IMPLICATIONS AND SUGGESTIONS FOR FUTURE RESEARCH

There are large number of implications of the findings of the study in human resource development and organisation development in polytechnic system.

An important implication of the findings of the study is that in order to enhance role efficacy of polytechnic teachers (I) scientific method should be adopted for selecting polytechnic teachers with right type of personality traits, (ii) desired inter-personal stress should be created (PSQ), (iii) greater desired avenue for satisfying psychological needs in role (MAO[R]) should be provided, (iv) better quality of working life conditions should be provided and, (v) desired motivational climate should be created and (vi) proper action should be taken for reducing organisational and occupational stress. This might enhance their motivation, performance, effectiveness and reduce role stress.

The present study had several limitations such as limited sample, single source of data collection i.e. teachers, no consideration of level and gender of polytechnic teachers and use of limited variables affecting Role Efficacy. It is therefore, suggested that future studies of Role Efficacy should also include some measures of personal parameters like age/experience, gender (male/female) position of
polytechnic teachers and different dimensions of quality of working life and occupations stress.

This study need to be replicated at national and international level for getting more insight of the factors affecting Role Efficacy and its generalisation. It is hoped that the findings of the present investigation would get serious consideration and further extension by all those who are involved in the management of teaching learning process in polytechnics so that right type of polytechnic teachers may be chosen in polytechnics, opportunity may be provided to enhance their Role Efficacy, create desirable Motivational Climate, Motivation in Role and Quality of Working Life and reduce Organisational Role Stress and Occupational Stress.