



## Bureaucracy and Development Nature and Characteristics: A Review

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### Abstract:

Modern society relies on the effective functioning of government to provide public goods, enhance quality of life, and stimulate economic growth. The activities by which government achieves these functions include—but are not limited to—taxation, homeland security, immigration, foreign affairs, and education. The more society grows and the need for government services expands, the more challenging bureaucratic management and public administration becomes. Public administration is both the implementation of public policy in government bureaucracies and the academic study that prepares civil servants for work in those organizations.



**Keywords:** Bureaucratic Management, Public Administration, Taxation etc.

### Introduction:

The bureaucracy and Development have been famous and complex terms. These meanings have been controversial. It was in the post war period that and both developments; consciousness and developmental effort are developing independent bureaucracy. The growth of sound Bureaucracy has been considered unavoidable for development. In a developing country like India, both development efforts and bureaucracy have functioned together for over six decades. The role of bureaucracy in development has been controversial and debatable.

There is no agreed meaning of for the development. The simple meaning of the term development found in dictionaries is its end orientation. Development is defined into a better, fuller, higher and mature condition. The main tendency; however among many theorists is to consider development as an endless activity.

For example- Weidner considered development as a state of mind, a tendency, a direction rather than a fixed goal. It is a rate of change in a particular direction. Whereas, Riggs believes that development is a process of increasing autonomy to mean, the ability of systems to choose from the environment as well as to affect the environment.



In simpler words, development in a country or in any other system, when there is an increase in the variety of activities and institutions based on division of labour and specialisation which are well coordinated and integrated and in turn increase the ability of that system to act autonomously in relation to its environment.

### **Nature of Development of Bureaucracy**

Simply stating bureaucratic/ administration concerned with developmental activity called development bureaucracy. Refereeing to Weidner, it can be safely presumed that Development Bureaucracy/ Development Administration is the process of guiding an organisation towards the achievement of progressive political, economic and social objectives that are authoritatively determined in one manner or another from a comprehensive point of view. Panandhikar believes that the essence of Development Bureaucracy is holistic change undertaken through integrated, organised and properly directed governmental action.

Development of Administration or Administrative of Development can be generally defined as a pattern of increasing effectiveness in the utilisation of available means to achieve prescribed goals. There are two major dimensions of Administrative Development are:

- The re-patterning of administrative structure
- The re-patterning of bureaucratic behaviour

The structure is after all only a facility for human functioning behavioural changes in bureaucratic patterns are obviously more important for development, administration basically means a human man process, increasing effectiveness, mainly that of human resource of administration in terms of personnel of bureaucracy.

### **Characteristics of Bureaucracy**

A bureaucracy is a system of organization noted for its size and complexity. Everything within a bureaucracy — responsibilities, jobs, and assignments — exists to achieve some goal. Bureaucracies are found at the federal, state, county, and municipal levels of government, and even large private corporations may be bureaucratically organized. People who work for government agencies, from high-level managers and executives to clerical staff, are called



bureaucrats. The superintendent of a large urban school district is a bureaucrat, as are the teachers, librarians, nurses, and security guards.

The terms bureaucrat and bureaucracy have negative connotations. They bring to mind long, difficult forms; standing in long lines; and encounters with inflexible and unsympathetic clerks. The simplest requests are tangled in red tape, the paperwork that slows down accomplishment of an otherwise simple task. Despite this popular perception, bureaucracy is necessary for big governmental agencies to operate.

All bureaucracies share similar characteristics, including specialization, hierarchical organization, and formal rules. In the best circumstances, these characteristics allow a bureaucracy to function smoothly.

### **Specialization**

Workers in a bureaucracy perform specialized tasks that call for training and expertise. Trained personnel can accomplish their jobs efficiently. The downside of specialization is that bureaucrats often cannot (or refuse to) "work out of class" — that is, take on a task that is outside the scope of their job description.

### **Hierarchical organization**

The structure of a bureaucracy is called a hierarchy, a succession of tiers from the most menial worker in the organization to the highest executive. Each level has clearly defined authority and responsibilities.

### **Formal rules**

Bureaucracies function under formal rules. These instructions state how all tasks in the organization, or in a particular tier of the hierarchy, are to be performed. The rules are often called standard operating procedures (SOP) and are formalized in procedures manuals. By following the rules, bureaucrats waste no time in making appropriate decisions.

There are contradictions in the operation of a bureaucracy, however. The narrow focus on special expertise may blind a bureaucrat to a flaw in the performance of a task. Compounding the problem may be the bureaucrat's inability to recognize the problem if it occurs in an area outside the bureaucrat's expertise. The hierarchical structure also prevents a democratic approach to problem-solving. Lower-level staff find it difficult to question the decisions of supervisors, and



executives and managers may be unaware that a problem exists several rungs down the organizational ladder.

### **Requirement of Development bureaucracy**

It should have an adequate and suitable mental framework, knowledge, skills, vision, structures and behaviors required of Development Bureaucracy for discharging the above mention roles.

- **Mental Framework:** Development Bureaucracy never is conservative. It should have outlook based on progressivism, innovations reformism and even revolutionary in mental attitudes and approaches.
- **Knowledge Required:** It should have knowledge of science, technology and social sciences.
- **Skills Required:** It required conceptual skills, planning skills, technical skills, managerial skills and human skills. The conceptual skills mean the ability for innovative problem solving and analysis. Human skills are the means of getting on with men inside and outside the organizations.
- **Vision Required:** It required a vision of a statesman and not that of either a narrow minded bureaucrat.
- **Structure Required:** It requires less hierarchic structure and team like commission, boards, corporations, committees etc. It requires holistic and contingency structures with interferences between agencies, political leadership, technocrats, and bureaucratic, decentralized and open administrative structures.
- **Behavioral Required:** It should posses- action and environment ; responsiveness; responsibility; friendly relationship with subordinates superiors and outsiders ; and commitment to development ideology and goals

### **Conclusion:**

We can say the culture of the bureaucracy i.e the knowledge, values and behaviour of bureaucracy should be suitably changed to suit development. This involves an increase in technical, and social science knowledge, achievement and social need orientation. This can be achieved through by recruiting personnel having scientific outlook and knowledge of social



sciences, training to promote knowledge and values needed for development, a well designed system of motivational incentive and punishment, including an appropriate lateral hire and fire mechanism will aid in this, code of conduct and performance norm should fixed and ultimately a developmental environment should be created. This will make bureaucracy a more capable instrument development environment should be created. This will make bureaucracy a more capable instrument improve its rationality, personal integrity and achievement possibility of ‘B’ and make ‘B’ more democratic.

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