

Administration theory

THEORY OF ADMINISTRATION

- ▶ Theories are attempts to accurately describe and to successfully predict relationships among elements of the physical, social and psychological worlds. There are basically two types of theories of administrative organization. These are:
- ▶ 1. Universal Design theory - This theory believes on 'the one best way' of structuring the organization. The theories included in this section are Scientific Management, Classical Theory and Bureaucratic Theory.
- ▶ 2. Situational Design Theory - This theory emphasizes the human aspect of the organization. There are several sub-streams, such as Behavioural Approach, Systems Approach, Structural-Functional Approach, Human Relations Theory and others.

Classical theory of public administration


- ▶ Division of labor or what we call specialization
- ▶ Departmental Organization
- ▶ Hierarchical coordination
- ▶ Deliberate coordination
- ▶ Creating coordination committees
- ▶ Decentralization
- ▶ Unity of command
- ▶ Staff and Line
- ▶ Delegation and Span of Control

Scientific management school

- ▶ after the World War II public administration was able to establish itself as a separate discipline. That is, it freed itself from the tutelage of political science. But unfortunately the newly-achieved status was not enough for its glamour or prestige.
- ▶ It was thought that public administration as a part of government has not been able to satisfy the growing needs of all sections of society. It was thought that the government management system or public administration has not been able to prove its efficiency. Less qualified or not properly trained persons are at the helm of the entire structure of public administration.

Human relation

- ▶ The theory of human relations, provides predominance to the human aspect over the elements of institutions, as propagated by the customary public administration schools. It is a trail defiance theory in the discipline of public administration, which sights the organization primarily as a social system by uplifting the human conduct as the elementary component for study.
- ▶ In human relations theory, the employees are seen as human beings, instead of a meagre human supplement of machinery or hands for work. It is mainly established on a humble principle that the 'human problem requires a human solution', subsequently, better-off workers are the secret to a prosperous institute. Those who supported this theory have revealed that in public institute, efforts have been prepared to answer the problems of human with non-human data.
- ▶ This theory emphasises four important aspects of the institute, and it looks that the classical theorists have unnoticed.

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- ▶ These are:
 - ▶ (a) organization is to be viewed as a social system;
 - ▶ (b) workers are human beings with all humanly attributes;
 - ▶ (c) informal elements also play an important role in the overall organizational output;
 - ▶ (d) organization has a social ethics, instead of individual ethics

Thank you