**“Strengths and Weaknesses of Bureaucracy”**

According to the Oxford dictionaries, Bureaucracy means a system that decisions are decided by state officials than by elected representatives. Some people think that bureaucracy represents workers who do boring works under a lot of rules (Martin, 1990). Some people think that it is one of the oldest ruling forms. Genghis Khan and Julius Caesar, some of the greatest dictators succeeded in using it, too (Spahr, 2015). For this reason, bureaucracy has both strengths and weaknesses.

Bureaucracy has lots of strengths. First, it has rules and procedures. According to Waber, bureaucracy shows a carefulness, and effective administration. It can work in a clear structure. Moreover, it has a technically qualified personnel. This is helpful to select workers for a job that fit with them, so they can do it best. In addition, it has a written communication and records. This causes a system to become more conventional and be an evidence for any case in the future. For an example, a famous business, the Mitsubishi Group can grow well because of clear rules.

Bureaucracy also has weaknesses. According to Merton, bureaucracy’s rules are too strict. It not allow other creative decisions that could be better. Furthermore, it has specialization and division of labor, hierarchy of authority, and separate position and incumbent. It creates poor functioning because of poor relationships between employees (Mack, n.d.). In my opinion, bureaucracy always leads to a conflict among a group of people. It clearly separates them into mainly two classes. According to the idea of Michael Foucault, bureaucracy leads employees into the idea of ‘us’ and ‘them’ which lead to an inequality. For an example, MUIDS’s director has too strict rules, it obstructs other teacher’s ideas.

To conclude, bureaucracy has both strengths and weaknesses. It shows effective administration and poor functioning by relationship in the same time.

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