

*Perspective***Note on bureaucracy: advantages and disadvantages**

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Accepted 23 December 2021

INTRODUCTION

The term bureaucracy refers to a complicated organization that has multi-layered systems and methods. The systems and methods which are put in region effectively make decision-making slow. They are designed to keep uniformity and manage within the organization. A bureaucracy describes the techniques which are typically established in governments and large organizations, which includes corporations. A bureaucracy is pivotal in the administration of the entity's rules and guidelines.

The bureaucratic technique lends itself to criticism and is synonymous with redundancy, arbitrariness, and inefficiency. People frequently use phrases like bureaucrat, bureaucratic, and bureaucracy in a negative context. For instance, calling a person a bureaucrat implies they may be a government official while the term bureaucratic means that procedures are greater crucial than efficiency. One common use of the word bureaucracy is the ability to make impossibilities a reality.

A bureaucrat makes implicit assumptions about an enterprise and the way it operates. One assumption is that the entity can't depend on an open system of operations that is either too complicated or too uncertain to survive. Instead, a closed and rationally reviewed system must be carried out and accompanied.

A bureaucracy benefits society by developing systems that assist to keep human beings safe and productive. It creates rigid policies and legal guidelines that have to be accompanied to safeguard the well-being of an enterprise or the safety of a society. If issues are discovered, then it turns into feasible to accurate them earlier than the rest of the commercial enterprise, government, or society is affected by the issue.

Advantages

Creativity thrives within a bureaucracy: Although a bureaucracy is often viewed as a large mass of rules and guidelines, it is also an area in which responsibility is mandatory. People who work within a bureaucracy often have a better degree of schooling than the overall public, have greater self-direction, are greater open-minded, and embrace their creativity in ways that promote the general desirable compared to those who aren't bureaucrats.

Job security is provided: The structure of a bureaucracy creates greater job security than other varieties of oversight. If an employee abides by the rules and guidelines that govern their position, then they are awarded with particular benefits and a steady salary that lets in them to live the lifestyle they want. Health insurance, vacation time, and even a retirement pension might all be included as part of the security a bureaucracy can provide.

Disadvantages

Wastage of human and material resources: It is said that bureaucracy duplicates offices to create employment opportunities. Whether that is authentic of bureaucracy is quite debatable. For one, most of the offices which are created in a bureaucratic enterprise is totally ceremonious and contributes little or nothing to organizational development.

Rigidity: Bureaucracy is highly inflexible. Once a decision or law passes via all the rigorous processes and is made, it hardly changes. The society is evolutionary and comprises humans who are social animals. A law or decision that isn't flexible to changing circumstances is defective.

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