration of the training and education qualifications of the employees to be hired. Fourth, requirements and rules are strictly enforced, and it ensures uniformity in the organization. Coordination of the employees' efforts becomes better because unstable rules or regulations are usually formalized through official reports. Fifth, career orientation is done based on the expertise that helps in the employment of people who have the required qualifications. Human

capital will be highly utilized because people who are hired in certain positions have the right qualifications.

Importance Of The Bureaucratic Model

The establishment of rules, regulations, and procedures makes the organization achieve consistency and efficiency in the execution of tasks for the employees. Rules and requirements set by the organization are strictly followed, and managers ensure the employees adhere to them. The rules and regulations are also followed or adhered to during the recruitment of employees. Only those with the right qualifications are offered a chance into the new positions. Similarly, Bureaucracy helps in the management. Managers can maintain control of organizational operations and make necessary adjustments when possible (Yolles, 2018). It would be easy to deliver consistent outputs. The operations and processes are carried out following the right procedures that help in the elimination of errors and increase the organizational outputs. Additionally, bureaucratic structures increase the efficiency of the organization and facilitate continuous growth of the organization. The employees are united towards achieving the mission of the organization and exchanging essential ideas and knowledge. When the employees are conversant with what is expected of them and given tasks that they can do to their best level, it is easy to initiate organizational growth. Quality work is achieved, and organizational performance increases because employees produce quality and quantity results.

Limitations Of The Theory

It is easy for the organization to be procedure-oriented instead of goal-oriented. The judgment and supervision, on most occasions, are done according to the observation of the rules, policies, and regulations. The results produced by an individual are not much valued as compared to strict adherence to the rules. These actions make people strictly observe the rules without caring about the output or the results of the work (Dischner, 2015). The operations become procedural, and employees cannot come up with more research or innovations for the organizations. Secondly, specialization makes people focus on the same activity such that they cannot perform any task beyond their area of work. It becomes difficult for a person to coordinate operations in the other department even though they deviate with small differences. Division of jobs brings limitations in performing duties and tasks because employees are tired of the area of specialization.

Conclusion

Max Weber uses the bureaucracy model as one of the power tools for the management of organizational operations. Rules, regulations, policies, and procedures should be adhered to by the employees, and the model shows a hierarchical division of labor. All tasks are divided according to the qualifications and capabilities of the employees. The work or tasks are equally shared. Weber used

bureaucratic principles to explain the model. Some of these include hierarchical authority, formal selection, task specialization, career orientation, requirements, and rules. The importance of general information is associated with increased efficiency, effective management, and maintenance of controlled operations. The bureaucracy model has some limitations, such as strict rules and regulations, and is procedure-oriented instead of goal-oriented.

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