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CONCLUSIONS, LIMITATIONS
AND SUGGESTIONS FOR
THE FUTURE STUDY
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FOR THE FUTURE STUDY :-

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:: CONCLUSIONS, LIMITATIONS AND SUGGESTIONS FOR THE FUTURE STUDY ::

5.1 INTRODUCTION:

The main objective of the present study is “A study of Job stress and Job satisfaction of Managers and Workers of Software Company”. The sample of the present study was selected randomly in Software Company. The sample of the present study was divided by their gender like male workers and female workers and Divisions like T.C.S., A.B.B. and J.K.S. Company.

Job stress Inventory and Job Satisfaction Scale were given to the workers. Each form was taken back. The forms with incomplete details were cancelled. The marks were counted ‘F’ test was applied to know the difference between the Job stress and Job Satisfaction of workers. The conclusions derived are as under.

5.2 CONCLUSIONS OF THE STUDY:

(1) There is a significant difference between the Job stress of Managers and Workers of Software Company in relation to their Gender.

(2) There is a significant difference between the Job stress of Managers and Workers of Software Company in relation to their Division.

(3) There is no significant difference between the Job stress of Managers and Workers of Software Company in relation to their Gender and Division.
(4) There is no significant difference between the Job concrete statements of Managers and Workers of Software Company in relation to their Gender.

(5) There is a significant difference between the Job concrete statements of Managers and Workers of Software Company in relation to their Division.

(6) There is a significant difference between the Job concrete statements of Managers and Workers of Software Company in relation to their Gender and Division.

(7) There is no significant difference between the Job-abstract statements of Managers and Workers of Software Company in relation to their Gender.

(8) There is a significant difference between the Job-abstract statements of Managers and Workers of Software Company in relation to their Division.

(9) There is a significant difference between the Job-abstract statements of Managers and Workers of Software Company in relation to their Gender and Division.

(10) There is no significant difference between the Psycho-social statements of Managers and Workers of Software Company in relation to their Gender.

(11) There is a significant difference between the Psycho-social statements of Managers and Workers of Software Company in relation to their Division.

(12) There is a significant difference between the Psycho-social statements of Managers and Workers of Software Company in relation to their Gender and Division.

(13) There is no significant difference between the Economic statements of Managers and Workers of Software Company in relation to their Gender.
(14) There is a significant difference between the Economic statements of Managers and Workers of Software Company in relation to their Division.

(15) There is a significant difference between the Economic statements of Managers and Workers of Software Company in relation to their Gender and Division.

(16) There is no significant difference between the Community/National growth statements of Managers and Workers of Software Company in relation to their Gender.

(17) There is a significant difference between the Community/National growth statements of Managers and Workers of Software Company in relation to their Division.

(18) There is a significant difference between the Community/National growth statements of Managers and Workers of Software Company in relation to their Gender and Division.

5.3 LIMITATIONS:

Research work demands patience. It is time consuming. Researcher has to study within stipulated time. He has limitation of time. Regarding behaviour the effect of more than one variation is observed.

Researcher keeps in mind only certain variable various aspects affect Job stress and Job Satisfaction. Only specific factors are considered in this study. There are some limitations of this study which are as follow. In the present study the workers of Software Company, especially male and female workers are considered. Their result cannot be applied to the workers of other Company.

(1) The workers of Managers and Workers of Software Company only are included. The conclusions are not applicable to the persons engaged in government employees.
(2) The present survey is conducted regarding the gender and divisions.

(3) Present research is conducted with limited sources.

(4) Only workers are included in the present study. The conclusions and results are not applicable to unemployed and retired persons.

(5) Only the people of Gujarat origin are included in this study.

(6) The results of Managers and Workers are not applicable to each other.

(7) The results of T.C.S. Company, A.B.B. Company & J.K.S. Company workers are not applicable to each other.

(8) Results of female workers and the results of male workers are not applicable to each other.

(9) This research provides guidance in educational programme but on its basis principle cannot be formulated.

5.4 SUGGESTIONS FOR THE FUTURE STUDY:

Following are the suggestions to avoid the limitations of research in future.

(1) In the present study Managers and Workers of Software Company are included. If other business people as well as serving people had been included, then comparative study could have been possible to see the effect.

(2) In the present study the workers of Software Company have been included. For wider research demonstration could have been selected from the whole Ahmedabad district or other various districts.

(3) Only service people of Software Company have been included in the present study. For comparative study other variable should have been included.
(4) Conclusion could have been more reliable and proper by expanding the scope of research.

(5) Research can be performed by considering factors like caste, religion, blind faith, superstitions, physical fitness, economic matters etc. These factors are all related to Job stress and Job Satisfaction.

(6) Research can be made more reliable by applying statistically more developed analytical methods.

5.5 IMPORTANCE OF THE RESEARCH:

(1) Present research is useful to know the effect of Job stress and Job Satisfaction.

(2) Present research imparts information regarding various individual difficulties of workers, social problems, physical problems and economic problems and how they affect his life.

(3) This research is useful in removing workers’ problems and what can be done for their social security and how to increase their Job stress and Job Satisfaction.

(4) This research is useful for the students working on Job stress and Job Satisfaction.

(5) This research is useful to the students as well as to those who are working in counseling field.

(6) Workers come to know about their Job stress and Job Satisfaction.

(7) The objective of the present research is regarding Job Satisfaction and emotional intelligence. Maximum available information is presented. This is a humble attempt to measure the Job stress and level of Job Satisfaction of the workers who are considered the pillars of society. This research has its own achievements and faults. It has its own strong and weak points. Keeping them all in
view if interpreted accordingly it will be of great importance for society.

5.6 **CONCLUSION**:

In the present research the study of Job stress and level of Job Satisfaction of the workers of Software Company is conducted. During service workers have to face many problems and it is quite difficult to get adjusted to the situation. As a result their difficulties increase. They are disappointed and worried when they are not rewarded. Moreover they face many economic problems also. The level of frustration and worry increase day by day. To obtain social support they adopt various techniques. They are engaged in various activities. They attempt to pass remaining years of their life with friends. They have good inter-action. They are engaged in various activities. They share their happy and sad feelings. They support one-another. As a result their tension and anxiety will decrease and they have opportunity to live better life. Their adjustment level becomes more intense. Now workers are becoming strong enough to overcome their problems. They are becoming more abled to emotionally. A person can enjoy happy life if Job Satisfaction level is high and Job stress level is low. It decreases their problems. And they become a progressive individual.