Weber’s Theory of Bureaucracy

Key Concepts:  
- Rational-legal authority
- A system of graded positions
- Expertise (as a criterion for recruitment and promotion)
- Rules
- Written documents
- Bureaucratization

Major Assumptions:  
A rational-legal system of authority is (1) universally applicable; and (2) the most efficient mode of organization.

Units of Analysis:  
Subunit of an organization and total organization

Key Proposition:  
A rational-legal bureaucracy is more efficient than one based on the authority of tradition or charisma.
### Open Systems Theory

**Key Concepts:**
- Open system
- Organizational inputs
- Organizational Throughputs
- Organizational outputs
- Organizational feedback

**Major Assumptions:**
- Organizations are open systems.
- Organizations have ongoing interactions with other organizational systems in their environment.

**Units of Analysis:**
- Organizational subsystems and total organizational system

**Key Propositions:**
- Maintaining functional feedback in an organizational system requires the inflow of necessary inputs, the design of appropriate throughputs, and the outflow of appropriate outputs.
- Ashby's law of requisite variety states that the rates of change of organizational systems must correspond to the rates of change of environmental systems.

### Resource Dependency Theory

**Key Concepts:**
- Resource dependence
- Resource intensity
- Resource criticality
- Environmental creation
- Strategic choice

**Major Assumptions:**
- Organizations require resources to survive. Organizations are dependent upon an organizational environment for resource acquisition. Organizations seek to minimize their resource dependence on other organizations and to maximize the resource dependence of other organizations.

**Units of Analysis:**
- Total organization and interorganizational relationship

**Key Propositions:**
- To reduce resource dependence, organizational decision makers make strategic choices to adapt organizations to environmental pressures and uncertainties.
- Interorganizational transactions are a function of resource intensity, resource criticality, and power asymmetry; organizational forms retained may include interlocking directorates, mergers, joint ventures, etc.
- Organizations seek to coopt other organizations in their environment, exerting power over them to ensure the supply of resources.
# Mechanistic vs. Organic Organizational Paradigms

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