

DYSFUNCTIONAL CONSEQUENCES OF BUREAUCRACY
IN A DEVELOPING SOCIETY : AN INTERPRETATIVE
STUDY OF THE WEBERIAN MODEL

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Of the many controversial theoretical constructs and organizational models found in the Social Sciences, Max Webers model of 'Bureaucracy' continues to attract wide cross cultural criticism even towards the end of the 20th century, as different countries have applied Webers theoretical foundation towards organizational problem solving within their own Socio Political contexts.

In this paper the writer specifically focuses attention on the effects of concentration of power in the hands of an influential minority in a class society, goal displacement through inappropriate application of prestructured rules and regulations and the way employee alienation affects the organizational environment mainly at amicro level.

Finally, in his conclusions the writer highlights, the folowing:-

- (1) Bureaucracy is only an 'ideal type' and not an empirically tested solution applicable to organizational problem solving universally.
- (2) Rapid centralization of functions within a pre-structured hierachy of rules and regulations only complicate even the most basic of all routine problems faced by members in an organisation.
- (3) Bureaucratic structures in a traditional society like Sri Lanka further strengthen the social divisions that already exist in them. Alienation becomes a permanent feature as bureaucratic divisions preserve the status system thus further institutionalizing the class system.
- (4) Power centred indigenous socio political sentiments of the traditional ruling class comes into direct conflict with imported models and methods of organization and control.
- (5) Dysfunctional bureaucratic structures prevent both social mobility and social stability as outdated thoughts on power come into conflict with the need for change in traditional societies.