

Bureaucracy



2. METHODOLOGY

The study has been carried out based on both primary and secondary data and information. To do this work we follow various methods. To find out details information and data I try to apply different ways. These methods and ways are given below:

- ❖ Basic sources of this data are
- ✚ Basically my opinion
- ✚ Internet
- ✚ Interview
- ✚ Reliable sources

3. MEANING OF BUREAUCRACY

The term, bureaucracy. Finds its origin from the French word bureau. Which means desk and a government which is run from stall is named a bureaucratic government. The word suggests a particular system of administrative. Factually it has been associated with the rule on government and governmental bureaucrats. In this form of the Government there is consciousness of power in the hands of separations. Sociologists regard bureaucracy as a form of administration that is found in formal organizations pursuing wide variety of goals. As a technical term in sociology, 'bureaucracy' is associated with Max Weber. He gave it an accurate definition and recommended that it was the best administrative form for ordinary search of organizational goals.

4. DEFINITIONS OF BUREAUCRACY

Max Weber Bureaucracy is "a type of historical organization which is designed rationally to coordinate the work of many individuals in pursuit of large scale administrative responsibilities."

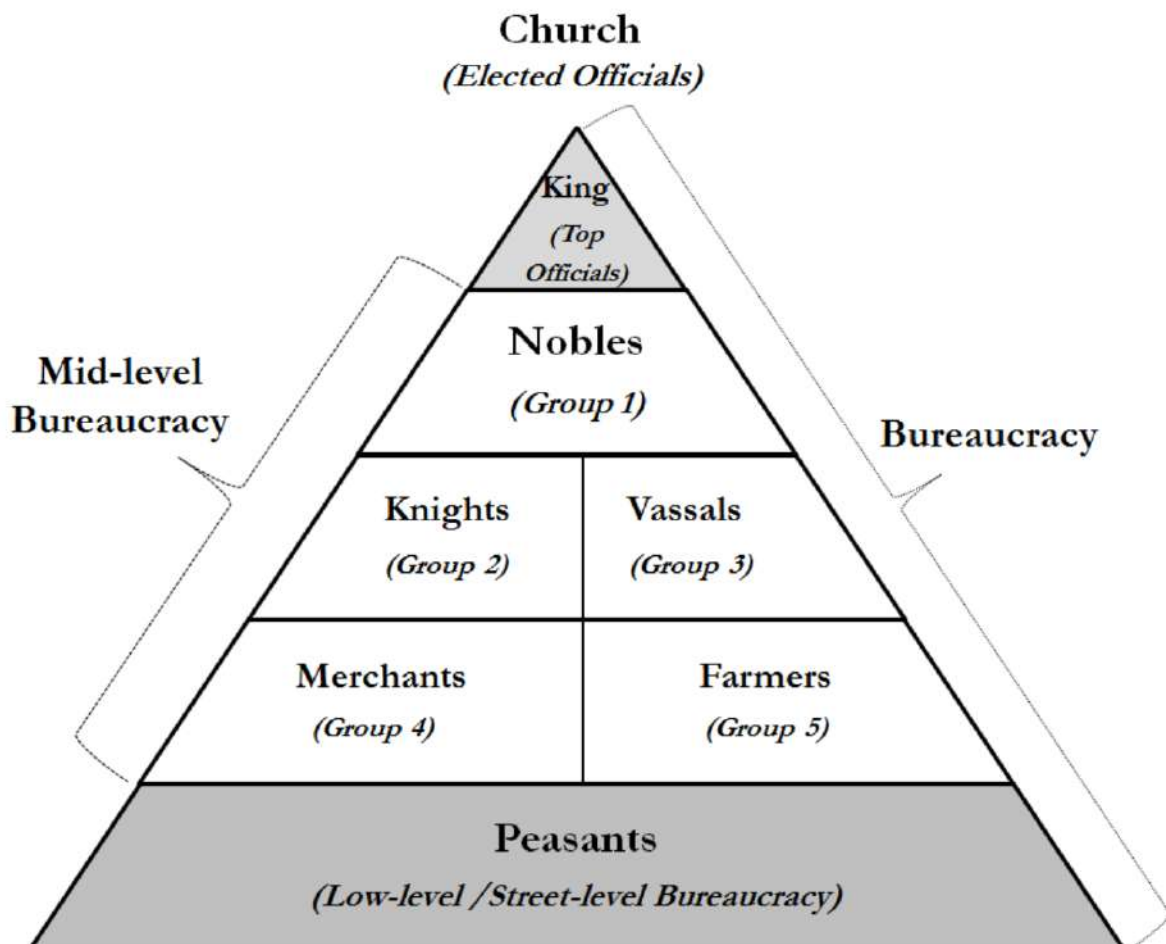
Weber also said that "bureaucracies are organized according to rational principles, officials ranked in a hierarchical order and operations are characterized by impersonal rules." **Talbot**

Parsons said that "The relatively large scale organizations with specialized functions..... Loosely tend to be called bureaucracies. "

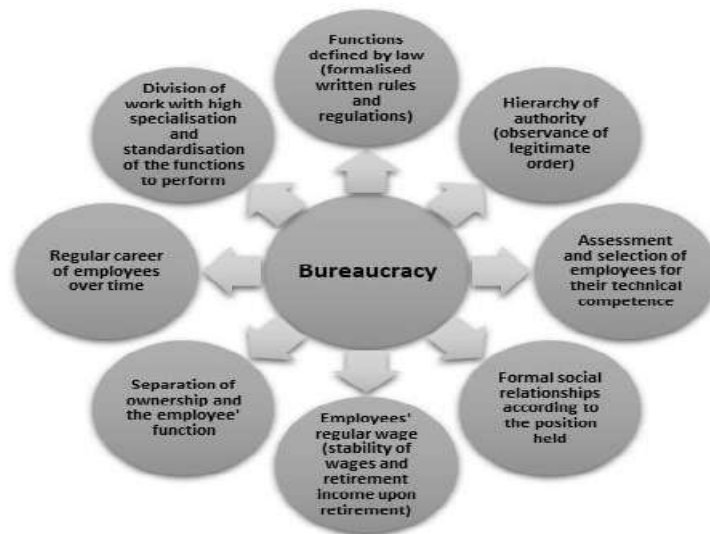
Wallace and Wallace: "Bureaucracies are large scale formal organizations which are highly differentiated and organized through elaborate politics and procedures in hierarchy of authority."

Marx said that "bureaucracy is an instrument by which the dominant class exercises its empire. Bureaucracy dominates over other social class."

5. LEVEL OF BUREAUCRACY



6. ANALYSIS: CHARACTERISTIC OF BUREAUCRACY



1. Fixed official jurisdiction area: Bureaucracies usually have their own authorized immovable dominion. Bureaucracy consists of various statuses each of which has own fixed officials duties. There are clear cut written rules governing each figures.

2. Hierarchy of authority: Bureaucracy has its own ladder of statues. Officials who occupy these statues are governed by the principles of super ordination. There is the management of the lower officials by the higher ones.

3. Clear cut division of labor: The entire task of bureaucratic system is governed by a stipulated system division of labour. Who should do what work And who should assume what accountability definite by this system

4. Employment abased on eligibility: Government has own system of selecting employees and giving them promotions on the basis of seniority, technical competence ,specialized knowledge or skill.

5. Fixed salary, Allowance and pension: The officials of the bureaucracy are paid monthly salary and other types of allowance and pension as pet the written rules.

6. Office and maintenance of files: Bureaucracy as an organization purposes though an office wherein al the matters and contacts relating to its area of operation are conserved in the form of files. It has a system of written papers important its events and manner of operative.

7. Actions of officials on full time and long term service basic.Choice of officials in a bureaucracy is generally made by the higher administrators and not by election. Ordinarily the location of the bureaucrat is held for life as recognized by the contract or order.

8. Modification between private matter and official issues: The officials of the bureaucracy are assessed to make a clear difference between the official issues and pure private or personal matter. They are not allowed to make use of official services for individual need expect as defined by written rules.

7. BUREAUCRATIC FORM ACCORDING TO MAX WEBER

In the 1930s Max Weber, a German sociologist, wrote a basis that labeled the bureaucratic form as being the ideal way of making government agencies. Max Weber's principles spread throughout both public and private sectors. Even though Weber's writings have been widely condemned, the official form lives on. Weber renowned six main principles.

1. A formal hierarchical structure

Each level controls the level under and is measured by the level above. A formal hierarchy is the basis of central development and integrated decision making.

2. Management by rules

Controlling by rules allows decisions made at high levels to be implemented consistently by all lower levels.

3. Organization by functional specialty

Work is to be done by experts, and people are organized into units based on the type of work they do or skills they have.

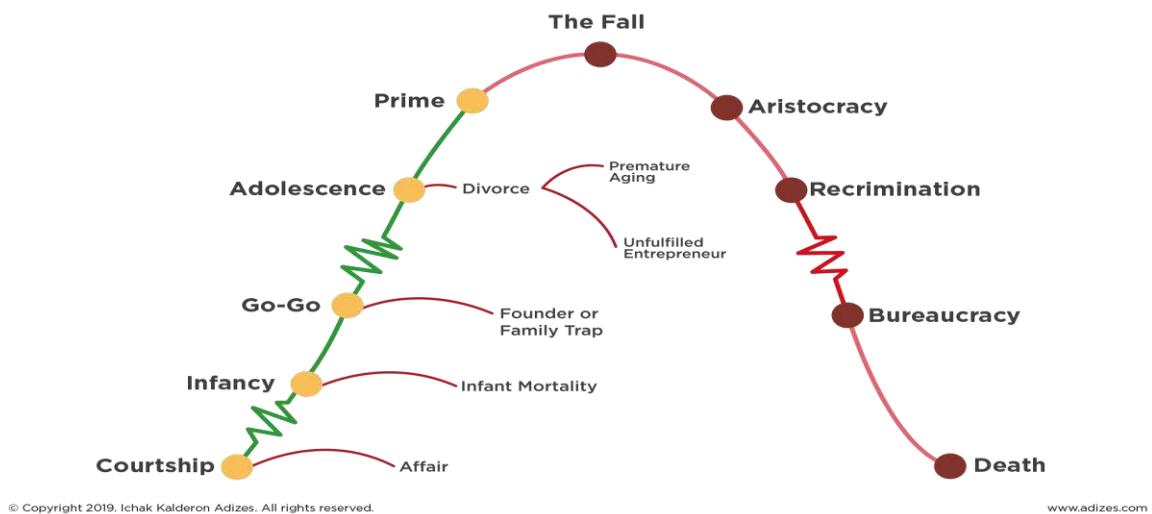
4. An "up-focused" or "in-focused" mission

If the mission is described as "up-focused," then the organization's persistence is to serve the stockholders, the board, or whatever agency authorized it. If the mission is to serve the organization itself, and those within it, to produce high incomes, to gain market portion, or to produce a cash stream, then the mission is described as "in-focused."

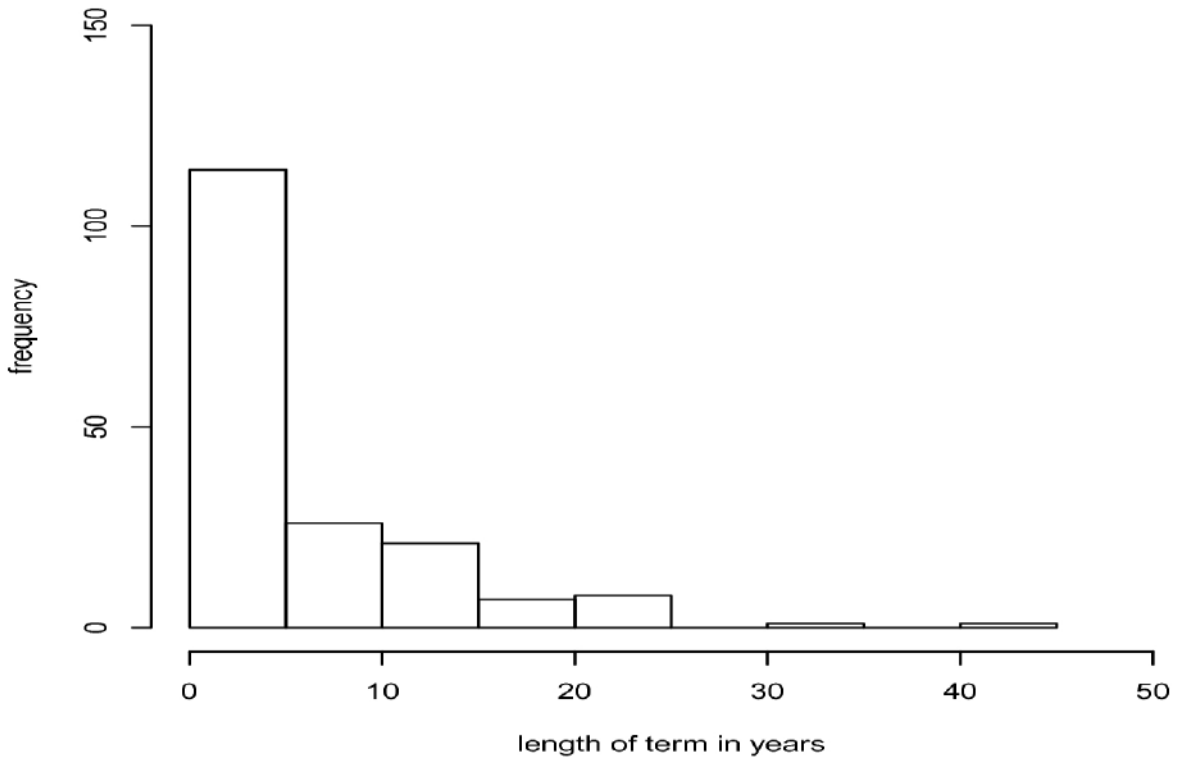
5. Purposely impersonal

The idea is to treat all staffs equally and clientele equally, and not be influenced by individual differences.

8. CYCLE OF BUREAUCRACY

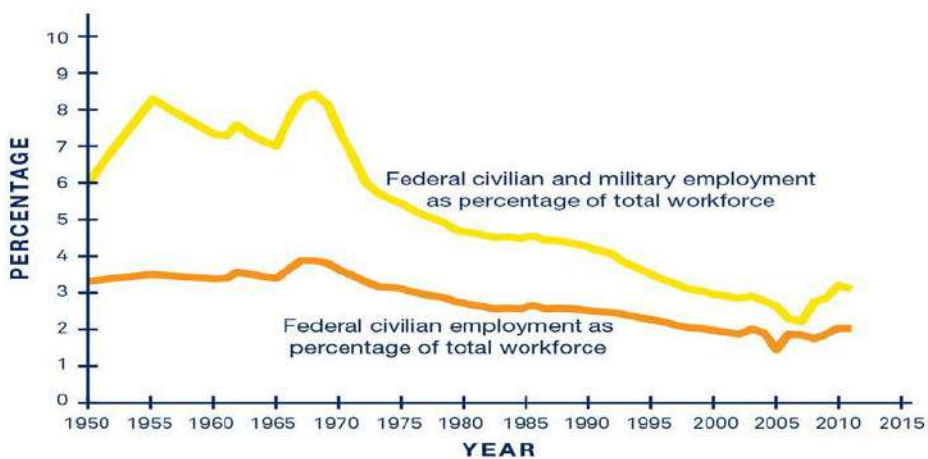


Length of Term in Office



FIGUR- NETWORK OF BUREAUCRACY

The Size of the Bureaucracy



9. CRITICISM OF WEBERIAN BUREAUCRATIC THEORY

One assessment was Weber's claim that bureaucratic organizations were founded on rational-legal authority. Parsons (1947) and Gouldner (1954) note that Weber said expert rests both in the "legal

incumbency of office" and on "technical competence". This works if superiors have more knowledge and skill, but often this is not the case.

Thompson notes that "in modern organizations authority is centralized but ability is decentralized (Thompson 1961). In fact staff-line distinctions seem to be a structural resolution of this authority-ability quandary that Weber overlooked."

Weber also doesn't distinguish between definitions and propositions in his model. His list of individual features are linked between each other Udy (1959) found in examining 150 organizations and found no correlation between the bureaucratic attributes of the organization and its rational qualities.

More present theorists reason that earlier philosophers miscalculate Weber and slanted his views. Weber was defining a formal rationality that was not unavoidably optimal for efficiency. He appreciated that formalization could be perverted into formalism, and that bureaucratic forms focused on power at the top and could cause an "iron cage" to imprison the low-level worker in anonymity and repetitious detail.

10. CONCLUSION

Finally it can be described that Weber's ideal-typical bureaucracy is considered by hierarchical organization, definite shapes of specialist in a fixed area of amount, accomplishment taken on the basis of and noted in written rules, administrators need expert exercise, rules are applied by neutral officials, career improvement be contingent on technical experiences judged by organization, not individuals. While identifying bureaucracy as the most influential form of organization, and even indispensable for the modern state, Weber also saw it as a threat to individual autonomies, and the ongoing bureaucratization as leading to a "polar night of icy darkness", in which increasing defense of human life traps individuals in a bleak "iron cage" of bureaucratic, rule-based, rational control. He supplementary vied that in all relevant potentials of modern society men could no longer engage in socially significant action unless they joined a large-scale organization in which they were billed specific tasks and to which they were self-confessed only upon complaint they forewent their individual requirements and favorites to the impersonal goals and proceedings that governed the whole

REFERENCES:

- [1] Administration. Chowdhury, B.H. (2004), "Women's Status in Bangladesh: A Suggested Framework for
- [2] Ahmed, S.G. and M. M. Khan (1990), "Bangladesh", in V. Subramaniam (ed.). *Public Administration in the Third World*, New York: Greenwood Press.
- [3] Ahmed, S G. and M. M. Khan (1990), "Bangladesh" in V Subramanian, *Public Administration in the third world*, New York, Greenwood press.
- [4] Alb row, M.(1970), *Bureaucracy*, New York .
- [5] Albrow, M. (1970), *Bureaucracy*, New York.
- [6] Analysis", in *Empowerment*, 22: 1-10.
- [7] Arora, Ramesh Kumar,(1972), *comparative public administration*, New Deli , Associated publishing house.
- [8] *Bangladesh Journal of Administration and Department*. VOL:4, NO..2, July-December 1996 and VOL.NO.5,NO,1. January- June 1997.
- [9] *Bangladesh Public Service Commission* (2004), *Annual Report of Bangladesh Public Service Commission*, Dhaka: BPSC.
- [10] *Banglapedia* (2004), *National Encyclopedia of Bangladesh*, Dhaka: Asiatic Society of Bangladesh. BBS (2003), *Statistical Pocket Book of Bangladesh*, Dhaka: Bangladesh Bureau of Statistics. BBS (2004), *Statistical Year Book of Bangladesh*, Dhaka: Bangladesh Bureau of Statistics.
- [11] Blab, P and M.W Meyer (1971). *Bureaucracy in Modern society*, New York.
- [12] Blau, P. and M. W. Meyer (1971), *Bureaucracy in Modern Society*, New York.

- [13] Bragg, C.K. (2004), *Pattern of Entrepreneurship: A Study of Gender Training Frameworks for*
- [14] Chowdhury, M.A. (1969), *The Civil Service of Pakistan, Dhaka: National Institute of Public*
- [15] Dale, Ernest (1978), *Management: Theory and practice. New Deli, Mc-Grew Hill Co.*
- [16] Evans, J.W. (1974), "Defining Representative Bureaucracy", in *Public Administrative Review*, 34 (6):628-631.
- [17] Garrett, S. (1992), *Gender, London: Routledge.*
- [18] Government of the Peoples Republic of Bangladesh-GPRB (1998), *The Constitution of the Peoples Republic of Bangladesh, Dhaka: GPRB.*
- [19] Goyal, S. (1998), *Social Background of Officers in the Indian Administrative Service,*
- [20] Griffin, Picky W (2001), *Management, New York, Houghton Mifflin Company.*
- [21] Haque, M. (2003), "Mainstreaming Women in Politics", *Legislative Support of ManabikShahjyaSangstha, Dhaka.*
- [22] HDC (2000), *Human Development in South Asia 2000: The Gender Question, Dhaka: University Press Limited.*
- [23] Hofstede, G. (1994), *Cultures and Organizations: Software of the Mind, London: Harpar Collins Business.*
- [24] Husain, S.A. (2002), "Status of Women", in A. M. Chowdhury and F. Alam (ed.) *Bangladesh: On the Threshold of the Twenty - First Century, Dhaka: Asiatic Society of Bangladesh,*
- [25] Jahan, M. and S. L. Kabir (2006), "World Conferences of Women and The Advancement of Women in Bangladesh: A Review", in *Social Science Review*, 23 (1): 155-170.
- [26] Jahan, Momtaz (2007), "Gender Mainstreaming in Bangladesh", in *Asian Affairs*, 29 /(1): 41-72.
- [27] Kabir, S. L. (1997), "Society, Women and Bureaucracy: Bangladesh Perspective", in *Bangladesh Journal of Administration and Development*, 5 (1): 159-171
- [28] Kabir, SyedaLasna and JAHAN. MOMTAZ (2007),"Society, Women and Bureaucracy: Bangladesh Perspective."
- [29] Kashem, M.M. et.al. (2002), "Review of Quota Utilization Reserved for Women", *Ministry of Women and Children Affairs, GPRB, Dhaka: Ministry of Women and Children Affairs. GPRB.*
- [30] Khan, M. M. (1980), *Bureaucratic Self Preservation, Dhaka: University of Dhaka.*
- [31] Khan, M. M. (1995), "Women in Public Administration and Management in Bangladesh: Bangladesh Experience", in *The Chinese Public Administration Review*, 4 (3): 127-150.
- [32] Khan, M. M. (2005), "Women, Gender and Democracy in Asia—Pacific Region", in *Social Science Review*, 22(2):253-261.
- [33] Khan, M. M. and F. Ara (2007), "Women, Participation and Empowerment in Local Government: Bangladesh Union Parishad Perspective", in *Asian Affairs*, 29 (1):73-100.
- [34] Khan, M.M. (2000). "Public Administration", in M. Ahmed (ed.) *Bangladesh in the New Millennium, Dhaka: Dhaka Community Development Library, pp.61-79.*
- [35] Khan, N. A. (1993), "Towards an Understanding of 'Participation': The Conceptual Labyrinth Revisited", in *Administrative Change*, 20(1-2): 106-120.