Chapter 7

Limitations of Study, Scope of Further Research and Conclusion

7.1 : Limitations of Study

The following limitations were found out after the research:

Limitations regarding sampling
For the sake of location convenience the data has been collected from respondents of organisations in India having presence in Kolkata. Bigger sample sizes from the three categories of organisations could have led to more generalizations.

Limitations regarding analysis
In some of the questions there are missing responses because that particular practice was not applicable for the respondents’ respective organisations.

Limitations regarding study
Although select organisations have been studied for ethical implications of HRM practices but the study of regional or provincial cultures and beliefs affecting ethical implications on HRM practices could not be studied due to huge domain of the work.
7.2: Scope of Further Research

Further research can be done in the following areas

- Ethical practices by different levels of employees in organisations related to human resources.
- Ethical practices in other areas of management viz. marketing, purchases, finance, information technology.
- Study of Ethical implications of HR practices with special reference to Information technology sector.
- Study on the related reasons for the associations between ethical quality of HR practices and employee performance related dimensions can be done extensively.
7.3: Conclusion

From the study it can be concluded that there are varying ethical implications of practices in HRM functions in select organisations belonging to educational sector, manufacturing organisations and banks and financial institutions in India. In most of the cases, select educational institutions and other select private sector organisations have showed signs of less ethical quality of HRM practices. Associations have been found between such ethical quality of HRM practices and the factors that affect employee performance viz. employee morale, employee satisfaction, motivation, etc. in select organisations in India. For different HRM practices, it is revealed that better the ethical quality of such HRM practices in select organisations in India, better (or boosting) are the effects on the aforementioned factors or dimensions that affect employee performance.