Hierarchy

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Concept

- Hierarchy is one of the core principles if public administration. It was also called the ' scalar principle by money and riley. The word hierarchy comes from the greek word meaning ruling structure of religious organizations.

- Generally the principle of hierarchy is followed due to the inability of one boss of office to supervise a very large number of subordinates. Hierarchy hence refers to the levels of authority in an organization from the board of directors to the workers at the bottom.

- Hierarchy also means someone possessing authority giving orders to subordinates.

Advantages of a hierarchical structure

- Through hierarchy the chief executive is united with his/ her employee. Hence it is a mechanism for organizational integration.

- It establishes a chain of command that needs to be followed.

- It is the principal channel of communication, through which information, advice and recommendations are followed.

- It fixes up responsibility for each member in an organization.

- Hierarchy enables to fix responsibility in an organization.

- Hierarchy is also based on the principle of delegation of authority.

Disadvantages

- The principle of hierarchy brings rigidity in an organization.

- It causes delay and red tape, as every paper has to move step by step for a certain time.

- In an hierarchical system of organization decisions flow from top to bottom.

Gangplank

- Henry fayol was aware of the dangers of hierarchical structure. It was proving to be time consuming in cases of people in different departments. Hence the concept of ' gangplank'was introduced where such people in different departments but at the same level of hierarchy could communicate with each other directly with the permission of their superiors.