

Max Webers Theory Of Bureaucracy And Its Negative Consequences

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Explore Max Weber's foundational theory of bureaucracy, analyzing its core principles as an ideal organizational structure. This content delves into the critical examination of the significant negative consequences that can arise from its implementation, including rigidity, dehumanization, and the iron cage phenomenon, offering a comprehensive view of its enduring legacy and inherent challenges.

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Max Weber s Theory of Bureaucracy and Its Negative Consequences

Seminar paper from the year 2011 in the subject Ergonomics, grade: 1,0, Technical University of Chemnitz (Fakultät für Wirtschaftswissenschaften - Professur für Organisation und Arbeitswissenschaft), language: English, abstract: The text at hand deals with Max Weber s theory of bureaucracy and its negative consequences in Robert K. Merton s functional analysis. The starting point is the description of what Weber understands as rationalization and his conceptualization of the three types of legitimate domination. The purest and most rational type of legal domination is in Weber s eyes bureaucracy with its benefits of precision, calculability, controllability and efficiency - in short, with its technical superiority. Weber s position concerning bureaucratization is ambivalent, because he also sees the negative consequences in dehumanization and excessive control, which ends in an "iron cage". Merton analysis outlines the dysfunctions resulting from bureaucratic structures. The negative consequences he identifies are the displacement of goals, the trained incapacity, over-conformity and esprit de corps of the officials and the depersonalization of relationships.

Bureaucratic Management

Essay from the year 2007 in the subject Business economics - Business Management, Corporate Governance, grade: A, University of Bradford, language: English, abstract: The theory of bureaucracy is one of the fundamental elements of the study of organisations and derives from the work of the German sociologist Max Weber (1864-1920) (Toye, 2006). A bureaucratic organisation is typified by formal processes, standardisation, hierarchic procedures, and written communication. When operated sensibly, bureaucracy is efficient because it benefits from economies of scale and avoids duplication of effort, whilst maintaining standards of quality (Ballé, 1999). Aim of this essay is to provide an overall understanding of bureaucratic management by illustrating why bureaucratic systems developed in the 19th century; how bureaucracy solved the problems and satisfied the needs of the last two centuries; which advantages and disadvantages derive from the main characteristics of bureaucracy; and to which extent bureaucratic management form is able to survive in the modern ever changing world. The first section of this paper comments on the Weberian characteristics of bureaucracy, in the way it has been used in recent organisation literature. Development and importance of those characteristics will be introduced and main advantages and disadvantages will be identified. In the second part reasons for the development of the bureaucratic model will be analysed and changes in the 19th century which caused the need for a bureaucratic approach will be illustrated. Moreover it will be shown how and to which extent the bureaucratic approach solved the problems of those times. The third section will demonstrate whether or not we are now working in a post-bureaucratic management tradition. The modern times, with its challenging environment and changing technologies will be analysed, along with

the post-bureaucratic concept and its characteristics. As well the academic literature will be consulted in order to understand whether or not we are living in a post-bureaucratic management tradition.

Bureaucracy and Society in Transition

Despite criticism of inefficiencies and unlimited growth, bureaucracies still fill crucial positions in modern societies. This volume examines 'varieties in bureaucracies' across Europe, with a specific focus on the Nordic region.

The Development of a Bureaucratic Personality - Consequences for Organizational Learning

Seminar paper from the year 2011 in the subject Organisation and administration - Miscellaneous, grade: 2,3, Technical University of Chemnitz (Fakultät für Wirtschaftswissenschaften), course: Seminar paper in the course: Past, Present and Future of Bureaucracy, language: English, abstract: Effective learning supplies organizations with the abilities to cope with problems. Learning is occurring when organizations interact with their environments: organizations develop their understanding of reality by observing the results of their acts (cf. Hedberg 1981: 1). Even and especially bureaucratic organizations need to learn, when taking into account a fast changing environment. Everybody of us has made his or her own experiences with bureaucracy in their everyday life. This seminar paper with the title "The Development of a bureaucratic personality-consequences for organizational learning" will not focus on impacts on clients but on impacts on the members of organisation, especially on subordinates and the middle management. The aim of the seminar paper is to find out what negative consequences has bureaucracy on the personality of an individual and on organizational learning. Using a functionalist approach to the topic, bureaucracy intends to create an efficient organisation from a rationalistic point of view. I will focus on the unintended outcomes of bureaucracy, the dysfunctions which show that there are irrational factors that are not easy to predict. I will describe in the theoretical part of this work the ideal type of bureaucracy, to have a basis from which later on the negative outcomes are explained. The concept of personality will be described after this, which is used to compare in the second part the changes to a bureaucratic personality. The model of organizational learning from Hedberg (1981) will be the focus after that, to show how learning is occurring in organisations and which prerequisites are necessary for this. The next step is the explanation of the model of Bosetzky and Heinrich, which shows the consequences of inner acceptance of the bureaucratic socialization. Then I will show through the description of the work of Robert K. Merton the development of a bureaucratic personality, including trained incapacity occupational psychosis, and the consequences of that for organizational learning. Then I will finish with an conclusion.

The Innovative Bureaucracy

Highly original and based on unique empirical research in the fields of organization theory and organization behaviour, this work makes an invaluable contribution to the literature on bureaucracy and innovation. Focusing on a study of two major companies working with innovation and new product development Styhre's critical analysis pushes the boundaries of bureaucracy studies beyond its current entrenched position. Departing from the traditional view that bureaucratic organizations are inefficient, incapable of responding to external changes, unable to orchestrate innovative work and provide meaningful jobs for its co-workers, this empirical study underlines the merits of a functional organization, the presence of specialist and expertise groups and hierarchical structures. Analyzing the literature of bureaucracy, the new forms of post-bureaucratic organizations and drawing on the philosophy of Henri Bergson, the author offers a model of bureaucracy, capable of both apprehending its functional organization and its continuous and ongoing modifications and changes to adapt to external conditions. Innovative and compelling, this book is an excellent text for advanced students of organization and management theory and managerial strategists and decision-makers across the globe.

The Bureaucratic Experience

Everyone has trouble with bureaucracy. Citizens and politicians have trouble controlling the runaway bureaucratic machine. Managers have trouble managing it. Employees dislike working in it. Clients can't get the goods from it. Teachers have difficulty getting a grip on it. Optimists argue that soon all of this will be fixed. The new Fifth Edition of Ralph P. Hummel's classic text maintains just the opposite--that despite all the current rhetoric from proponents of total quality management, corporate reengineering, and the new public management, it's still business as usual for bureaucracies. The

persistent reality of organizational structure remains resilient in the face of feel-good trends and values. For this edition the book has been thoroughly revised and updated, with two key changes: (1) each of the six core chapters has been trimmed and edited to consolidate and streamline the important organizational theory developments since the book's initial publication; (2) each chapter contains newly added critiques of the postmodern theory of modern organizations, pursuing the theme that postmodernism covers up the persistent reality of organizational structure.

General and Industrial Management

"Management plays a very important part in the government of undertakings: of all undertakings, large or small, industrial, commercial, political, religious or any other. I intend to set forth my ideas here on the way in which that part should be played." Part I. Necessity and Possibility of Teaching Management Chapter I. Definition of Management Chapter II. Relative Importance of the Various Abilities Which Constitute the Value of Personnel of Concerns Chapter III. Need for and Possibility of Management Teaching Part II. Principles and Elements of Management Chapter IV. General Principles of Management Chapter V. Elements of Management

Max Weber's Theory of Parliamentary Democracy

Presents Weber's theme of political theory as not a closed system, but it must lay the claim to remain permeable and variable in practice to maintain the balance between responsible political leadership and compliance with principles based on law and ensuring freedom. Politics consists neither in the realization of absolutely posited ideals, nor in the implementation of mere techniques in the exertion of power.

Max Weber and International Relations

This book offers new readings of the epistemology, methods and politics of Max Weber, a foundation thinker of modern social science and international relations theory.

Global Encyclopedia of Public Administration, Public Policy, and Governance

This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration, public policy, governance, and management. Written and edited by leading international scholars and practitioners, this exhaustive resource covers all areas of the above fields and their numerous subfields of study. In keeping with the multidisciplinary spirit of these fields and subfields, the entries make use of various theoretical, empirical, analytical, practical, and methodological bases of knowledge. Expanded and updated, the second edition includes over a thousand of new entries representing the most current research in public administration, public policy, governance, nonprofit and nongovernmental organizations, and management covering such important sub-areas as: 1. organization theory, behavior, change and development; 2. administrative theory and practice; 3. Bureaucracy; 4. public budgeting and financial management; 5. public economy and public management 6. public personnel administration and labor-management relations; 7. crisis and emergency management; 8. institutional theory and public administration; 9. law and regulations; 10. ethics and accountability; 11. public governance and private governance; 12. Nonprofit management and nongovernmental organizations; 13. Social, health, and environmental policy areas; 14. pandemic and crisis management; 15. administrative and governance reforms; 16. comparative public administration and governance; 17. globalization and international issues; 18. performance management; 19. geographical areas of the world with country-focused entries like Japan, China, Latin America, Europe, Asia, Africa, the Middle East, Russia and Eastern Europe, North America; and 20. a lot more. Relevant to professionals, experts, scholars, general readers, researchers, policy makers and manager, and students worldwide, this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field.

Public Administration: Concepts And Theories

The Main Purpose Of This Book Is To Cater To The Needs Of The Undergraduate Students Of Public Administration And Political Science. It Is Intended To Serve As A Basic Text Book For These Two Categories Of Students. The Book Has Been Broadly Divided Into Four Parts. Part-I Introduces The Nature And Expanding Horizons Of Public Administration As A Discipline. It Also Highlights The Growing Importance Of Public Administration In The Modern State With Special Reference To The

Developing Nations And Points Out Its Interdisciplinary Nature. Part-Ii Discusses The Contributions And Theories Of Some Important Early Administrative Theorists. Part-Iii Provides An Understanding Of The Behavioural And Social-Psychological Approaches To The Study Of Public Administration. It Examines The Significance Of The Prismatic-Sala-Model Of F.W. Riggs In The Study Of Comparative Public Administration, The Views Of Edward Weidner On Development Administration And The Concept Of New Public Administration. It Provides A Critique Of Various Administrative Theories Discussed Under Parts Ii And Iii. Part-Iv Explains The Various Concepts In Public Administration And Their Importance And Limitations In Organising Administrative Structures. Keeping In View The Level Of An Average Student, An Attempt Is Made In The Book To Present The Various Topics Covered In Simple. The Special Features Of This Book Are: * Each Part Is Preceded By Learning Objectives And Followed By Various Types Of Questions That Are Usually Set In The Question Papers Of University Examinations, * A Comprehensive Glossary Defining The Various Terms Used In The Study Of Public Administration, And * Brief Life Sketches Of Important Administrative Thinkers.

Labor and Employment Relations in a Globalized World

This book explores the new challenges for work and employment relations in the wake of globalization. It describes contemporary developments and ways in which labor relations systems are evolving around the world and in Turkey. Authors combine the latest information with in-depth insights on a variety of issues. The implications of international trade for employment, the dichotomy between competitiveness and meeting international labor standards, the multinationals' effects on labor relations, social policy implications of American higher education, the search for the right regulatory balance between labor flexibility and job security, challenges faced in establishing temporary work agencies, the role of skills training and providing women with micro credits to overcome informal employment problems are just some of the issues analyzed in this book. Thus, the contributions from Turkish and international institutions offer a valuable overview of the ongoing discussions in the field of labor economics and employment relations.

Bureaucratic Approach towards Managing Contemporary Organisations. Case Study of Walmart

Research Paper (undergraduate) from the year 2018 in the subject Business economics - Business Management, Corporate Governance, grade: 4.6, The University of Maryland, language: English, abstract: The paper comprises two major sections. First, the paper will discuss the bureaucracy theory as proposed by Max Weber. By illustrating the theory, the paper will highlight the characteristics of bureaucratic organizations and how they operate. This will help to understand how the bureaucratic approach is applied in contemporary organizations. Second, the paper will discuss the application of bureaucratic approach in the selected contemporary organization –Walmart. The discussion will encompass the brief description of the cases as well as the pros and cons of a bureaucratic approach in each of the cases.

Modernisering en Haar Politieke Gevolgen

People's capacity to give meaning and direction to social life is an essential dimension of political freedom. Yet many citizens of Western democracies believe that this freedom has become quite restricted. They feel they are at the mercy of anonymous structures and processes over which they have little control, structures and processes that present them with options and realities they might not have chosen if they had any real choice. As a result, political interest declines and political cynicism flourishes. The underlying cause of the powerlessness pervading the current political system could be modernization. Taking the work of Max Weber, Karl Mannheim, and Joseph Schumpeter as a point of departure, Hans Blokland here examines this process. The topics covered are, among others, the meaning of modernization, the forces that drive it, and, especially, the consequences of modernization for the political freedom of citizens to influence the course of their society via democratic politics.

Politics, Policy, and Organizations

This groundbreaking work provides a new and more accurate guide to the interactions of bureaucracies with other political institutions and the public at large."--Jacket.

Patchwork Leviathan

Corruption and ineffectiveness are often expected of public servants in developing countries. However, some groups within these states are distinctly more effective and public oriented than the rest. Why? Patchwork Leviathan explains how a few spectacularly effective state organizations manage to thrive amid general institutional weakness and succeed against impressive odds. Drawing on the Hobbesian image of the state as Leviathan, Erin Metz McDonnell argues that many seemingly weak states actually have a wide range of administrative capacities. Such states are in fact patchworks sewn loosely together from scarce resources into the semblance of unity. McDonnell demonstrates that when the human, cognitive, and material resources of bureaucracy are rare, it is critically important how they are distributed. Too often, scarce bureaucratic resources are scattered throughout the state, yielding little effect. McDonnell reveals how a sufficient concentration of resources clustered within particular pockets of a state can be transformative, enabling distinctively effective organizations to emerge from a sea of ineffectiveness. Patchwork Leviathan offers a comprehensive analysis of successful statecraft in institutionally challenging environments, drawing on cases from contemporary Ghana and Nigeria, mid-twentieth-century Kenya and Brazil, and China in the early twentieth century. Based on nearly two years of pioneering fieldwork in West Africa, this incisive book explains how these highly effective pockets differ from the Western bureaucracies on which so much state and organizational theory is based, providing a fresh answer to why well-funded global capacity-building reforms fail—and how they can do better.

The Good Cause

Money makes the world go round - corruption The book presents the state of the art in studying the causes of corruption from a comparative perspective. Leading scholars in the field of corruption analysis shed light on the issue of corruption from different theoretical perspectives. Understanding how different theories define, conceptualize, and eventually deduce policy recommendations will amplify our understanding of the complexity of this social phenomenon and illustrate the spectrum of possibilities to deal with it analytically as well as practically.

The Contingency Theory of Organizations

This volume presents a comprehensive, in-depth analysis of the theories, evidence and methodological issues of contingency theory - one of the major theoretical lenses used to view organizations.

An Ethnography in an Irish Girls Secondary School

Based on an ethnographic study, this book explores the cultural experiences of a group of Irish 6th year girls. Facing the high stakes Leaving Certificate examinations while on the cusp of adulthood, this study contributes to the agency-structure debate from a feminist perspective. Findings elicit insights into incidences of social and cultural reproduction with hegemony evident in visible and invisible ways among the cultural group. This ethnography describes how a group of girls navigate this territory in school. It explores the effects of the personal, group and institutional habitus that mediate the girls' everyday interactions. The girls' peer interactions and contextual experiences serve as an explanatory framework, which references how power is shared, wielded and resisted among the myriad of relationships within the school. The school life of the girls is described at an individual and group level with themes such as friendship, conformity, resistance and alienation discussed, within the framework of school life. Findings related to youth culture and identities elicit challenges for the girls as they manage the duality of adolescence and scholarly endeavour.

Modern Organizations

This wide-ranging analysis both explores current approaches to organization studies and relates the concepts of modernity and postmodernity to the realities of organizational structure and context. In surveying alternative perspectives on organizations in terms of ideal types, systems, contingencies, ecologies, cultures, markets and efficiency, Clegg demonstrates that no single approach is adequate to deal with the real-world variety of organizations that exist. Drawing upon unusual and revealing examples - the production of French bread, Italian fashion and 'post-Confucian' Asian enterprises - he argues that their success cannot be reduced to 'culture' but must incorporate a fuller understanding of the ways in which organi

Policing World Society

This book offers a sociological analysis of the history of international police cooperation in the period from the middle of the 19th century until the end of World War II. It is a detailed exploration of international cooperation strategies involving police institutions from the United States and Germany as well as other European countries.

Social Theory

This textbook delivers a new thematic introduction to social theory that explores theoretical issues in their contemporary social contexts. Each chapter is devoted to a specific thematic area, including the state, governance, the economy, civil society, culture, language, knowledge, the self, emotions, the body, and social justice. Each chapter details the key issues for debate and the relevant theories while linking those debates and theories to everyday life. Distributed throughout the chapters are focused sections on key concepts and their research applications, alongside helpful additional detail including a glossary, further suggested readings, chapter summaries, and questions for discussion. The book also provides useful information on key theoretical movements such as feminism, Marxism, and post-structuralism, as well as biographies of key theorists. As such, it reflects the breadth of social theory and its interdisciplinary nature by drawing on thinkers not just from sociology, but also from philosophy, history, literature, geography, cultural and gender studies. The book's logical structure and clear pedagogical features make it an appealing and accessible introductory text for students new to social theory. The chapters demonstrate the relevance of social theory to everyday life, such that readers can understand and actively engage with key concepts.

A New History of Management

This book argues that if we are to think differently about management, we must first rewrite management history.

Moral Mazes

This classic study of ethics in business presents an eye-opening account of how corporate managers think the world works, and how big organizations shape moral consciousness. Robert Jackall takes the reader inside a topsy-turvy world where hard work does not necessarily lead to success, but sharp talk, self-promotion, powerful patrons, and sheer luck might. What sort of everyday rules-in-use do people play by when there are no fixed standards to explain why some succeed and others fail? In the words of one corporate manager, those rules boil down to this maxim: "What is right in the corporation is what the guy above you wants from you. That's what morality is in the corporation." This brilliant, disturbing, funny look at the ethos of the corporate world presents compelling real life stories of the men and women charged with running the businesses of America. This anniversary edition includes an afterword by the author linking the themes of Moral Mazes to the financial tsunami that engulfed the world economy in 2008.

Mobility and Globalization in the Aftermath of COVID-19

This book argues that COVID-19 revives a much deeper climate of terror which was instilled by terrorism and the War on Terror originally declared by Bush's administration in 2001. It discusses critically not only the consequences of COVID-19 on our daily lives but also "the end of hospitality", at least as we know it. Since COVID-19 started spreading across the globe, it affected not only the tourism industry but also ground global trade to a halt. Governments adopted restrictive measures to stop the spread of the virus, including the closure of borders, and airspace, the introduction of strict lockdowns and social distancing, much of which led to large-scale cancellations of international and domestic flights. This book explores how global tourists, who were largely considered ambassadors of democratic and prosperous societies in the pre-pandemic days, have suddenly become undesired guests.

Sociological Theory in the Classical Era

Now available for the first time in both print and e-book formats Sociological Theory in the Classical Era, Fourth Edition is an innovative text/reader for courses in classical theory. It introduces students to important original works by sociology's key classical theorists while providing a thorough framework for understanding these challenging readings. For each theorist, the editors supply a biographical sketch, discuss intellectual influences and core ideas, and offer contemporary applications of those ideas. In addition to the seven major theorists covered, the book also connects their work to "Significant

Others"—writers and thinkers who may have derived much of their own perspectives from Marx, Durkheim, Weber, Gilman, Simmel, Du Bois, and Mead. Included with this title: The password-protected Instructor Resource Site (formally known as SAGE Edge) offers access to all text-specific resources, including a test bank and editable, chapter-specific PowerPoint® slides. Learn more.

MANAGEMENT, THIRD EDITION

This comprehensive text providing clear insight into the principles and practices of management with real-life examples and cases, now in its third edition, updates and revise chapters in lights of recent advances in the area. It discusses whole gamut of management beginning from its introduction, evolution, communication to the latest powerful and necessary tools such as QMS and Six Sigma, which are used to drive quality improvement in a company. **KEY FEATURES** • Case studies at the end of each chapter with related thought-provoking discussion questions. • Clearly labelled, self-explanatory diagrams and tables to support concept. • Review Questions, Chapter Summary, Glossary and List of Abbreviations. **WHAT IS NEW TO THIS EDITION** • Introduces strategies and issues of Corporate Respect and Corporate Social Responsibilities. • Incorporates a new chapter on 'Six Sigma' and revised chapters on Management and Society, TQM and QMS. • Includes several new case studies to give hands-on experience and professional orientation to the students. **TARGET AUDIENCE** • BBA/MBA • B.Com/M.Com

The State of Public Bureaucracy

The authors explore the many ways that gender and communication intersect and affect each other. Every chapter encourages a consideration of how gender attitudes and practices, past and current, influence personal notions of what it means not only to be female and male, but feminine and masculine. The second edition of this student friendly and accessible text is filled with contemporary examples, activities, and exercises to help students put theoretical concepts into practice.

Innovation, Transformation, and War

Within a year of President George W. Bush announcing the end of major combat operations in Iraq in May 2003, dozens of attacks by insurgents had claimed hundreds of civilian and military lives. Through 2004 and 2005, accounts from returning veterans presaged an unfolding strategic debacle—potentially made worse by U.S. tactics being focused on extending conventionally oriented military operations rather than on adapting to the insurgency. By 2007, however, a sea change had taken place, and some U.S. units were integrating counterinsurgency tactics and full-spectrum operations to great effect. In the main, the government and the media cited three factors for having turned the tide on the battlefield: the promulgation of a new joint counterinsurgency doctrine, the "surge" in troop numbers, and the appointment of General David Petraeus as senior military commander. James Russell, however, contends that local security had already improved greatly in Anbar and Ninewah between 2005 and 2007 thanks to the innovative actions of brigade and company commanders—evidenced most notably in the turning of tribal leaders against Al Qaeda. In *Innovation, Transformation, and War*, he goes behind the headlines to reveal—through extensive field research and face-to-face interviews with military and civilian personnel of all ranks—how a group of Army and Marine Corps units successfully innovated in an unprecedented way: from the bottom up as well as from the top down. In the process they transformed themselves from organizations structured and trained for conventional military operations into ones with a unique array of capabilities for a full spectrum of combat operations. As well as telling an inspiring story, this book will be an invaluable reference for anyone tasked with driving innovation in any kind of complex organization.

General Economic History

Starting with descriptions and analyses of the agrarian systems, the famed economist explores manorial system, guilds, and early capitalism, organization of industry and mining, development of commerce, the transporting of goods, and more. /div

Max Weber on Economy and Society (Routledge Revivals)

First published in 1989, this re-issue concerns itself with the relevance of Max Weber's sociology for the understanding of modern times. The book outlines key tenets of Weber's sociology and points to the valuable legacy of Weber's thought in contemporary intellectual debate, particularly with regard to

secularization and rationalization of global cultures, the crisis of Marxism, the rise of the New Right and the emergence of post-modernism. This book offers an authoritative and insightful study which brings to light, not only the contemporary relevance of Weber's social theory, but also offering a broad perspective for the analysis of social questions.

The Concise Encyclopedia of Sociology

This concise encyclopedia is the most complete international survey of sociology ever created in one volume. Contains over 800 entries from the whole breadth of the discipline Distilled from the highly regarded Blackwell Encyclopedia of Sociology, with entries completely revised and updated to provide succinct and up-to-date coverage of the fundamental topics Global in scope, both in terms of topics and contributors Each entry includes references and suggestions for further reading Cross-referencing allows easy movement around the volume

Bureaucracy

Author Ludwig von Mises was concerned with the spread of socialist ideals and the increasing bureaucratization of economic life. While he does not deny the necessity of certain bureaucratic structures for the smooth operation of any civilized state, he disagrees with the extent to which it has come to dominate the public life of European countries and the United States. The author's purpose is to demonstrate that the negative aspects of bureaucracy are not so much a result of bad policies or corruption as the public tends to think but are the bureaucratic structures due to the very tasks these structures have to deal with. The main body of the book is therefore devoted to a comparison between private enterprise on the one hand and bureaucratic agencies/public enterprise on the other.

Dealing with Dysfunction

Utilizing data from these case studies, Dealing with Dysfunction illustrates how stakeholders can enact an inclusive process for identifying, defining, diagnosing, and remedying incidences of red tape. Further, this study highlights the failings of standard approaches to solving institutional dilemmas. Jorrit argues that effective problem solving in the public sector should adopt the following principles: Diagnostics for appropriately identifying and dissecting diverse types of dysfunction; Distribution of problem-solving capacities to connect institutions and individuals, Cross-organizational learning to transform accountability structures, Bottom-up incrementalism that prevails over top-down regulatory reform, Dealing with Dysfunction offers conceptual frameworks, theoretical insights, and practical lessons for dealing with bureaucratic dysfunction in practice.

Organizational Behaviour

Organizational Behaviour is the only text to use a running case study to demonstrate the application of organizational behaviour in the real world, helping students with limited or no real-life experience of the business world to engage critically and effectively with the subject.

Handbook of Sociological Science

22 out of the 26 Chapters will be available Open Access on Elgaronline when the book is published. The Handbook of Sociological Science offers a refreshing, integrated perspective on research programs and ongoing developments in sociological science. It highlights key shared theoretical and methodological features, thereby contributing to progress and cumulative growth of sociological knowledge.

Evolution of the Post-Bureaucratic Organization

Continuous improvements in business operations have allowed companies more opportunities to grow and expand. This not only leads to higher success in increasing day-to-day profits, but it enhances overall organizational productivity. Evolution of the Post-Bureaucratic Organization is a pivotal source of research containing integrated and consistent theoretical frameworks on post-bureaucratic organizations, multidisciplinary perspectives, and provides case studies related to the critical aspects of the emergence of post-bureaucratic organizations. Featuring extensive coverage across a range of relevant perspectives and topics, such as business ethics, organizational communication, and cultural perspectives, this book is ideally designed for scholars, PhD and post-graduate university students, managers, and practitioners.

Metaphysical Pathos and the Theory of Bureaucracy

A core text for the Law and Society or Sociology of Law course offered in Sociology, Criminal Justice, Political Science, and Schools of Law. * John Sutton offers an explicitly analytical perspective to the subject - how does law change? What makes law more or less effective in solving social problems? What do lawyers do? * Chapter 1 contrasts normative and sociological perspectives on law, and presents a brief primer on the logic of research and inference as it is applied to law related issues. * Theories of legal change are discussed within a common conceptual framework that highlights the explanatory strengths and weaknesses of different arguments. * Discussions of "law in action" are explicitly comparative, applying a consistent model to explain the variable outcomes of civil rights legislation. * Many concrete, in-depth examples throughout the chapters.

Law/Society

A cultural history of the concepts of reason and cause, showing that they are culturally and historically local.

Reason and Cause