

Max weber – mangerial thinkers assignment



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Webber was a sociologist and a political economist at the same time. He had an idea that the significance of a historical occurrence was determined by the viewpoint of the examiner, but not by any objective significance. The 'ideal type' was his model for isolating sociological occurrence. Weber was engaged in research of human interaction in organizations, in which he kept his personal beliefs out of work and hoped to build a science of organizational behavior.

He was born in a wealthy family where he studied at the university of Heidelberg and then became a Professor of Political Economy at the university of Freiburg. After the death of his father, Webber went through a nervous collapse, which lasted five years, to which his best achievements were illustrated. Towards the end of his life he criticized Germany's annexations war movements and help draft up a new constitution for the German Democratic Party. In today's world we can see Weeber's model being utilized as in the late nineteenth and early twentieth century there was a jump in inefficiency.

In the late sass Max Weber criticized organizations from running a business like a family or a wet summer Reply to as long as you believe the stamp on the organization of supervisors and employees inherited the potential success of the company because how I was misplaced you can't employees were loyal to the buses and nuts of your position weather believed MY finalized rigid structure of working as a single nosy bureaucracy does not precedent your organizations followed a final structure well roles physiology minutes already and confidence what characteristics of appropriate

individuals position within the organization has a reliable professional confidence and supervisors that 2.

Theorist's principles Weeper's interest in organizations developed from his interpretation of the unconstitutionality of power and authority in the modern days of the Western world. He managed to build a model such as a ' rational-legal authority of an ideal type bureaucracy. Weber hypothesized the rules and regulations of a bureaucracy serve to insulate its members against all the possibility of personal preference. Some of Weeper's principles were the following : Specialization - This principle built conflict between particular components. Most of the obligations in an organization are streamlined as that each employee will have the necessary expertise to undertake their work.

This limits employees as they then need authority to complete all different works. A well-defined hierarchy - Coming from a modest family Weber had lived through this issue himself, experiencing it first hand of how individuals initiate and participate, which are usually blocked. Upwards communication and horizontal communication are impeded in this situation. Every position within a bureaucracy is structured in such a way that it permits the higher positions to superintend and govern the lower positions. This provides a clear chain of command maintaining strength to overview throughout the entire chain. This can be seen as a pyramid triangle/Christmas tree as power and enforcement is established as mentioned above.

Rules and regulations - Rules in most cases set a limit to achieve a want/need. Rules were in most cases used for punitive control from above.

All organizations should place rules and regulations in a rationalized way, where operations to procedures are developed to provide operational optimization and coordination. Impersonal relationships and characteristics - Impersonal relationships and characteristics is concerned with human problems (both employees and customers) associated with bureaucratic structures. Weber believed in the necessity of managers and employees to keep an impersonal relationship due to the fact that rational decisions at times do occur.

This would make the process evidently simpler rather than a bias decision favored and influenced by personal prejudice. Competence - In most cases managers should be hiring, promoting, allocating Job assignments to employees that are competent enough to do so. Competence should always be the root for the decision in such cases. Records - As an organization it is essential for a bureaucracy to retain records regarding all forms of activities that the organization is involved in. This optimizes the organizations quality assurance process and advances an accurate organizational memory, where documents are available at any time concerning all bureaucratic actions and determinations 3.

Relevance of current practice in the management of construction projects Weber addressed the fundamental issue of how a company should be run, monitored and maintained by combining his own theory with practice. His ideas have influenced many successful generations of managers and academics, and yet even in managerial thinking. Weber was an administrative theorists that wrote to develop unreal theories to which managers these days utilities and what constitutes good managerial <https://assignbuster.com/max-weber-managerial-thinkers-assignment/>

practices. Weeper's bureaucracy was a reaction to the exploitation on the belief that his model could remove most uncertainty, inadequacies and patronage that characterized most organizations. This would then improve the human resource approach that most managers had established with their employees/followers.

It mainly saw the improvements of managers getting their tasks completed by working with people in a particular way. Examples of such behavior occurred when: Employees comprehended communication via managers as being consistent with the organization's purposes. Employees felt their works were being consistent with the needs and wants of other employees. Employees felt they were mentally and physically challenged from managerial orders. Every organization firms a manager and in today's society, colleges and universities are trying to teach these skills to students so that when placed in management of construction projects, they are able to perform to their ability.

Some of these abilities are : General educational Special knowledge
Experience Moral qualities Metal qualities Physical qualities A prime example of a few current practices in the management of construction rejects are the following : Tax farming - where local collectors who worked for a percentage of the take, were displaced by bureaucracies staffed with full-time salaried officials. Inside contracting - where owners of plants and materials were contracted with foremen for labor, which gave way to modern hierarchies. When compared to the administrative practices that preceded them, the efficiencies attributed to bureaucracies become understandable. In Weeper's eyes this was unfair, as classes and favoritism dominated the world. Weber
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believed this was a waste of human resource, which ran in conjunction with the working class being able to produce leaders as well as followers. 4.

Application of the theory to current construction project management projects Bureaucracy was intended to put an end to the exploitation of employees and to ensure equal opportunities and fair treatments.

Weber's model not only is a great tool for organizations, but also it can be used in assessing through comparisons and performance. An advantage of the model is that it is neither a working model, nor a correspondence to reality but a hypothetical idea rather than a factual. Some of his "ideal" bureaucracy that portrayed clear advantages are : Divisions in labor - Divisions are established so that authority and responsibility are clearly defined. This would increase efficiency through specialization. Managerial hierarchy - Positions and offices are sorted in a hierarchy of authority.

This would define different levels of authority, individual discretion as well as better communication as there is a clear chain of commands from highest to the lowest level of an organization. Formal selection - Employees are selected based on technical qualification demonstrated by hired and promoted based on their works, benefiting both employee and employer. Formal rules and other controls - Employees are responsible to obey formal rules and other controls regarding their assigned duties. This will cause efficiency as employees are guided in the right direction. On the flip side, while these advantages can be implemented, there are also disadvantages that can occur at times.

Weber considered his model as the most efficient means of organizing, but there were disadvantages that are the following: Rules and other controls - Employees can accuse budget personnel of being more interested in applying rules and regulations rather than achieving a firm's primary goals. Extreme devotion - This may lead to situations where in the past, decisions are without knowingly repeated without gratitude. As a result managers become compensated for doing what eh are told to do and not for thinking. Delegation of authority - Usually happens within the lower level, where an increase in operational effectiveness is reached. It may also reassure on subunit rather than the overall goals. An example of such is seen in universities, where departments debate on what courses they would like to teach, which often results in duplication of subjects, as well as unnecessary cost. 5. References