

# BUREAUCRATIC THEORY

Bureaucratic theory explains the setup, operation, and management of organizations as formal, rational, well-organized, hierarchical systems.

## DEFINITION

Weber's bureaucratic theory mirrors two key phenomena of the early 20th century: professionalization and rationalization:

1. **Professionalization:** secure and efficient legal, financial etc. transactions.
2. **Rationalization:** organization based on reason and objectivity rather than emotions or arbitrariness.

## SIX PRINCIPLES OF BUREAUCRACY

1. Division of labor (specialization)
2. Formal selection
3. Impersonality
4. Hierarchical authority relationship
5. Formal rules and regulations
6. Career orientation

# The Bureaucratic Experience

**ML Yell**



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