Chapter 8
Limitations, Suggestions & Implications
**Limitation and Suggestions**

This research was designed scientifically, followed suitable techniques and was analyzed using suitable statistical measure. It’s difficult to ascertain accuracy and perfect by drawing inferences from one particular research work as there are many factors which may not have been taken into account due to the scope of the work and the limitation of time. This particular research also has some limitations which have been listed below:

1. A sample size greater than the current one would have probably shed more light on the variable which were studied

2. In this study, the respondents were primarily from the NCR region. A wider sample would have given us more details of the relationships of different variable

3. Cross Cultural results would have definitely given us the opportunity to generalize the results on a wider population.

4. This research would have yielded better results if demographic variables such socioeconomic status, gender etc. had been considered

5. An analysis of employees from different organizations would have produced more clarity in results

6. An analysis of employees from different sectors would have given us more food for thought
Implications:
For organizations, policy makers and HR personnel, the following implications can be mentioned:
1. After this study, the organizations would know that life skills training should only be conducted for skills which are a concern for their respective employees.
2. The same set of trainings will not work for every person in the same role. A clear needs analysis needs to be done regularly to check what an employee has learnt and what is he lacking on.
3. Organizations will have to track the effectiveness of trainings more diligently. Simply organizing a workshop can never guarantee the improvement of the skill sets of an employee.
4. Also, organization will have to change the way training calendars are designed currently. Instead of getting employees to simply attend a training intervention, one must get them to attend a series of interventions for a particular skill which is currently done regularly for technical skills.
5. Also, feedback needs to be taken candidly from employees more regularly about what they think they need to learn instead of the organization identifying a set of skills for them.
6. Regular feedback for the workshops conducted should also be taken from the employees to ascertain if those programs are effective or have any flaws and need to be revamped.

7. Before running any program a pre-test must be initiated by the organization to ensure that only employees scoring below a set threshold attend the work.

8. A time study design needs to be initiated for people who attend any training program to see the impact of the program over a period of time and remedy any drop in skills consistently.