

## Pages 177-183 (Weber)

### "Bureaucracy" (1925) – Weber

#### Characteristics of Modern Bureaucracy

- Official Jurisdictional areas (ordered by rules, laws, administrative regulations)
  - o Regular activities assigned as official duties
  - o Authority distributed in stable way; delineated by rules
  - o Methodical provision is fulfilled by these duties
- *Office Hierarchy* = establishes system of super- and subordination.
  - o Organized in a *monocratic* manner (ruled by single person)
- Bureau = "the body of officials working in an agency along with the respective apparatus of material implements and the files" (177).
  - o Public duties separated from private property of official.
    - Bureau activities of state are internally different from the management of private offices.
- Office management (specialized) assumes thorough training in a field of specialization.
- Official activity demands full working capacity of official
- Management of office follows more general rules = less stable.
  - o This is business or administrative management

#### The Position of the Official Within and Outside of Bureaucracy

1. *Office Holding as a Vocation*
  - a. Office = "vocation" (*Beruf*)
    - i. Requirement of a prescribed course of training
    - ii. "It is decisive for the modern loyalty to an office that, in the pure type, it does not establish a relationship to a *person*, like the vassal's or disciple's faith under feudal or patrimonial

authority, but rather is devoted to *impersonal* and *functional* purposes" (178).

iii. Political official is not seen as the personal servant of a ruler.

## 2. *The Social Position of the Official*

### a. *Social Esteem + Status Convention*

i. The modern official seeks elevated social esteem regarding the governed.

ii. Typical to find that social esteem is low for officials where demand for expert administration and the "hold of status conventions are weak" (179).

### b. *Appointment vs. Election: Consequences for Expertise*

i. Bureaucratic official typically appointed by superior authority.

1. Official elected through the people (democracy) is NOT representative of pure bureaucracy.

2. Designation of officials through an election transforms the strictness of hierarchical subordination.

3. "Caesar" = unrestrained master of a body of highly qualified military officers/officials whom he selects freely and personally, disregarding tradition.

### c. *Tenure + the Inverse Relationship Between Judicial Independence and Social Prestige*

i. Normally, the position of the official is held in office for life (in public bureaucracies).

ii. *Tenure for Life* = assumed

### d. *Rank as the Basis of Regular Salary*

i. Official receives monetary compensation by means of a **salary** that is fixed.

ii. Salary not meant to measure wage in terms of the work that has been done, but representative of "status" and rank.

### e. *Fixed Career Lines + Status Rigidity*

i. Seeks promotions through mechanical fixes.

## 1. Conditions in terms of seniority/grades

### **The Technical Superiority of Bureaucratic Organization Over Administration by Notables**

- Technical Superiority
  - o Compares as a machine with other non-mechanical modes of production.
  - o Trained bureaucracy is superior in precision, speed, unambiguity, knowledge of files, continuity, discretion, unity, strict subordination, and reduction in material and personal costs.
- Business management rests on the notion of increasing precision, stability, and speed of operations (goal of efficiency).
- Carries about ability for *specialization*
  - o Individuals allocated to functionaries (duties) with specialized training/practice in that one particular focus.
- "Consistent bureaucratic domination means the leveling of 'status honor'" (181).
- Made up of "calculable rules"
- The more complex and specialized modern culture becomes, the more objectivity is needed.

### **The Leveling of Social Differences**

- *Administrative Democratization*
  - o Bureaucracy accompanies modern *mass democracy*.
  - o Bureaucratization and democratization represent an increase of cash expenses + public treasury
- *Mass Parties + the Bureaucratic Consequences of Democratization*
  - o Progress of bureaucratization shown through France, North America, and England.