While there remain several formulating changes suggested for the management and the organisation, the employees due to technical advancements are found to be exceedingly interactive with the gadgets and social media in an unproductive way during operational hours as it is available at their fingertips. The management can utilize the social media for organizational growth and create an atmosphere to enhance productivity in an exciting way so as to ensure the employee enjoy the work.

5.10 Scope for future study

Majority of the employees are captivated to the gadgets which reflect the growth of IT, Electronics and Communication sectors. With the growth of internet and communication usage, the accessibility is at their fingertips. It is imperative to study the time spent by IT professionals during working hours on gadgets in an unproductive way and its impact on individual and Organizational performance. The future study may also include the personality characteristics of the employees, commitment level and organisational development with OCB.

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