

WEBER'S IDEAL TYPE *of* BUREAUCRACY

- **Legal norms established on expediency and/or rational values.**
- **Rational pursuit of goals according to legal precepts.**
- **Treatment of individuals based on abstract principles, applied impersonally.**
- **Individuals occupy offices which are subject to an impersonal abstract order.**
- **Persons obey authority only in their capacity as members of the organization.**
- **Individuals obey the instructions of the office, not the office holder.**
- **Offices are organized on the principle of hierarchy.**
- **There is a complete separation of property belonging to the office and that belonging to the individual.**
- **The office as a physical place is separated from the personal sphere.**
- **Administrative acts, decisions, and rules are formulated according to specific procedures.**
- **Records of all such acts, decisions, and rules must be kept in writing.**