

08 Question - Define organization. Discuss its importance in the public administration.

09 Answer -

10 Organization is refers to a mechanism which enables ~~met~~ men to live together. In a static sense, it is a structure manned by group of individuals who are working together towards a common goal. It is the framework of an enterprise, just like the architectural plan of a building, designed to achieve its common goal. In a dynamic sense, organization is a process of determining, arranging, grouping and assigning the activities to be performed for the attainment of objectives.

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17 According to Louise A. Allen,
18 "Organization is the process of identifying
19 and grouping the work to be performed,
20 defining and delegating ~~relati~~ responsibility
and authority and establishing relationship
for the purpose of enabling people to
work most effectively together in accomplishing
objectives."

Typologies of Organization: -

On the basis of functions, purpose, primary beneficiary, compliance and authority different scholars have classified organization into four categories -

- 08 1- On the basis of functions or purpose
- 09 2- On the basis of primary beneficiary
- 10 3- On the basis of compliance
- 11 4- On the basis of authority.

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11 1- Typologies on the basis of functions or purpose —

12 Talcott Parsons has classified organization into four types on the basis of their functions or goal —

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14 (a) Political Organization — Political organizations are those organizations which are concerned with attainment of political goals. Legislature and government departments are examples of such organization. These organizations provide peace and stability in the society.

17 (b) Economic Organization — Economic organizations produce goods and make things for economic purposes which are consumed by the society.

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20 (c) Integrative Organization — Police, judicial courts and social agencies are examples of this integrative organizations. Therefore these are provided peace and stability in the society by avoiding conflict.

(d) Pattern Maintenance Organization — These organizations are concerned with the societal continuity through the educational

08 cultural and religious institutions.
09 into four types on the classified organization
10 basis of functions -

11 (a) Managerial Organization - Managerial
12 organization is concerned with coordination
and control of resources, people and
subsystem.

13 (b) Productive Organization - Productive organizations
14 stress on the creation of wealth. These
are concerned with the manufacture of
15 goods and provide essential services
to the people.

16 (c) Maintenance Organization - Schools, health
17 and welfare institutions come under these
organizations, as they are provided scope
18 and space to the people for their
role in the organization.

19 (d) Adaptive Organization - Universities and
20 research institutions are examples of this
organization. It provide opportunities for
development of knowledge, testing and
theories.

2- Typology on the basis of Primary Beneficiary -

On the basis of consumer beneficiaries Blau and Scott classified organization into four types such as;

(a) Business Organization - In the business organization owners of the properties are the prime beneficiaries as they are concerned about the returns on investment in the organization than the nature of output of the organization.

(b) Service Organization - Hospitals and the educational institutions are the examples of these organizations. Here the clients who are served in this field are the prime beneficiaries.

(c) Commonwealth Organization - Post office, Police service, Military Service etc. come under the commonwealth organization. They perform most of the protective services. Here public is its primary beneficiary.

(d) Mutual Benefit Association - Political parties, trade unions, professional associations and religious bodies are example of these organizations.

3 - Typology on the basis of Compliance

Compliance refers to the manner in which the lower participants in an

organization respond to the authority
system of the organization. Amitai Etzioni
classified organization on the basis of compliance about three types

(a) Coercive Power - Coercive power is based on the application or the threat of physical sanction.

(b) Utilitarian Power - Utilitarian power is based on control over material resources. Here compliance takes utilitarian approach.

(c) Normative Power - Normative power is based on the allocation of symbolic reward. Here the compliance is moral.

4 - Typology on the basis of Authority -

Max Weber identified three types of organizations on the basis of exercise of authority -

(a) Traditional Authority - In the traditional authority the followers accept the authority of that person who occupies the traditional sanctioned position of authority. Relative and feudal lords come under this authority.

(b) Legal or Rational Authority - Here people obey orders of that authorized

08 person who is based on rightness of law.

09 (c) Charismatic Authority - In this type
10 organization authority is based on the
11 personal charisma of the leader. Here
12 there is no separate administrative cadre,
not only a group of followers hold posts
on the basis of their charismatic
qualities.

13 Organization is the essential
14 part of human life. Without it, no one
15 can be fully developed. Family is
the primary unit of organization,
16 where men and women live and
work together. From birth to death,
17 in each step individual depend upon
the various organizations. On the basis
of its authority, compliance, consumer
18 beneficiary, function or purpose,
various organization are created to
19 achieve the goal of the individual.
Attainment of individual goal is the
Primary task of organization.