

## 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.

Values means choice of individual and we come to know about our values through our conscience and this conscience make us think and so we build our values. Values are not always good it can be bad also.

### **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)**

-> We applied this same model and our bureaucracy became failure. That's why we say operation is successful and patient is dead.