CHAPTER 6

LIMITATIONS AND AREAS FOR FURTHER RESEARCH
Limitations:

i) This study was restricted to IT companies which have a presence in and around Pune city.

ii) The study does not include administrative staff and temporary workers in its purview.

iii) Though Employee Engagement is a vast concept, this study covers only three aspects i.e. Employee Engagement parameters, drivers and practices.

Areas for further research:

i) A similar study can be carried out in IT companies located in other parts of the country as well.

ii) The scale developed to measure Employee Engagement can be further improved upon by repeatedly exposing it to various data sets and performing a Confirmatory Factor Analysis (CFA) at every stage to check the model fit.

iii) With changing times, more new drivers and parameters of Employee Engagement can emerge which can be explored by future researchers.

iv) Other aspects of Employee Engagement like inhibitors of Employee Engagement, Levels of Employee Engagement etc. can be explored and studied by future researchers.