Any research in organisation culture giving some results. And these results should also give direction to further research & implementation of the recommendations -

1. Organisational culture was a major area of study for this research. Further research may adopt a quantitative approach for specific determinants of organisational culture and their bearing on other variables under study.

2. Scope for higher synergy may be generated in the organisation by applying organisational development intervention techniques. Such as - SHEIN’S cultural analysis, trans-organisational development etc.

3. Peter F. Drucker in 'The Effective Executive' (London: Heinemann, 1966) says –

'The more an executive works at making strengths productive, the more he will become conscious of the need to concentrate the human strengths available to him on major opportunities. This is the only way to get results.

4. How the existing leadership in case of the BHEL, Hardwar gets its line staff to apply the aforesaid principle could be undertaken as research work.

5. Self analysis of own work by managers may be done according to the 15 groups of guideline questions as given by Henry Minzberg. This may help in every dimension of managerial work & have a bearing on the
variables of the present study viz. Organisational Culture; managerial effectiveness, Leadership Behavior, and Work Motivation.

6. Frederick Herzberg, Barnard Mausner & Barbara Bloch Synderman in 'The motivation to work,' says –

'The researchers find that the wants of employees divide into two groups. One group revolves around the need to develop in one’s occupation as source of personal growth. The second group, operates as an essential base to the first and is associated with fair treatment in compensation, supervision, working conditions and administrative practices'.

7. A.H. Maslow says –

‘The fulfillment of the needs of the second group does not motivate the individual to high levels of job satisfaction and to extra performances on the job'.

All we can expect from satisfying this second group of needs is the prevention of dissatisfaction and poor job performance. These two groups of wants, their fulfillment & effect on work motivation may be checked.

8. On motivation the role of association, habit and conditioning is a fertile ground for research. These could be studied in relation to productivity, organisational culture, leadership etc.

9. Freedom for creative behavior as printed out by A.H. Maslow in 'A theory of Human motivation' may be another determinant of motivation.
It may be checked whether ‘innately creative’ people are satisfied or not, happy or unhappy.’ A.H. Maslow, A theory of Human motivation.

10. An in-depth study of the particular determinants of organisational culture having a higher bearing on work motivation may be done.

11. In ‘one more time: How do you motivate employees?’ Frederick Herzberg says –

‘The very nature of motivators, as opposed to hygiene factors, is that they have a much long term effect on employees attitudes’.

Here he talks about job enrichment as a means of motivation. Its application can be checked for BHEL, Hardwar in further research. The bottom line for such research would be –

"Continuous job enrichment & not one time effort at it".

12. The Parkinson's Law prevalence might be checked in BHEL, Hardwar.