

Governance Class 12

9th March, 2024 at 9:00 AM

INTRODUCTION (09:04 AM)

- A Brief Overview Of The Previous Class.

MAX WEBER'S BUREAUCRATIC THEORY OF ORGANISATION (09:39 AM)

- In the early part of the 20th century Germany was experiencing lot of political instability.
- But at the same time thanks to IR, it had become a developed country.
- It also had opted for capitalism.
- The success of capitalism depends on ensuring stability and continuity of administrative process.
- The administrative system of Germany was characterised by a spoils system i.e. administrators are appointed to positions of power on the basis of their proximity to the political executive.
- No qualifications, merit or efficiency is needed for them to be appointed.
- They continued to hold those positions till they had the confidence of their leaders.
- Since there was no rule of law, administration was characterised by nepotism, favouritism, corruption, misuse and abuse of authority.
- Max Weber had observed these conditions in Germany and came out with solutions in the form of the Bureaucratic theory of Organisation.
- He never defined the term bureaucracy.
- It is a combination of 2 words bureau and Cracy.
- Cracy means a system of rule or governance and bureau means desk or office.
- Bureaucracy means a system of governance carried out strictly according to the established laws rules and regulations.
- A/C to Max Weber legal authority is exercised by bureaucracy.

FEATURES OF WEBERIAN BUREAUCRACY (10:05 AM)

- Recruitment on the basis of merit through open competitive examination.
- This feature was included by Weber to overcome the problems of the spoils system.
- This is also needed to ensure the efficiency of the administrative system.
- Since bureaucracy is expected to perform functions which are mostly technical in nature, they can become efficient only when they possess the necessary qualifications.
- Positions are not hereditary in nature.
- Senior-level positions in bureaucratic organisations are filled only through promotions.
- This can ensure that only competent personnel can reach top-level positions.
- There is a clear-cut separation between individual income and organisational assets.
- Bureaucrats are paid remuneration by the government for the services they have rendered.
- They can not own the assets of the govt. nor can they use the assets of the government for their personal purposes.
- This is to prevent systematic corruption in the functioning of bureaucracy.

RATIONALITY (11:18 AM)

- Max Weber believed that the efficiency of bureaucracy is directly related to the rational functioning of bureaucracy.
- In a parliamentary democracy political executive is responsible for policy formulation and bureaucracy for its implementation.
- Political executives will take into consideration values like empathy equity, and inclusiveness while formulating policies.
- It is the responsibility of the bureaucracy to implement those policies strictly according to established laws rules and regulations.
- Weber believed that bureaucracy can implement rules and regulations only when they are completely rational.
- He defined the rationality of bureaucracy in terms of value neutrality and political neutrality.

Value Neutrality:

- Weber believed that bureaucrats are only instruments in the hands of the political executive to implement policies.
- As instruments, they should not have any values, they must only implement policies strictly according to rules and regulations.
- They should not concern themselves about the outcomes of their actions.
- It is the political executive that takes responsibility for the outcomes.
- Weber strongly supported value neutrality because values are individualistic in nature, they are subjective, and they are also qualitative.
- If the bureaucrats are allowed to make decisions based on their individual value systems, it becomes impossible to implement the rule of law.
- It can result in nepotism, favouritism, prejudices, biases and corruption.
- In case of any conflict between individual values of bureaucrats and organisational rationality, bureaucrats should always give importance to organisational rationality.

POLITICAL NEUTRALITY (11:51 AM)

- In parliamentary democracies, bureaucracy is permanent whereas political executive is only temporary in nature.
- Bureaucrats are expected to serve different political masters in their long careers.

(TOPIC FOR THE NEXT CLASS: CONTINUATION OF FEATURES OF WEBERIAN BUREAUCRACY)