MICROMANAGEMENT

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Anyone will feel suffocated to be in a romantic relationship with someone who is demanding and controlling, one who closely monitors and controls what you do. Unfortunately, we can also observe this type of management in professional relationship. If you need to constantly justify and give overly-detailed updates about your task to your manager or you feel like you cannot make your own decisions or bring your own creative ideas, then you are most likely being micromanaged.

Micromanagers tend to observe work output and watch every step and move of their subordinates too much. While this might be helpful for smaller teams, small-scale projects, and some specific situations, this usually creates more problems in the long run. They demand so many progress reports or needless documentation, slowing down the business processes. Micromanagement presents a lack of freedom in the workplace; subordinates are not trusted with their jobs, tasks are not being delegated properly, independent decision-making is discouraged, and this hinders the employees from maximizing their strength and potential. One of the main reasons why managers are too involved in the tasks of lower-level workers is because they think that if their subordinates make a slight mistake or if things do not go according to their plans, this will have a negative impact on their hard-earned reputation. This attitude or management style might stem from their own issues and insecurities. Also, they may be more comfortable doing their old jobs than managing the people who are doing these tasks now.

If managers continue to micromanage their subordinates, the work environment will eventually be unhealthy and toxic, leading to high employee attrition. Creative ideas and
innovation will only be possible if employees can freely add their value and contribution to the organization with the support of their leaders and peers. Micromanagement is common but it should not be normalized for it is demoralizing and it sometimes involve bullying.

References:

https://en.wikipedia.org/wiki/Micromanagement