

# **“PATTERNS OF INDUSTRIAL BUREAUCRACY”**

- **Alvin Gouldner (1954) *Patterns of Industrial Bureaucracy* found not one (Weberian) “ideal type” bureaucracy, but two typical forms:**
- **“Punishment centred” - members conform reluctantly to rules they consider imposed on them, and...**
- **“Representative” – members regard rules as necessary on technical grounds and thus in their own interest**
- **These forms of ‘culture’ had markedly different impact on compliance and efficient working**

# Patterns Of Industrial Bureaucracy

**Michael Brown**



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