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## Editorial

# The pros and cons of micromanaging: A comprehensive analysis

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Micromanagement is a management style that involves closely monitoring and controlling every aspect of an employee's work. This approach is often characterized by a lack of trust in employees and a desire for total control over the work process. While micromanagement may seem like an effective way to ensure high-quality work, it can also have negative consequences for both employees and the organization as a whole. In this editorial, we will explore the definition, merits, and demerits of micromanagement.

Micromanagement is a management style that involves closely monitoring and controlling every aspect of an employee's work. This approach is often characterized by a lack of trust in employees and a desire for total control over the work process. Micromanagers often feel that they are the only ones who can do the job correctly and that they need to oversee every detail to ensure that the work is done to their standards.

By setting up a micromanagement culture, the organisation might get some benefits. One of the benefits of micromanagement is that it can help ensure high-quality work. When a manager is closely monitoring every aspect of an employee's work, they can catch mistakes and provide feedback in real-time. This can help employees improve their performance and produce better work. Micromanagement can also help ensure that work is done consistently. When a manager is closely monitoring the work process, they can ensure that every employee

is following the same procedures and producing work that meets the same standards. Micromanagement can be particularly helpful for new employees who are still learning the ropes. When a manager is closely monitoring their work, they can provide feedback and guidance in real-time, which can help new employees improve their skills and develop their expertise more quickly.

Similarly, micromanagement has its own disadvantages which may harm the productivity of the employees and may affect adversely the entire organisation. Micromanagement can be demotivating for employees who feel that their every move is being watched and controlled. This can lead to a lack of trust between managers and employees and can ultimately lead to decreased job satisfaction and productivity. Micromanagement can stifle innovation and creativity. When employees feel that they are being closely monitored and controlled, they may be less likely to take risks or come up with new ideas. This can ultimately hurt the organization's ability to adapt and compete in a rapidly changing business environment. Micromanagement can also lead to burnout, as employees may feel that they are constantly under pressure to perform at a high level. This can lead to stress, anxiety, and other mental health issues, which can ultimately hurt employee performance and productivity, which may ultimately lead to high employee turnover. The high performers may leave the organisation for want of self-esteem.

Additionally, micromanagement can erode trust between managers and employees. When employees feel that their

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every move is being scrutinized and questioned, they may become defensive and less willing to collaborate with their manager. This can ultimately hurt team dynamics and make it more difficult for the organization to achieve its goals. When managers show that they trust their employees to do their job and make their own decisions, employees are more likely to feel valued and respected.

Finally, micromanagement can be a time-consuming and resource-intensive management style. When managers spend a significant amount of time monitoring and controlling their employees' work, they may neglect other important tasks, such as strategic planning and team development. This can ultimately hurt the organization's ability to achieve its goals and may lead to missed opportunities.

While micromanagement may seem like an effective way to ensure high-quality work, it can also have negative consequences for both employees and the organization as a whole. In order to avoid micromanagement, firstly, the organisation has to set clear expectations from the employees. When employees know exactly what is expected of them, they are more likely to take ownership of their work and feel empowered to make decisions on their own. Make sure that your employees understand what is expected of them and give them the autonomy to make decisions on their own. Secondly, rather than monitoring every aspect of your employees' work, focus on providing feedback and support when it is needed. This can help employees improve their skills and develop their expertise more quickly, without feeling that they are constantly being watched and controlled. Thirdly, delegating responsibility is a key part of effective management. When you delegate responsibility to your employees, you are giving them the

opportunity to take ownership of their work and make decisions on their own. This can help build trust between managers and employees and lead to higher levels of job.

In conclusion, micromanaging may seem like an effective way to ensure high-quality work, but it can have several significant disadvantages. These include reduced employee autonomy, a lack of innovation, burnout, eroded trust, and wasted time and resources. To avoid these negative consequences, managers should strive to provide clear expectations, feedback, and support, delegate responsibility, and build trust with their employees. By doing so, managers can create a positive and productive work environment that fosters employee engagement and drives organizational success.

### Conflict of Interest

None.

### Author biography

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