MANAGING TIME AND TALENT: A STUDY OF INDIVIDUAL BEHAVIOR AT WORK PLACE THROUGH SELF MANAGEMENT PRACTICES

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ABSTRACT

Self-management *means different things to different people. "Self-management entails both a positive mental attitude ... and positive actions that help you get on with living your life the way you want to. It includes knowing when to recognize the illness, limitations and adjusting your way of life to accommodate them ... and living your life to the full. ... The more you live your life and achieve goals, no matter how big or small, that are active self-management." (Jamie Myers). The survey method was used to find out the impact of self-management (time and talents) practices on the individual work behavior that support creativity in the work environment. The results of the current study show a moderate and significant positive relationship between self-management practices and the 'stimulant' dimensions of the work behavior for creativity at work. The findings also indicate the factors of the individual work behavior that impede creativity.*

Keywords: Self management, Individual behavior, Self management practices

INTRODUCTION

The competitiveness of an organization depends on the ability to utilize time and talent of an individual in the workplace through various practices such as self management. But there is a big question mark on the process. This is a serious puzzle which has to be solved. Self management not only improves individual behavior but also helps him to enhance his creativity. Furthermore, there are evidences supports that employees' creativity makes an important contribution to organizational innovation, effectiveness and survival (Kanter, 1983; Amabile, 1996; Ahmed, 1998). Therefore, organizations need to create a working environment (climate) that encourages employees' creative thinking and idea generation (Amabile, 1998).

The present scenario is known as age of competition and time and self talent are the techniques by which an individual is able to make wise choices to achieve a fruitful or joyful life at the work place.

There are many different other ways which are used by a large number of people for improving their mental health. For example, they may practice spiritual activities, meditation, use peer support or eat or avoid certain foods. This is often called self-help or self-management. Self-management has another, more specific, meaning when it describes the way that people can learn to control long-term health problems. Increasing numbers of people with a physical health problem use self-management to help them control their symptoms.

Self-management has been defined as the use of behavioral strategies to modify one's own behavior (Cooper, Heron, & Heward, 1987). In self-management, the "change agent" is always individual himself only (Newman & Eyck, 2005). Self-management is often broken down into components: self-monitoring, where one observes one's behavior and identifies the presence or absence of the target behavior, and self-reinforcement, where one reinforces oneself in the presence of the target behavior. The competitiveness of an organization depends on its ability to continuously adapt to new environments, develop new products, and create innovative ideas (Kay, 1993; Martensen and Dahlgaard, 1999) and that is associated with self management of individuals in the organization.

Self management has been a point of discussion among number of researchers. For example, Stahmer & Schreibman (1992) suggest that the teacher can manage discipline in the class by employing self-management strategies. Furthermore it can also help students in managing their behaviors for long periods of time (R. L. Koegel & Koegel, 1990). This study will explore the effect of self management techniques in individual work behavior and researcher will also try to find out the different between user of self management techniques and non-user self management techniques.

CONCEPTUAL BACKGROUND

Self Management

Organization's need people who are more willing to work and adhere to the requirements on their own. They must understand how they can make best use of their skills, talents and how they can utilize their time so as to achieve higher efficiency. This requires self management on their part. Self-management can be defined as the use of behavioural strategies to modify one's own behaviour (Cooper, Heron, & Heward, 1987). Self-management also refers to methods, skills, and strategies by which individuals can effectively direct their own activities toward the achievement of objectives, and includes goal setting, decision making, focusing, planning, scheduling, task tracking, self-evaluation, self-intervention, self-development, etc. Self management include self-monitoring, where one observes one's behaviour and identifies the presence or absence of the target behaviour, and self-reinforcement, where one reinforces oneself in the presence of the

target behaviour. The change in self management is brought by the individual himself (Newman & Eyck, 2005).

"Self management is the process of maximizing out time and talents to achieve worthwhile goals based on a sound system". There are some key words in the definition for example, *Process*– implies that Self management is ongoing, it is not something we do only once or occasionally. We make it a process by adopting some rules which have to be followed regularly. *Time and Talents* – These are unique personal resources which we alone can manage. *Worthwhile Goals* – These are the outcome of our effort, our plans for achievements. *Value System*–an individual's value and his understanding our personal values is critical to the process of self management.

Work Behaviour

A variety of studies have already demonstrated a clear link between values and workplace behaviour. People bring to work their values to govern their behaviour (Roe & Ester, 1999). Values affect one's perception of a situation, how one relates to others, and act as guides for choices and actions (Hitlin & Piliavin, 2004). These values are relatively stable over time and influence individual's attitudes and behaviour. Since individuals vary in their values so their behaviours. Human behaviour is quite complex and varies from one person to another (Ashim Gupta, 2010). He further stated that it's a big concern for the organization to match manager and subordinate.

This study will explore the effect of self management techniques in individual work behavior and researcher will also try to find out the difference between user of self management techniques and non-user self management techniques.

REVIEW OF LITERATURE

According to Cooper, Heron, & Heward (1987) self-management has been defined as the use of behavioral strategies to modify one's own behavior. Langley (1994) found that mental illness after rigorous research in this area resulted in the concept of "self management". Researches in this area concluded that self management consisted of three components, namely, self monitoring, self-evaluation and self-reinforcement that interacted to create personal self-management of one's behavior (Kanfer, 1971). In this regard, Ellis, Bandura and Rotter (1975, 1977 & 1954) investigated the notion of self-motivated behavior. Thus, concepts such as self-monitoring and self-regulation increased in prevalence in place of the pre-existing focus on behavioral determinants.

Self-management has been considered as predictors of disruptive or stereotypic behaviors (Koegel & Koegel, 1990; Mancina et al., 2000) and to increase social interactions (Apple et al., 2005; Koegel et al., 1992; Koegel & Frea, 1993). In addition, it has been used to increase engagement and

communication skills (Callahan & Rademacher, 1999; Sainato, Strain, Lefevbre, & Rapp, 1990), increase play skills (Stahmer & Schreibman, 1992) and was also used in one study to increase academic skills (Rock, 2005). For example, Newman & Eyck (2005) propose that in self-management, the "change agent" is always student himself as he is the one who can bring changes in himself. Newman, Buffington, O'Grady, McDonald (1995) asserts that the primary benefit is the shift of control over the target behavior from the teacher to the student will further enhance student independence. Similarly, Stahmer & Schreibman (1992) also emphasized that employing self-management strategies can allow a teacher to spend less time in classroom management and discipline. Self-management can be easily adapted and employed in a wide variety of natural settings and can allow the student to manage his behavior in the absence of a treatment provider for potentially long periods of time (Koegel & Koegel, 1990). In an unique study, (Sainato, Goldstein, & Strain, 1992) studied the effect of self-monitoring on the use of social interaction strategies by typically developing peers of preschool children with autism, also measuring the concomitant effect on social interactions of the target students with autism.

McGowan (2005) concluded that self-management related to the tasks that an individual must undertake to live well with one or more chronic conditions. These tasks include gaining confidence to deal with medical management, role management, and emotional management. According to McGowan (2005) there is universally accepted definition of self management and it can even mean different things at different times to the same people, leading to a diverse array of practices all considered to be representative of self-management. He found several terms which are used to refer to self-management. For example, terminology, such as self care, self-help, self-regulation, empowerment and self-determination have been used interchangeably while referring to self-management, leading to conceptual confusion and lack of direction.

Work Behavior

At the workplace employees express varieties of behaviors (Steven H. Appelbaum, Giulio David Iaconi and Albert Matousek, 2007). These are based on organizational norms. Organizational norms are a grouping of ''expected behaviors, languages, principles and postulations that allow the workplace to perform at a suitable pace'' (Coccia, 1998).

According to Collier and Esteban (2007) employee attitudes and behaviors are affected by organizational culture and climate. Motivation and commitment will be affected, among others, by the extent to which they can align personal identity and image with that of the organization. Learning depends on members sharing knowledge and creating new solutions so things will be done more efficiently and effectively. Thus, learning can be seen as a dynamic behavioral process of interaction and exchange among work unit members (Kozlowski and Ilgen, 2006; Kozlowski and Bell, 2007).

Although researchers have noted the importance of interpersonal relationships as a facilitator of learning at work, 'its nature has often been left understudied' (Carmeli, 2007, p. 41). Notable, however, is research on psychological safety as a key enabler of learning behaviors (Edmondson, 1999, 2004; Cannon and Edmondson, 2001; Kahn, 2001). Psychological safety describes a perception that 'people are comfortable being themselves' (Edmondson, 1999, p. 354). In an effort to further understand relational antecedents of learning behaviors, researchers have examined how relational constructs such as informal dynamics and trust (Edmondson, 2004) enables psychological safety and facilitate learning behaviors.

Interpersonal relationships in the workplace have a significant impact on people (Dutton & Ragins, 2007; Ragins & Dutton, 2007; Kahn, 1990) and their engagement in interpersonal social behaviors (Choi, 2006), as well as on core processes such as coordination (Gittell, 2003) and error detection (Weick and Roberts, 1993). In work contexts, high-quality relationships are key channels through which members engage in learning behaviors that help the organization attain its goals (Lewin and Regine, 2000).

Not much literature is available on the variables of the study as the variable self management has been studied in the context of mental illness but no direct research has been conducted on measuring impact of self management on work behavior.

OBJECTIVES OF THE STUDY

- To design, develop and standardize measures for evaluating Self Management practices and Individual work behavior.
- To find out the underlying factors of Self Management practices and Individual work Behavior and Emerging factor has to be confirmed.
- To establish cause and effect relationship between self management practices and individual work behavior through structural equation modeling using AMOS 16 software.

RESEARCH METHODOLOGY

The Study: The study was Casual in nature and the survey method was used for data collection. Sample design consists of the size of population, sample element, sampling size and sampling techniques. The population of the current study was all the respondents in working at Gwalior region for this study.

Sample: Individual customers in the age range of 18 to 60 years old were selected for the study. Most of them 58 percent were males and the rest were females. An individual respondent was

treated as element of study. In all 250 questionnaires were distributed and out of them 212 were received. Finally 200 questionnaires were selected as 12 were not filled properly.

Measures: The responses were collected on a Likert type scale of 1 to 5 for all the variables. The measures were tested for reliability and validity. Content validity of measures was established through a panel of judges before using the measure for collecting data for the study.

Self management practice was assessed the eleven item scale which was a self made based on the requirement of the current study. The Cronbach's alpha of the current study in context of self management was found 0.787. The construct of Self management practices was constituted using time and talent; I complete my work with in time, I reach my office at sharp time, I believe on time management, I do achieve my goal, I complete my organization goal, I follow work ethics, I always use my organizational skill, I meet to other and behave manner ally within the organization, I do finish my work within my office, Once, I give commitment so I fulfil, I follow it anyhow.

Individual work behaviour was assessed the eleven item scale which was a self made based on the requirement of the current study. The Cronbach's alpha of the current study in context of self management was found 0.802. The construct of Individual work behaviour was constituted using time and talent: I spend most of my day doing what other people want me to do, I work on fun or pleasant tasks before doing the unpleasant once, I wait until a deadline is near before really getting to work on a project, I give a high priority to those tasks that will advance my personal goals, I tackle jobs that can be completed in a short time before working on lager, longer- term tasks, I do the work which I have planned before doing the unexpected, I tackle the small jobs before embarking on the bigger ones, I work on the squeaky-wheel principle-the task that makes the most noise gets worked on first, I wait to be told what to do first, I regularly think about how I am expending my efforts relative to my personal goals.

RESULTS

Cronbach's alpha Reliability test of Self Management Practices: Nunnally (1978) recommended that instruments used in basic research have reliability of about 0.70 or better. The Cronbach's Alpha reliability test was applied to compute reliability coefficients for all the items used in the questionnaire by using PASW18 software and the result of test are mentioned below in the table 3.1

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.786	.787	10

It is considered that the reliability value more than 0.7 is considered good enough. The Cronbach's e reliability was found to be 0.786, which value is higher than the standard value, therefore, the Questionnaire can be treated as reliable in the study.

Reliability test of Individual work behavior

Nunnally (1978) recommended that instruments used in basic research have a reliability of about 0.70 or better. The Cronbach's Alpha reliability test was applied to compute reliability coefficients for all the items used in the questionnaire by using PASW18 software and the result of test are mentioned below in the table 3.2

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.802	.800	11

It is considered that the reliability value more than 0.7 is considered good enough. The Cronbach's e reliability was found to be 0.802, which value is higher than the standard value, therefore, the Questionnaire can be treated as reliable in the study.

Factor Analysis of Self Management practices

A Kaiser Meyer Olkin measure of sampling adequately indicated KMO value of 0.785 which indicated that the sample size was good enough to for the current study. KMO values above 0.5 are considered to be good enough to consider the data as normally distributed and therefore suitable for exploratory Factor analysis.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.785
Bartlett's Test of Sphericity	Approx. Chi-Square	444.535
	Df	45
	Sig.	.000

Bartlett's test sphericity which tested the null hypothesis that the item to correlation matrix based on the responses received from respondents for Self Management practices was an identity matrix. The Bartlett's test was evaluated through chi-square test having Chi-Square value 444.535 which is significant at 0.000 level of significant, indicating that null hypothesis is rejected. Therefore it is clear that the item to item correlation matrix not an identity matrix and the data were normally distributed and data were suitable for factor analysis.

Principal Component analysis of self Management Practices

Factor analysis was applied to find out the underlying factors of the questionnaires. Factor analysis resulted into three underlying factors in SMP questionnaire. And two underlying factors in IWB (Individual work behavior) questionnaire. The tables represent the factor's name with their Eigen values, Total of rotation value and % of variance and also the items which contributed to single factors are represented in the table along with their loading.

Factor name	Eigen value	Total	% variance	Item converged	Factor loading
Behavior	3.459	2.240	22.402	Wait	.772
				Regularity	.745
				Principle	.703
				Embarking	.655
Managing	1.301	1.849	18.489	Spend	.789
				Deadline	.731
				Pleasant	.608
				Task	.423
Reliability	1.089	1.760	17.598	Unexpected	.855
				Priorities	.683

Discussion of Emerging Factor

Behaviour (3.459): This factor has emerged as the most important determinant of Self management practices with a total variance of 22.402. Four measures were converted into one factor.

Managing (1.301): This factor has emerged as the most important determinant of Self management practices with a total variance of 18.489. Four measures were converted into one factor.

Reliability (1.089): This factor has emerged as the most important determinants of Self management practices with a total variance of 17.598. Four measures were converted into one factor.

KMO and Bartlett's test of Individual work Behavior

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.822
Bartlett's Test of Sphericity	Approx. Chi-Square	476.402
	Df	55
	Sig.	.000

A Kaiser Meyer Olkin measure of sampling adequately indicated KMO value of 0.822 which indicated that the sample size was good enough for the current study. KMO values above 0.5 are considered to be good enough to consider the data as normally distributed and therefore suitable for exploratory Factor analysis.

Bartlett's test sphericity which tested the null hypothesis that the item to correlation matrix based on the responses received from respondents for Brand Trust was an identity matrix. The Bartlett's test was evaluated through chi-square test having Chi-Square value 476.402 which is significant at 0.000 level of significant, indicating that null hypothesis is rejected. Therefore it is clear that the item to item correlation matrix not an identity matrix and the data were normally distributed and data were suitable for factor analysis.

Principal of component analysis of Individual work Behavior

The Principal Component Analysis (PCA) was applied on the Work behavior data collected on service class person to identify the latent factors of Individual work Behavior. The PCA with Kaiser Normalization and Varimax Rotation converged on two factors after three iterations. The factors were named as Limit and Startling. The tables represent the factor's name with their Eigen values, Total of rotation value and % of variance and also the items which contributed to single factors are represented in the table along with their loading.

Factor name	Eigen value	Total	% variance	Item converged	Factor loading
Limit	3.730	2.712	24.654	Skill	.755
				Manner	.671
				Work	.660
				Time	.610
				Ethics	.598
				Office	.506
Startling	1.325	2.343	21.297	Goal	.736
				Organization	.702
				Follow	.553
				Commitment	.509
				Management	.502

Discussion of Emerged Factor

Limit (3.730) - This factor has emerged as the most important determinant of Individual Behavior practices with a total variance of 24.654. Four measures were converted into one factor.

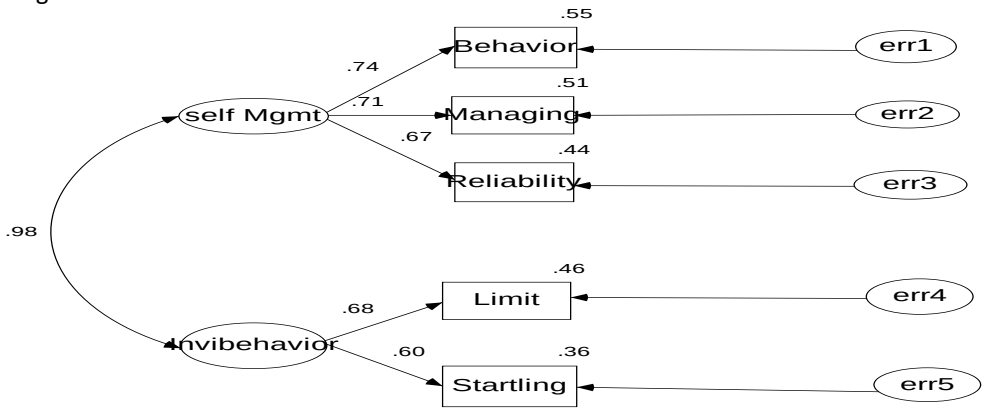
Startling (1.325) - This factor has emerged as the most important determinant of Individual Behavior practices with a total variance of 24.654. Four measures were converted into one factor.

Chi-square = 8.910 Degrees of freedom = 4 Probability level = .063

Confirmatory Factor Analysis

Confirmatory factor analysis (CFA) was used to help the selection process of the scale items. The use of CFA requires knowledge of the underlying latent variable structure (Byrne, 2001, p.6). A model or relationship of the observed variables must be specified before the factor analysis, whose task then is to test the goodness of fit between the model and observed data (Byrne, 2001, p.6; Hatcher, 1994, p. 289). In essence, CFA is a way to test how measured variables represent a smaller number of constructs (Hair et al. , 2010, p . 693). The analysis helps to identify the factor loading of individual items. Cross loadings can be studied with the help of CFA. The analysis also helps to define the optimal number of items. In this research, CFA was also employed to test the clarity of the factor structure of the personality inventory.

The path diagram now displays the standardized regression weights (factor loadings) for the common factor and each of the indicators. The squared correlation coefficients between self management practices and Individual work behavior was found (**R^2=0.976)**, describing the amount of variance the common factor accounts for in the observed variables, are also displayed. Additionally, a χ^2 (chi-square) statistic is listed in the column between the tools and the path diagram.



It is evident that the three items related to Self Management practices depicts itself that load on the common factor while the standardized regression weights for the three morality items are

good in case of BEHAVIOR is 0.74, MANAGING is o.71 and **RELIABILITY** is .67, BEHAVIOR AND MANAGING both the sub variable appear to be the best indicator of Self Management practices. This means that Self management practices explains about 55% of the variance in BEHAVIOUR, 51% of the variance in MANAGING and 44% of the variation in RELIABILITY. The χ^2 statistic of 8.910 (df=4) is very large. The null hypothesis that the model is a good fit to the data is valid.

It is also evident that two items related to Individual work behavior depicts itself that load on the common factor while the standardized regression weights for the two morality items are good in case of LIMIT and STARTLING which are respectively 0.68 and 0.60. The LIMIT variable appears to be the best indicator of Individual work behavior. This means that Individual work behavior explains 46% variance in LIMIT and 36% Variances in STARTLING.

The fit indices of CFA are showing Goodness of Fit Index (GFI) 0.983 even the adjusted goodness of the fit Index (AFGI) show a value of 0.936 implying good models. The parsimonious goodness of fit index (PGFI) is 0.262. Values 0.50 or 0.60 indicate a good parsimony fit. Although the values of Root mean Square of Residual and Root mean Squared Residual (RMR) was more than 0.195 so the model cannot be treated as the best model. The structural model has been formed to support the original proposed model. The goodness of fit index for the structural model again indicates that the variables studied fit in the data well hence showing a good fit.

Goodness of Indices

Goodness of fit indices (or fit indices) indicate the goodness of fit between the hypothesized model and the observed data, in this sub-chapter, the most commonly used goodness of fit indices, and then cut off (or suggested) value of those indices are presented.

Chi-square

Chi-square (X^2) is a traditional measure of overall model fit (Howell, 1997, p. 137; Hu and Bentler, 1999), Chi-square tests the validity of the specifications of factor loadings, factor covariance, and error variances for the studied model (Byrne, 2001, p. 79). The chi- square statistics is associated with a probability. Low probability indicates a poor fit of the model (Byrne, 2001, p. 80). For a good model fit, the probability should be no significant, that is, greater than .05 (Hatcher, 1994, p. 339). There is also a guideline for the ratio of chi-square and degree freedom (DF). According to Hatcher (1994, p. 339), the chi-square/DF ration should be at least 2. The use of chi-square has major drawback; for example, with larger sample sizes the chi-squares can reject a valid model (Bentler and Bonnet, 1980; Cole, 1987; Kline, 2005, p, 136). Chi-square (χ^2) statistic of 8.910 (d f=4) which is very large therefore the null hypothesis that the model is not good fit was rejected, indicating that the model is a good fit.

Chi-square = 8.910 Degrees of freedom = 4 Probability level = .063

STRUCTURAL EQUATION MODELLING USING AMOS 16

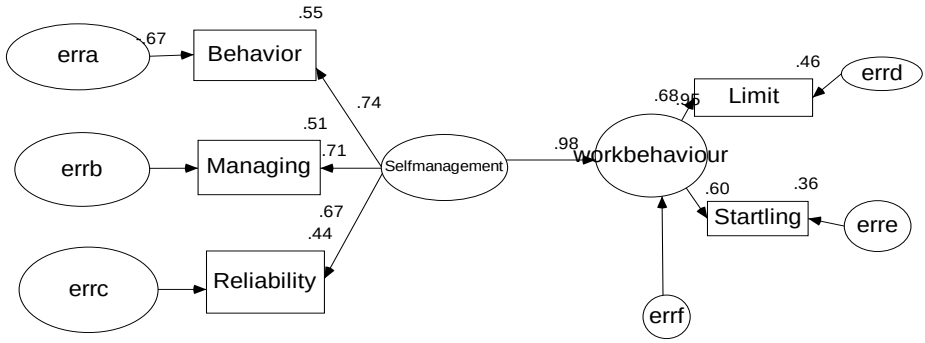


Table of Goodness of fit statistics of the final model

Desired range of values for a good fit Goodness-of-fit statistics		Value			
Absolute fit measures					
Chi-square test	χ^2			8.910	*p*>.05
Degree of freedom			df	4	≧0
Chi-square / degree of freedom ratio	χ^2/ df	2.2275	2to 5		
Root mean square error of approximation	RMSEA	0.079	<.08		
Root Mean Square Residual	RMR	0.195	<.08		
Goodness of fit index	GFI			0.983	>.90
Incremental fit measures					
Adjusted good-of-fit index	AGFI	0.936	>.90		
Turker-Lewis index	TLI	0.959	>.90		
Normed fit index	NFI	0.969	>.90		
Comparative fit index	CFI	0.983	>.95		
Parsimonious fit measures					
Parsimonious normed fit index	PNFI	0.388	>.50		
Parsimonious goodness-of-fit index	PGFI	0.262	>.50		

Path Analysis with Latent Variables

The model fit results of a CFA model of Self management practices and Individual work behavior of origin indicated that the model sufficiently fits the sample, and most of the goodness-of fit

indices were satisfied with their relative recommended thresholds (χ^2 = 8.910; GFI=.983; AGFI= .9436; RMSEA=.079; CFI= .983, NFI =.969). The results implied that it has a good model fit. Therefore, goodness-of-fit results supported Hyotheis indicated that each dimension of Self management practices and Individual work behavior have a positive relationship between self management practices and Individual work behavior. The model fit results of CFI, GFI, AGFI, RMSEA, NFI, of self management practices indicated the model sufficiently good. And the sample, and all of the goodness- fit- indices- fit, except TLI, RMR PNFI; PGFI were not found to be satisfied with their relative recommended thresholds (TLI =.959, RMR = .184; PNFI= .388; PGFI=.262) . Although the value of TLI, RMR, PNFI and PGFI did not meet the thresholds, their value was very close to the threshold. The results of goodness of fit results completely supported Hypothesis and indicated that each dimension of self management practices had a positive relationship with Individual work behavior.

Standardized Direct Effects, Indirect Effects, and Total Effects of the Hypothesized Model
Standardized Regression Weights: (Group number 1 - Default model)

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
Work behavior	<---	Self management	.976
Behavior	<---	Self management	.742
Managing	<---	Self management	.714
Reliability	<---	Self management	.666
Limit	<---	Work behavior	.679
Startling	<---	Work behavior	.598

*** $p \leq .01$; ** $p \leq .05$

Note. Indiviwor = Mgmtpra; Limit = Mgmtpra; Reliability = Mgmtpra; Startling = Mgmtpra; Behavior = Indiviwor; Managing = Indiviwor

In above Table, all the six direct effects were significant: Individual work behavior to self management practices (.976), Behavior to self management practices (.742), Managing to Self management practices (.714), Reliability to self management practices (.663), Limit to Individual behavior (.679), Startling to Individual work behavior (.598). The results indicated that the self management practice has a positive direct effect on Individual work behavior.

DISCUSSION OF THE CURRENT STUDY

The goodness of fit index (GFI) is calculated as a ration of the sum of the squared discrepancies to the observed variable (Halloway, 1998, p. 27). The GFI can have value ranging 0 to 1. Values over .90 are considered to indicate a good model fit (Halloway, 1998, p. 27). A version of the GFI than is

adjusted for the degree of freedom is called the adjusted goodness of fit index (AGFI). An AGFI over.80 is normally an indicator of good model fit (Cole, 1987). The above results are in line the finding of the current study wherein the researcher found the, the value of Goodness of fit Index (GFI) was found to be 0.983 which is greater than .90 and which is very close to 1. Indicating that model is a good fit. The value of AGFI was found to be .936 which is also near to 1, indicating that model is a good fit.

Comparative fit index (CFI) was introduced by Bentler (1990). The CFI is an incremental fit index, where the index assesses how well the estimated model fits in relation to an alternative baseline model (Hair et al., 2010, p. 668). The CFI is an improved version of the normed fit index (NFI) (Bentler, 1990). The CFI and NFI range between 0 and 1. According to Hatcher (1994, p. 339) and Kline (2005, p. 140), the CFI should be above .90; the closer to 1.00, the better. The above results are in line the finding of the current study wherein researcher found, the value of the Comparative fit Index (CFI) was found to be 0.983 and CFI is greater than .90 or very close to 1. Indicating that model is a good fit. The value of Normed fit index (NFI) was found to be .969 which is also near to 1, indicating that model is a good fit.

The root mean square residual (RMR) can be calculated as the square root of the difference between the residual of the sample covariance matrix and the hypothesized covariance model (Hooper et al., 2008). Cole (1987) indicates level below .10 as indicator of good model fit. Later, Hu and Bentler (1999) identified a level of .08 as acceptable for RMR. The above results are not in line with the finding of the current study wherein the researcher found the, the value of The root mean square residual (RMR) was found to be 0.195 which should have been below .10 which was not satisfactory.

Root mean squared error of approximation (RMSEA), like the SRMR and RMR, is based on analysis of residuals (Kelloway, 1998, p. 27; Kline, 2005, p. 138). RMSEA tries to correct the tendency of chi-squares to reject model with a large sample or a large number of an observed variable (Hair et al., 2010, p. 667). According to Browne and Cudeck (1993), and RMSEA of less than .08 indicates a good fit. Hu and Bentler (1999), on the other hand, came to the conclusion that in order to have a relatively good fit between the hypothesized model and observed data, the RMSEA should be less than .6. above results are in line with the finding of where in researcher found the value of Root mean squared error of approximation (RMSEA) was found to be .079 which was less than 0.08, indicating satisfactory results for the study and also indicating that model is good fit.

IMPLICATION OF THE STUDY

Self management practices have now become essential. In the present scenario as there is a cut throat competition in every sphere, the attitude and morality of individuals have become a serious

question for a healthy society. This study explored the relationship between Self management practices and Individual work behavior. This study will surely be helpful for a HR manager to understand the self management practices and Individual work behavior. The worker will get the best techniques of effective time management to reduce their stress level and work efficiently.

SUGGESTIONS

It is suggested to further researcher that they should use Probability random sampling techniques In the current study, self management practice involved time management practices which was not good enough to evaluate the self management practices. Therefore, it is advised to the further researcher to include other important dimension to test the effect of self management practices on individual work behaviour than the result of the will become more generalized. In the current study, Population was included from only Gwalior city which were not appropriate. Therefore, results of this study cannot be called generalized. Hence, it is advised to the further researcher that the population must be taken from various cities so the result of the study would be more appropriate. Respondent in the current study was drawn from service class. Therefore, it is advised for the further researcher all types of population should be included to find out the effect of self management practices on individual work behaviour. In the current study, the demographics effect was evaluated only between practice-nor or non-practice-nor which was not enough. Therefore, it is advised to the further researcher to evaluate the more demographics effect on self management practices so that it would explore new picture of the current study.

CONCLUSION

The main objective of the current study was to evaluate the effect of self management practices on Individual work behaviour. This objective was tested through Structure equation modelling and the results of a current study indicating there was a strong positive effect of self management practices on individual work behaviour. This research study was divided into Six Chapters. The first chapter of this study is Introduction in which conceptual concept of the current study was explored. The second part of the current study was a review of literature and objective. Third part of the current study was Research methodology and the fourth part of the current study was results and discussion and a fifth part of the study was Implication the current study and conclusion.

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