Following are the limitations to the study.

1. First limitation of the study is that this research has been conducted on IT employees only. Therefore, taking only one industry into account confines the degree of generalization of the results.

2. Further research may be carried out on the other types of mentoring to assess the impact on Role efficacy and Organisational Role Stress.

3. Third limitation of the study is the small sample size of 220 participants may have been small for this study.

9.1. Future Scope

Further research may expand its scope in terms of sample size as well. Additional research is needed to repeat results in more generalizable situations. That it does not take into account the impact of demographic variables such as age, gender and working experience as a moderator or mediator on the relationship between Mentoring, Role efficacy and Organisational Role Stress. In study only formal mentoring has been examined for assessing its impact on Organisational Role Stress and Role efficacy. Further research may be carried out on the other types of mentoring to assess the impact on Role efficacy and Organisational Role Stress.