CHAPTER 8
Limitations and Contribution of the Study

8.1 Limitations of the study

The proposed model includes many dimensions of the assessment of managerial occupational stress in the Indian financial sector. But this study has been limited to the Banking and Insurance sectors in the state of Punjab. Further, only one bank and one life insurance company from the public and private sector each has been included.

The managers at Level I and Level II only have been selected as the respondents for the study.

8.3 Contribution of the study

The proposed model demonstrates a comprehensive approach to generate results which are directly applicable to organizations as they would be able to gain an insight into the level of managerial occupational stress. This would not only help the organizations identify the major effective stressors placed on the managers, but also assist them in taking certain measures to alleviate the stress experienced by the managers. The identification of the hindrance factors in the implementation of the identified coping strategies would further enable the organizations to understand the factors which are required to be handled to increase the effectiveness of coping strategies.

The academicians and the researchers will find this work useful as they would get a framework, enabling them to identify the stressors causing maximum stress; the effects of managerial occupational stress on the managers’ lives and on the organizations; the coping strategies that can be adopted by the managers themselves and that can be
adopted by the organizations and the hindrance factors in the implementation of the coping strategies.

This research work would be helpful to the policy makers as they can direct the organizations in the financial sector to regularize the process of stress evaluation. The organizations can be directed to formulate a separate budget for undertaking the stress management activities.

The study contributes an instrument that can further be refined, modified and applied for future research in the area of stress management in the financial sector as well as in other sectors.

8.3 Scope of future research

The proposed model can be applied to a larger sample of employees covering more states of the country. To generalize the findings, similar studies can also be conducted by taking more financial institutions and by other sectors.

More variables can be added and the level of stress experienced by other employees in the organization can also be evaluated as well. The dimensions of the model can be extended in order to have a more detailed view of the stressors and demands faced by the managers.

Further, the model can be automated and applied ‘online’ so that the occupational stress experienced by the managers can be assessed on a regular basis. This would help the management to take necessary steps to alleviate stress before it turns out to be a major problem and proves to be a hindrance in the effective performance of the managers.