

SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

An Autonomous Institution

Accredited by NBA – AICTE and Accredited by NAAC – UGC with ‘A’ Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit V – EMPLOYEE COACHING & COUNSELLING

Topic – Self Management



SELF MANAGEMENT

- ▶ Self management is the ability to manage personal feelings and reactions to challenges on the job and in life.
- ▶ “Self management is the degree to which an individual takes responsibility for the managerial aspects of his or her job above and beyond the mere execution of traditional role responsibilities, such as working towards pre-set goals and the self-administration of consequences such as rewards and punishment”.



PROCEDURE FOR SELF MANAGEMENT

- ▶ Self-observation
- ▶ Specifying goals
- ▶ Cueing strategies
- ▶ Incentive modification
- ▶ Rehearsal
- ▶ Self-evaluation



STRATEGIES FOR SELF-MANAGEMENT

- ◀ Behavioural self-management strategies
 - ◀ Self-reward
 - ◀ Self punishment
 - ◀ Self monitoring
 - ◀ Self goal setting
 - ◀ Self-rehearsal
 - ◀ Cue modification

- ◀ Cognitive strategies
 - ◀ Positive self talk
 - ◀ Mental rehearsal or Imagery



ADVANTAGES

- ▶ Employees are more productive
- ▶ Products & services are better improved
- ▶ Innovative ideas are created
- ▶ More responsive to market changes
- ▶ Employees are more productive
- ▶ Unafraid to express views
- ▶ Learn to trust one another

DISADVANTAGES

- ▶ Setting up of unrealistically high expectations or goal.
- ▶ Trouble in listening
- ▶ Become dysfunctional.
- ▶ Need of time



RECAP

QUESTIONS???

THANK YOU