Chapter-5
Conclusions, Limitations, Implications and Future Research Suggestions
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CONCLUSIONS, LIMITATIONS AND FUTURE SUGGESTIONS

Conclusions:

In this final chapter, the results of the research work are summarized and the implications with future research suggestions are described.

The findings of the current study were obtained from 300 executive and non-executive of bank employees. This study generated thirteen objectives and eighteen hypotheses, on the basis of these following conclusions have been drawn:

- Organizational commitment and self-efficacy both are positively correlated with organizational health while with job satisfaction negatively correlated. It means that when level of Organizational commitment and self-efficacy increases simultaneously level of organizational health increases but job satisfaction will decrease as per this research among banking sector employees.

- Findings also show that predictor variables (Organizational commitment and self-efficacy) are positively correlated with criterion variables (job satisfaction and organizational health) among executive and non-executive banking sector employees. It means that when organizational commitment and self-efficacy will increase then job satisfaction and organizational health also suppose to increase.

- It was found that organizational commitment and self-efficacy have positive contribution on job satisfaction and organizational health among overall executive and different segregated groups also i.e. executive public sector, executive private sector, non-executive public sector and non-executive private sector bank employees.

- There is a significant difference found between the mean scores of executive and non-executive of bank employees on organizational commitment and self-efficacy while insignificant difference found in terms of job satisfaction and organizational health.

- Whereas, non-executive of banking sector employees are found higher as compared to executive of banking sector employees in terms of affective commitment, continuance commitment, normative commitment as well as on overall organizational commitment.
Executive and non-executive banking sector employees are also significantly
differ on the level of self efficacy while in terms of self-efficacy executives are
higher than the non-executive banking sector employees.
Executive and non-executive banking sector employees are having almost equal
level of job satisfaction and there is no significant difference on job satisfaction.
In terms of organizational health executive and non-executive banking sector
employees are have overall insignificant difference on executive and non-
executive banking sector employees.

Limitations of the present study:
In this study the sample size is relatively small that is (N=300) as compared to
other research work. Therefore it is recommended that a large and diverse sample
should be recruited to generalize the results.
The sample comprised banking sectors employees only, other organizational
sectors like railways and academic sector could also be included further for vast
study. So that it would provide more insight and new perspective for the present
variables.
The study doesn’t employed demographic variables like, gender and organization
type, experience, educational level, pay scale, marital status and socio-economic
status to explain the current variables. It is worthwhile to consider other
demographical variables as well.

Implications
The findings of this study have major implications which are presented in the
following:
Organizational Health and job satisfaction with all these variables has not been
studied earlier, especially with sample executive and non-executive of bank
employees. So this study would provide direction for prospect research. The result
of the present study may have straight implications in terms of providing better
organizational health and satisfaction of their employees to improve
organizational Commitment and self-efficacy among banking sector employees.
The research would give an idea to the organizations for implementing strategies
related to the work culture, work environment, organizational structure, planning
occupational safety and better working conditions in order to promote healthy organization and its satisfy employees.

- The findings of the present research work will help the administration in designing and planning different programmes in their organization, which can improve organizational health and job satisfaction among banking sector employees.

- The present research work would be useful in evaluating the positive and negative effect of organizational commitment and self-efficacy as predictors of job satisfaction and organizational health among executive and non-executive of bank employees.

- The result reveals the importance of organizational commitment and Self-efficacy and its association with job satisfaction and organizational health. The policy makers of banking sectors may design a prevention and intervention program which improves organizational health and job satisfaction among banking sector employees.

**Future Research Suggestions**

- More research work needs to be done in order to measure organizational Health and job satisfaction in different organizational sectors like Educational institutes, health care sector, FMGC sector, IT sector etc.

- Future research should consider other demographical variables like job tenure or experience, educational level, pay scale, region, marital status and socio-economic status.

- The correlation research can be performed with the aim of examine the relationship of organizational Health and job satisfaction with other organizational variables like organizational citizenship behaviour, business strategy and organizational trust, etc.

- A comparative study should be conducted in terms of the hierarchy of managers like top management, middle management and the lower level employees because organizational health and job satisfaction may be different with respect to nature of work and at different levels.

- Furthermore, there is a need to develop new tools to measure organizational commitment, self-efficacy, job satisfaction and to develop organizational health.
In this research only literate population were taken into present study, therefore a need occur to take illiterate population also into consideration. It is also desirable to take sample from different cities and state in further studies.

The study has some limitation and weakness but despite of that, the present research work may contribute to new knowledge and new equipment to maintain and improve organizational commitment, self-efficacy, job satisfaction and organizational health in this fast growing environment.