

## **Do Now**

Think about a company you or someone you know has worked for.

Write a detailed description of that work experience. For example, were there rules? a dress code? a way to get a promotion?

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## **Formal Organizations: Organized as Bureaucracies**

9/22/10

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## Agenda

1. Do Now
2. Objectives
3. Notes
4. Exit Slip
5. Closing
6. HW Work Time (if time)



## Ch3 Sec5: The Structure of Formal Organizations

### Main Ideas

- Formal organizations are complex secondary groups
- Most are structured as bureaucracies.
- Max Weber noted that all bureaucracies, regardless of their goals or purposes, have common characteristics.



## Social Structure

### SOCIOLOGY CLOSE UP

## Passing the Test



To get a job with the Chinese government, applicants had to take a state exam. Many exam questions focused on the ideas of the philosopher Confucius.

How did people get jobs in the Chinese bureaucracy?

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## Formal Organizations

- **Formal organizations** are large, complex secondary groups that work to achieve specific goals.
    - Ex: Schools, businesses, religious organizations, and labor unions
  - **Formal organizations** are often structured as **bureaucracies**
- 
- A **bureaucracy** is a ranked authority structure that has rules and procedures.
    - Many of today's **formal organizations** are organized as **bureaucracies**.

## Social Structure



### Turn and Talk

#### Find the Main Idea

What is the relationship between a formal organization and a bureaucracy?

**Answer:** *Most formal organizations are structured as bureaucracies*



## Weber's 5 Characteristics of Bureaucracies

### 1. Division of labor

- Work is divided among specialists.

### 2. Ranking of authority

- There are clear-cut lines of responsibility.

### 3. Employment based on formal qualifications

- Individuals are hired on the basis of tests, education, or experience.
- Workers are replaceable.





## Weber's Model of Bureaucracies (*cont'd.*)

### 4. Written rules and regulations

- There are objective rules that identify each person's responsibilities.

### 5. Specific lines of promotion and advancement

- Lines of promotion reward loyalty with job security and seniority.



## Turn and Talk (First an example)

With a partner, write down a list of 2-5 formal organizations.

- Using, Weber's 5 characteristics of a bureaucracy, determine if the formal organization you choose is a bureaucracy or not. ▼
- Write one sentence for each of the characteristics explaining how your formal organization either does or does not meet the criteria.

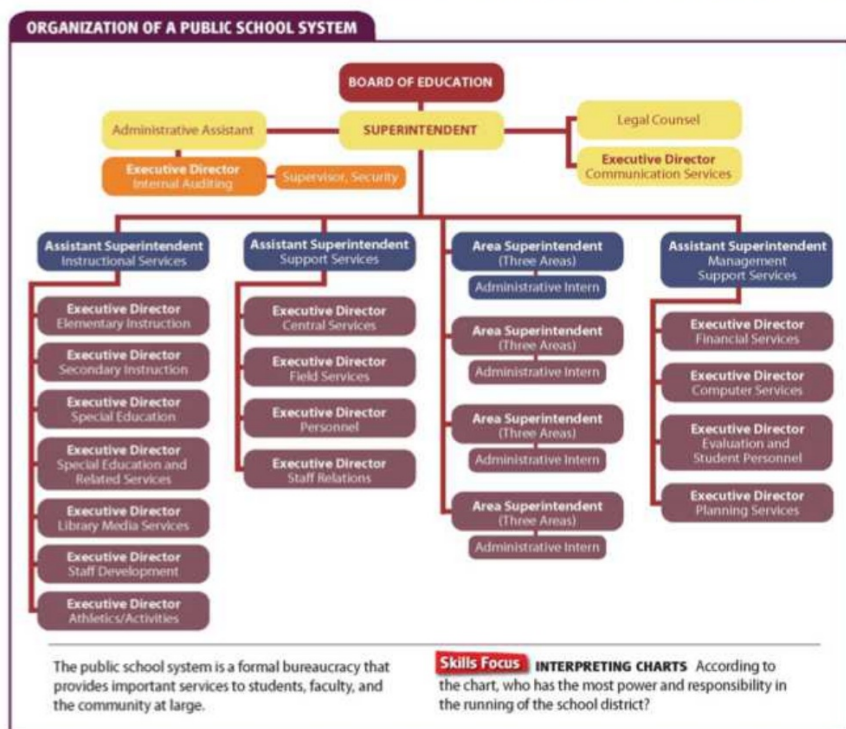
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## Social Structure



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## Denver Public Schools



### 1. Division of labor

- In DPS the jobs such as teachers, principals, security staff, all must be completed by people with special training.

### 2. Ranking of authority

- In DPS principals and other administrators can tell others what to do.

### 3. Employment based on formal qualifications

- The teachers and principals in DPS must pass teacher license exams

### 4. Written rules and regulations

- In DPS we have a student teacher handbook with all our rules.

### 5. Specific lines of promotion and advancement

- In DPS teachers and principals can earn a promotion by completing specific tasks

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## Turn and Talk (Your Turn)

With a partner, write down a list of 2-5 formal organizations.

- Using, Weber's 5 characteristics of a bureaucracy, determine if the formal organization you choose is a bureaucracy or not. ▼
- Write one sentence for each of the characteristics explaining how your formal organization either does or does not meet the criteria.

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## Pros and Cons of Bureaucracies

### Pros

### Cons

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## Pros and Cons of Bureaucracies

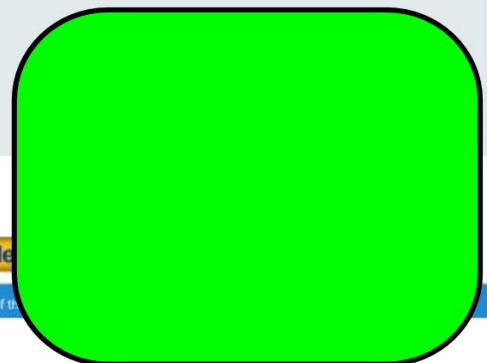
### Pros

- organize large numbers of people to attain a large goal
- Create order by clearly defining tasks
- Provide stability



### Cons

- Over time, goals might be forgotten/changed
- Encourage bureaucratic personality (sticklers for rules)
- Create **alienation**: (feelings of isolation) among employees
- Result in **oligarchy**: (situation in which a few rule the many)



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Closing