

DISADVANTAGES FOR EMPLOYEES	DISADVANTAGES FOR THE ORGANIZATION
Stress because employees cannot separate work and leisure time and drive themselves too hard.	Strong employees can get room to pursue objectives that do not align with the objectives of the organization.
When the formal leader takes a step back, selfishness and sub-optimization can spread to the most dominant employees, and this may create an informal hierarchy that is not always appropriate.	As employees shape their own jobs, replacing an employee may be very difficult.
Those employees who do not want self-management or find it difficult will be excluded	The organization's middle managers can find themselves in a difficult position between top management and strong self-managing employees

FIGURE 6.27
The disadvantages of self-management.