

## Semester 4 MJC 6

### Classical Theories of Public Administration

Classical theories of public administration refer to the early approaches to the study and practice of public administration, focusing on efficiency, hierarchy, and scientific management. These theories emerged in the late 19th and early 20th centuries, shaping the discipline of public administration.

#### 1. Scientific Management (Frederick Winslow Taylor, 1911)

- Emphasized efficiency and productivity through scientific analysis of work processes

- Key principles:

- Division of labor
- Standardization
- Specialization
- Hierarchy

- Focused on factory-level management, but influenced public administration's emphasis on efficiency

#### 2. Administrative Management (Henri Fayol, 1916)

- Focused on organizational structure and management principles

- Key principles:

- Division of work
- Authority and responsibility
- Discipline
- Unity of command
- Unity of direction

- Emphasized administrative functions: planning, organizing, commanding, coordinating, controlling

### 3. Bureaucratic Theory (Max Weber, 1922)

- Analyzed organizational structure and authority
- Key features of bureaucracy:
  - Hierarchy
  - Specialization
  - Rules and regulations
  - Impersonality
  - Efficiency
- Highlighted tensions between bureaucracy and democracy

### 4. POSDCORB (Luther Gulick, 1937)

- Acronym for administrative functions:
  - Planning
  - Organizing
  - Staffing
  - Directing
  - Coordinating
  - Reporting
  - Budgeting
- Framework for understanding administrative processes

### Criticisms and Limitations

- Overemphasis on efficiency and structure, neglecting human and social aspects
- Rigid hierarchy and bureaucracy criticized for being inflexible and unresponsive
- Lack of attention to external environment and societal

context

## Legacy and Influence

- Shaped development of public administration as a discipline
- Influenced organizational design and management practices
- Provided foundation for later theories and critiques (e.g., human relations, new public management)