LIMITATIONS, SUGGESTIONS AND APPLICATIONS

7.1. Limitations of the Study

It is well accepted fact that every research in any discipline has its own limitations. Because it could not be possible for any researcher to include the whole perspective of a particular area in one study. Various issues, about which the researcher knows before conducting the research or come to know while conducting the research, remain untouched due to limited time and resources. So, the present research is also not free from limitations which are mentioned as follows:

- The present research endeavour includes only private sectors. Whereas public sectors also have wider space in the organizational world. So, these both sectors should be studied separately and comparatively.

- The size of the sample of present investigation is quite limited which puts a limitation on the generalizability of the results of the present study.

- It is true to emphasize that individual demographic characteristics such as age, gender, race and education have long been studied in connection with workplace phenomenon. Unfortunately, such consideration of demographic variables has not been found in the present study.

- A cross cultural study is need of time to see the cultural influence on psychological variables which have not been taken into deep account in the present research.

- Another limitation of the present study is that upper and lower levels of managers were not included in this study. These two levels of managers also perform crucial functions and duties in an organization.
The present study includes only national companies, whereas, the globalization and privatization have opened doors to many multi-national organizations posing harsh competitions to the Indian organizations.

Other psychological determinants like role stress, psychological well-being, work-motivation, emotional intelligence, job-attitude and self-esteem etc. are also needed to explore their impact on organizational effectiveness.

7.2. Suggestions for Future Research

Research in any discipline is a ceaseless effort, unending process, which open new ways for further research endeavours. Thus, on the basis of present research work some viable suggestions can be given for future researches:

- In the present scenario different types of industrial sectors are growing rapidly such as manufacturing sectors and service sectors which may have different structures, climates, culture and functions. The different levels of managers in these industrial sectors also differ in a host of ways. Hence, they can be studied separately as well as comparatively on different variables.

- A comparative study of male and female middle managers has been found much neglected in prevailing literature. Thus, it may be widen up in future in keeping up its limitations.

- A comparative study between private and public sectors can also be planned for future research.

- A comprehensive study of different psychological variables like role stress, psychological well-being, work-motivation, emotional intelligence, job-attitude and self-esteem etc. can also be undertaken for future research.

- In order to enhance the generalizability of research, it can be carried out with much larger sample.
A comparative study on different levels of managers with other variables can be carried out.

The study can be transformed into a cross-cultural study.

Comparative research on managers of national and multinational companies on various psychological variables can also be designed and conducted in forthcoming period.

7.3. Applications of the Research

The findings of the present research have certain implications and applications for the sustenance and progress of organizations. Some of them can be enumerated as follows:

- The findings of the study can help the management of private organizations to understand the importance of personality factors, self-efficacy and locus of control for middle managers to enhance the organizational effectiveness.

- The findings of the present research can be made applicable to other organizational sectors like public organizations, service organizations and semi-government organizations for improving their effectiveness.

- Counseling programmes and sessions can be arranged for improving personality factors, self-efficacy and locus of control on the basis of week spots revealed by the studies.

- In the present research endeavour personality factors, self-efficacy and locus of control have emerged as crucial predictors of organizational effectiveness which suggest that these variables can be included in the future recruitment policies of the organizations.
The present research focuses on middle managers for enhancing their organizational effectiveness. The findings of the present research can also be made applicable to other level of managerial staff and workforces.

The findings of the present study can also be made applicable for those practicing organizations which are in thrust for improving their organizational effectiveness by improving their middle managers and other related workforces.

The findings of the present research will be applicable for future research endeavour to develop theoretical foundation and to support the findings in the area concerned.