

A BUREAUCRATIC APPROACH IN LEADERSHIP

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Max Weber's Bureaucracy, as the name applies, is a bureaucratic management style. Weber insisted that for functions to be accomplished, an institution needs to have a bureaucratic structure - a hierarchy that contains a well-defined distribution of power and leadership.

One dominant characteristic of The Bureaucracy is the definition of the superior's powers and the subordinates' obligation to follow the orders and the rigid rules and guidelines of the institution.

The six important principles of Weber's Bureaucracy are (1) formal hierarchical structure, (2) management based on rules, (3) function and specialty-based organization, (4) up or in-focused mission, (5) impersonal, and (6) employment is based on technical qualification.

One of the strengths of bureaucracy is its formal structure. It promotes the alignment and systematic distribution of power in an organization. It gives a fixed pattern of who are the superiors and subordinates. Moreover, its focus on technical qualifications ensures that the right person is doing the most suitable job for them. It aligns the members into doing the task/job that is most appropriate for them, which also ensures the optimization of the productivity of the human workforce.

On the other hand, one of its weaknesses is its rigidity and lack of flexibility. Since only a few leaders and subordinates are only mandated to follow, the institution's direction is often directed by a few people alone. This scenario results in a narrower point-

of-view, and the opinions and suggestions of the members should be more solicited. Moreover, since the decision is made by the one on top of the hierarchy, all the decisions are subject to approval, leading to more time-consuming support of the decision.

Bureaucracy is constantly questioned by theories embodying democracy and theorists promoting organizations' decentralization. One common contention is the hoarding of power and the lack of freedom in accomplishing even the most minor tasks. Bureaucracy should always be present in an organization, but there should be control over its scope.

In the Philippines, being a democratic country, authentic and absolute bureaucracy may not be suitable for Filipinos as being open and involved in the four management phases is one of the critical indicators in ensuring the engagement of the members and stakeholders of every organization.

In government agencies like the Department of Education, bureaucracy is present, but only to some extent. Overcompliance with bureaucracy has a lot of disadvantages. Processes will take a while, and the decision-making in the teaching-learning process may be delayed unnecessarily due to the formalities that every function must follow.

The structure is good, but decentralization promotes fast actions and responses to the needs of the learners. A balance between structures ensures a more productive flow in the organization.

References:

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