

## **WEBER'S Ideal Type of Bureaucracy**

- 1) Explicit division of labor
- 2) Delineated lines of authority
- 3) An office (official) hierarchy
- 4) Defined spans of control
- 5) Written position descriptions
- 6) Written rules and communication
- 7) Accredited (credentialed) training
- 8) Technical competence
- 9) Management by rules
- 10) Emotionally neutral, "value free"
- 11) Organizational ownership of career ladder
- 12) Organizational ownership of position/office
- 13) Self-interested and self-perpetuating