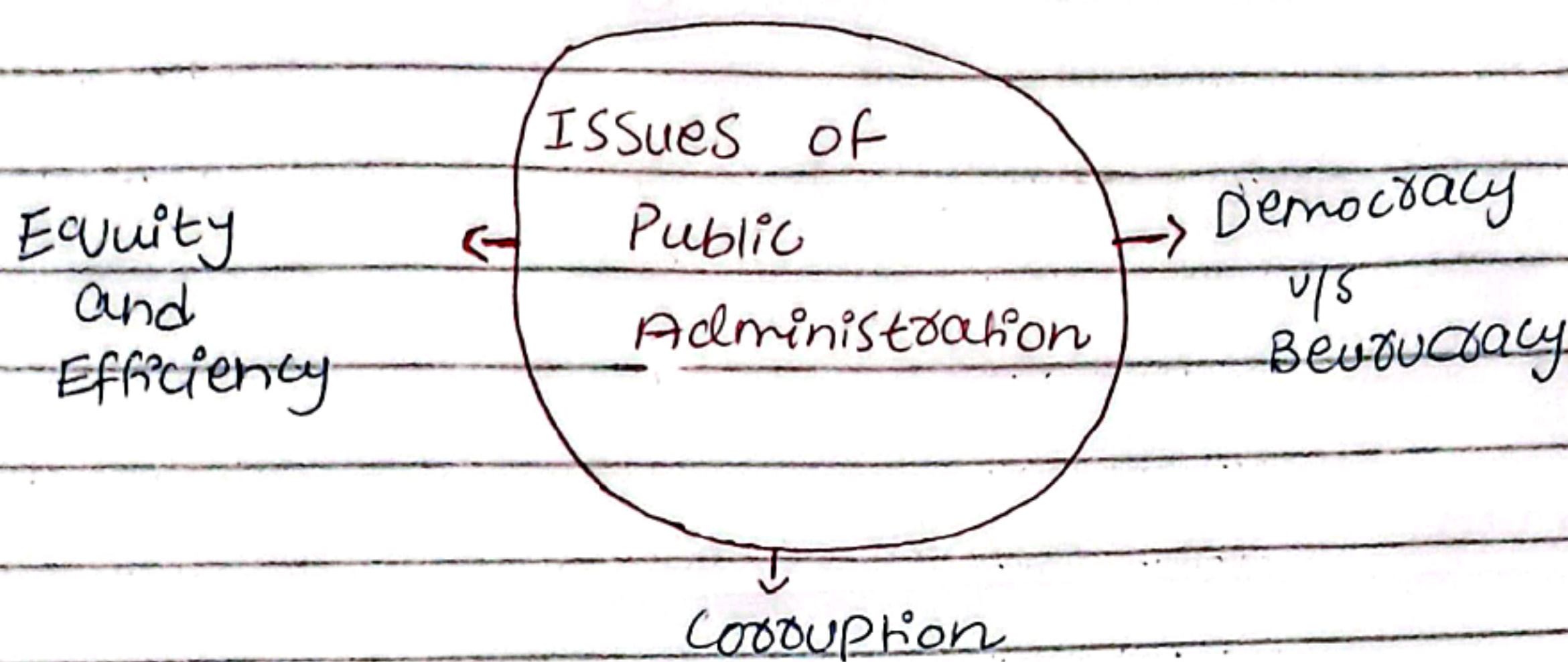


Public Administration §

Traditional Public Administration

1. Public Administration

Historically, recruitment system based on the loyalty to kings, Members of the state, and authorities. The need of public administration is crucial for the elimination of corruption and this spoils system.



"Public administration is just like two blades of scissors - one employs the knowledge of the field and the other one is to implementation of that knowledge"

Knowledge of Field

POSDCORB

→ [Planning] — [organizing] — [staffing]

[Directing] — [cooperation] — [Reporting]

[Budgeting]

The role of public admin is based on Smarter to larger criterion. For instance, From birth rate to social concerns and youth to old age concerns. Administrative function is to implement the policies of government. Bureaucrats implement the policies based on their effectiveness rather than emotional perspectives.

The scope of public admin is wide - 3 stages of public administration effectively perpetuate the system-

① → Legislative Body

② → Judiciary

③ → Executive

2. Traditional public Administration

The scope of Traditional public administration is narrow and conservative-

~ Business part of the government in a business like manner ~

Traditional public administration provides a lens to understand how the kingship system lead to spoilage system. So, no need of political loyalty instead all recruitments based on merit. Traditional public administration is a concept which identifies that how a system would be efficient and how strategies taken in this sense would make good governance.

• Key steps in Traditional public administration

① - Political administrative dichotomy

The complex relationship between politics and administration based on the view and politics ~~are~~ ^{should be} separated from administration. Both have their own roles and responsibilities.

Politicians and bureaucrats responsibilities are also different. Politics leads the corruption while bureaucrats somehow achieve the policies of Government.

Woodrow Wilson in his essay

"The Study of Administration" highlights,

Administration lies outside of the political sphere.

This phenomenon displays that administration always outside to the political agendas to achieve their specific goals. Woodrow Wilson further explained this concept and defined: administrative took step firstly then efficient system pushes them to make decisions about cost-benefit analysis.

Cost [↓] — Benefit [↑]

Administrator role is to achieve these functions and if they employs ^{their agendas} with politics then it disturbs the whole policy system.

(2) - Scientific Management

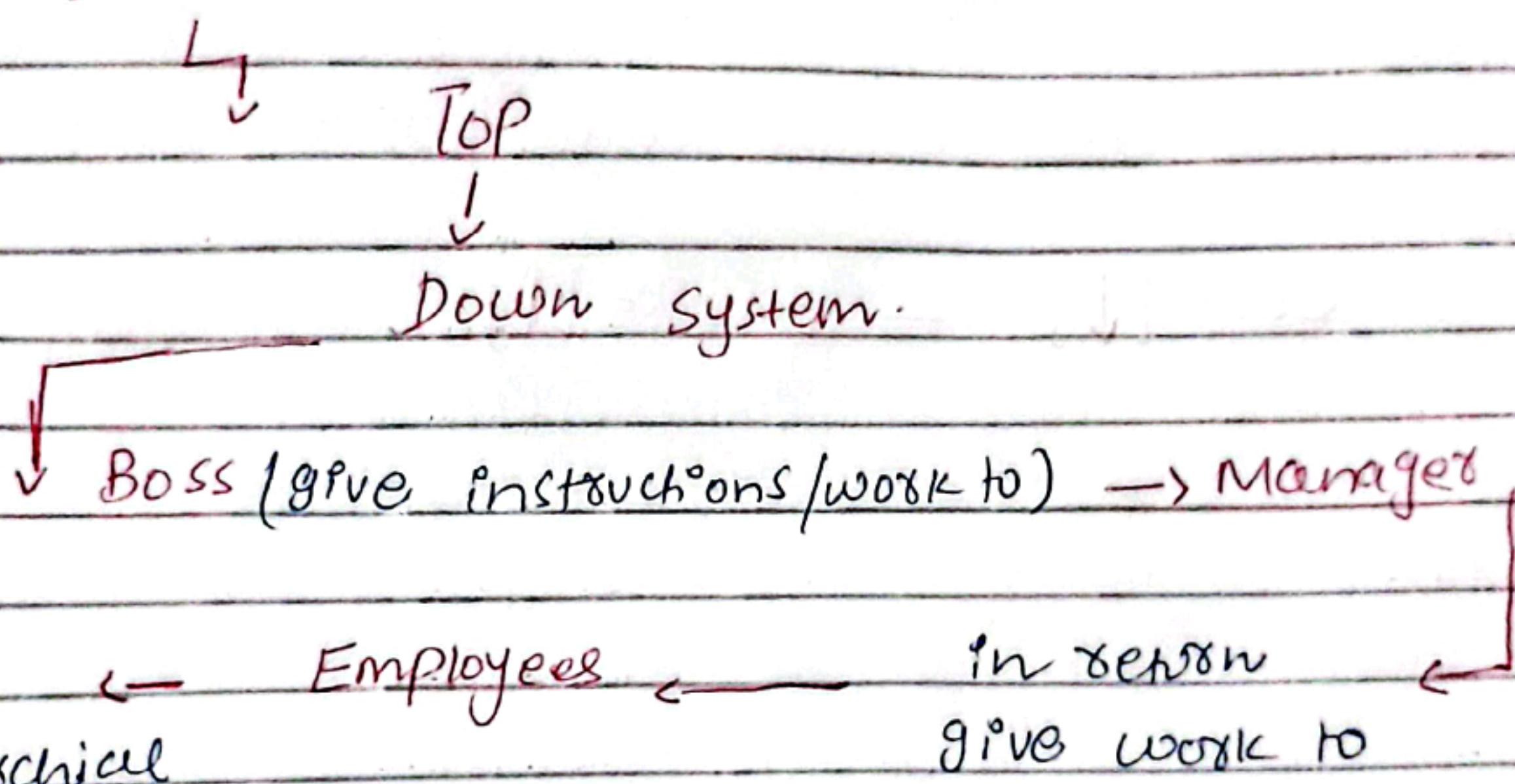
"Frederick Taylor" identified and developed the concept of scientific management and holds a concept that effective management would reduced the set of scientific principles. Efficiency could be achieved in public sphere to enhance the governance system. It is crucial for an administrator to perform their duties well and focus on common interests of people. This would lead to equitable system.

"Administrator defines democracy not customers".

③ - Organizational structure in Traditional public administration:-

The hierarchy based system is described in Traditional public administration - specialized persons is to be hired to fulfill the demands - Based on merit, specialized persons is to be hired - The higher authorities give tasks to lower ones - For instance, in an office Boss - employee relationship based on hierarchical system.

Organizational structure



④ - Decision making processes in Traditional public administration:-

In Traditional public administration, Decision making processes ensures rational based outcomes. Rational decisions are made to fulfill the demands or to enhance the structure of particular organization. Many points involved in this process and ~~bevere~~ bureaucrats also used some

alternative strategies to overcome challenges. It doesn't involve any public participation.

Rational Approach



(i) - Identify main problem

Administrative work is to identify the main problem. It is the best way to achieve efficient results.

(ii) - Enlist all possible solutions

After identifying the problem administrative functions on possible solutions based outcomes.

(iii) - cost-benefit analysis

That work is beneficial where cost is minimum and benefit is maximum. This will ensure transparency and effectiveness.

(iv) Traditional view of individuals in public administration:-

Max Weber defined this approach as,

Bureaucrats - cog in organizational machine over which he/she has no virtually control.

Bureaucrats acts like a spinning wheel in an organization. They don't use their own point of views but their role is to implement policies of government. For instance, A.C goes somewhere and execute policies. He/she doesn't show any emotions in that particular field. Based on their policies, they make decision.

Criticism on Traditional public administration

Marshall Dimock challenged this approach. He analyzed that humans are expected to perform functions like machines.

- Mechanical efficiency is coldly calculating and inhuman -

So in this case, successful administration should be warm and vibrant - As humans are full of emotions so this technique is best.

Moreover administrators and political leaders are concerned with justice, equality so these issues are more important than efficiency alone.