

The POSDCORB theory emphasizes techniques that aid the administration in its

functions. This theory provides unity, certainty, and definiteness to the study of public

administration, making the study of public administration highly organized.

POSDCORB

activities are carried out on a large scale in all organizations, whether they are military or non- military, central government or state governments, or local governments. However, it has been criticized for being overly focused on administrative techniques and

not addressing the actual services provided to the public. Public administration involves

delivering services such as law, order, education, health, public infrastructure, agriculture, and

justice, among others. These services are not covered within the scope of

POSDCORB

techniques, leading to the view that the theory is incomplete and may be too narrow in its focus. Public Welfare Theory (Welfare View):

The public welfare theory is another theory related to public administration, and it is

closely linked to the broader view. Those who support this theory do not see much difference

between the state and public administration. According to them, both the state and public

administration essentially focused on the welfare of the people. Their roles and functions are

geared towards ensuring the well-being and happiness of the public. In this theory, the key

proponents are supporters of public welfare and welfare enthusiasts.

According to them, the

nation itself is a welfare state, so public administration is also aimed at promoting welfare. It

becomes evident that the scope of public administration includes all activities related to the

welfare and well-being of the public. Mohit Bhattacharya, while discussing the extent of public

administration, identified four elements:

1. Extent of organization, revival, and innovation related to organization
2. Administrative action related to communication, supervision, and decision-making
3. Study of the Royal Office's attitude, giving special emphasis on mutual and interclass relations in organizational structure
4. Study of interaction between organization and the environment

Henry Fayol, on the other hand, proposed five elements that constitute the scope of public

administration:

1. Planning
2. Organization
3. Command
4. Coordination
5. Control

However, Pfiffner divides the study of public administration into two parts:

1. The Principles of Public Administration
2. The Sphere of Public Administration

Pfiffner's exploration of the principles of public administration includes the study of organization, the management of personnel, procedures, materials, public finances, and administrative

responsibility. On the other hand, the sphere of public administration encompasses the study of

central government, state government, local government, and public corporations. According to

Willoughby, the scope of public administration encompasses the following:

1. General Administration
2. Organization
3. Staff Class
4. Material
5. Finance