CHAPTER - 7
7. LIMITATIONS/SUGGESTION OF STUDY

The research was based on single model to establish and demonstrate the relationship between those variables the relation shown in the research shows direct relationships between variables. In real life situations factors performs reciprocal relationships among them sometimes which can be demonstrated in a multi model research as our research was based on single model thus the reciprocity of factors is not been covered under this research. So there is always a possibility to make a better model considering the reciprocity of relationships between variables.

The research is conducted based on self reported data from the respondents. When data is self reported there is always a possibility that the data may be biased based on the views of respondents hence are subjected to method variance. Although in recent studies it is found that self reported data is not generally as biased as was perceived and in anonymous researches respondents accurately perceive there social environment (Alper, Tjosvold, & Law, 1998). So the research shows the similar characteristics as is shown by other social researches.

The research framework included two antecedents that’s job involvement and organizational justice as antecedents and organizational commitment, job involvement and job satisfactions consequences and try to establish their relationship inverse but there can be other factors like communication social climate etc which may be antecedent or consequence of employee engagement which are not covered due to limitations of research and there is always a scope to involving other variables and make a new research.

Social researches assume “everything remaining the same” i.e. other factors won’t be showing changes which are outside the purview of research but those but in actual situations there are various other factors which work in real life situation which do not get stationary and keeps on working thus research cannot be said as complete and there is always scope of improvement by incorporation changes in other factors.

The perception of respondents changes with demographic profile and as study sample had variety of age groups, income, gender etc hence the results cannot be applied as standard
for all other public sector unit although the method of research can be used with slight alterations.