

DISADVANTAGES FOR EMPLOYEES	DISADVANTAGES FOR THE ORGANIZATION
<p>Stress because employees cannot separate work and leisure time and drive themselves too hard.</p>	<p>Strong employees can get room to pursue objectives that do not align with the objectives of the organization.</p>
<p>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.</p>	<p>As employees shape their own jobs, replacing an employee may be very difficult.</p>
<p>Those employees who do not want self-management or find it difficult will be excluded</p>	<p>The organization's middle managers can find themselves in a difficult position between top management and strong self-managing employees</p>

FIGURE 6.27
The disadvantages of self-management.