

行政權威概念之比較分析

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The Concepts of Authority in Organization Theory: A Comparative Perspective

by

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摘 要

行政組織與行為演化的動力，係源自組織對秩序的要求，以及個人對自由的渴望：組織有其特定之目標，必須透過井然有序的職位配置與工作流程，方能獲致預期的理性與效率；個人因有自由意志的本性，必須經由合適的管道與方式，方能紓解在科層鐵籠(iron cage)中滋生的異化與反制行為。本文旨在探討行政組織論者對權威概念的詮釋與分析，經由比較的途徑，釐清行政權威的概念，並予以整合。

關鍵詞：行政權威，行政效率，行政效能，科學管理，組織設計

ABSTRACT

All forms of social organization have two simultaneous needs that are often at odds with each other: freedom and order. Freedom springs from intuition and leads to innovation. Order stems from intelligence and provides efficiency. Both are essential, but are they compatible with each other? Within organizations, these requirements are translated into structural terms with which we are rather familiar. Freedom is translated as the specialized interests of different parts of an organization; the optimal goal of decentralization. Order is represented as the regulation and integration of all elements in harmonious and common action; the optimal goal of centralization. The problem with the centralization-decentralization debate, however, was that the more we realized the benefits of the one, the less we got the benefits of the other. The dilemma of organization was the dilemma of an either-or world, of being either a boss or a subordinate.

The purpose of this paper is to explore and clarify, by a comparative perspective, the concept of authority employed by organizational theorists, and attempt to integrate the divergency.

Key words: administrative authority, administrative efficiency, administrative effectiveness, scientific management, organizational design

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