CHAPTER 6

LIMITATION AND DIRECTION FOR FUTURE RESEARCH

The researcher has identified the following limitations for this research: The results were primarily based on the data collected from different stakeholder associated with one public utility undertaking, the Kerala State Electricity Board (KSEB) particularly in the central part of Kerala. The researcher has found that there are few other companies in the private sector and the perception from the stakeholders associated with them on KSEB has not been collected. Their responses would have been more valid as they would have moved to the private players only of late. Till then they have drawn power from KSEB and hence, they would be better positioned to give a relative opinion on the study variables. Therefore there might have been a one-sided approach on the actual results of the 5S framework, ability to change and organizational performance. Date collected would prompt paired comparison on the perception of the study variables.

The sampling focus is on the stakeholders of KSEB which limits the generalisability of the findings of the study to other public sector companies, given the political, legal, and structural differences in the characteristics of the performances of 7S factors of the organizations as well as the difference in financial and human capital deployment among the companies under consideration. Hence, researches should focus on heterogeneous sample in
different public sector undertakings in this sector. Also, researches in the future shall capture the region-wide differences on the study variables as well as the influence of 5S framework variables on ability to change and organizational performance separately.

The study utilized a non-probabilistic sampling method and hence it is suspicious that all members in the stakeholder group would not have been given equal opportunity in the final sample and hence, accordingly, the results may contain bias; therefore, caution should be used when applying these results to different populations and samples. Although the several factors, ability to change and organizational performance of KSEB has been assessed in-depth, the direct impact of the performance has not been studied relative to the productivity or the annual turnover of the each unit of KSEB.

Realistically, the link between the framework, the demographic details as well as ability to change and organizational performance may be complex. Confirmatory Factor Analysis would help understand the measurement model and Structural Equation Modelling (SEM) may be applied to understand the complex nature of this relationship and the structural model.

Other background characteristics of the individuals such as size of the family, type of employment, income level of the stakeholder etc., are not part of this study. Future researchers should consider capturing the impact of the above background characteristics on the study variables, as it may also affect the use of Electricity, buying power of stakeholder, knowledge about this organization etc.
Albeit this study has captured the link between the framework variables, ability to change and organizational performance separately, the impact of the framework variables, ability to change and organizational performance in a path is not studied. Hence, attempt could be made to capture the relationship using ability to change as a moderating or mediating variable.