

Generalist vs Specialist

09 Generalist is one who has a bird's eye-
 view knowledge of science or technology. He
 10 takes a comprehensive view of the problem
 in science and technology and can render
 11 advice in general. He is in a position to
 provide the bridge between the various
 12 branches and sectors of science or
 technology as a whole. A generalist is
 13 not a policy man as a rule but it is
 concerned with the higher co-ordination
 14 and facilitation of operations. He is in
 a position to command detail while
 15 avoiding responsibility for detail and
 seeing far beyond it. Generally he
 16 functions in the higher levels of middle
 management or in the lower level of top
 17 management. Occasionally, some of these
 administrative generalists may rise to
 18 political positions. Generally they remain
 firmly anchored in the career service.
 19 A specialist, on the other hand, is
 equipped with knowledge of science or technology
 20 in depth in one particular branch or sector.
 He is generally probing in depth in his
 21 limited field. He is not bothered about the
 place of his work in science or technology
 as a whole. In other words, the specialist
 by the nature of his work is myopic.
 He can see problems only from his
 limited angle. Unlike that of a generalist

He can not go down from the whole to the part. The controversy over the role of the generalist and the specialist in administration is as old as administration itself. The generalist administrators are trained to be bureaucrats and they were are trained to be bureaucrats and they the dignity of their prestigious positions. Due to multiplication of developmental activities, the Government was forced to induct into its service the technocrats, the scientists, the engineers, technicians and doctors etc. These specialists made a substantial contribution to the country's development efforts but they could not attain the coveted top positions in the central secretariat.

This has led to the controversy as to why not the specialists be allowed to hold the highest positions in the administrative hierarchy. A specialist vs generalist controversy has reached new heights due to competition for senior and top management posts in public sector.

Arguments for Generalists -

- 1- Broad vision and capacity for leadership
- 2- Clears the mess created by the political leaders
- 3- Plays the role of government's adviser
- 4- Suits the federal structure of country
- 5- Suits a democratic setup

Arguments for Specialists -

- 1- More intelligent because of their technical

