CHAPTER 7

LIMITATIONS OF THE STUDY
The present study has following limitations:

a. Data Collection would be restricted to Karnataka only. Though an ideal framework calls for sample spread across the states and regions, because of non-availability of funds and limited resources for data collection, we have limited our scope of the survey to the State of Karnataka. Though it is limited to Karnataka, representation of sample is spread across four regions of Karnataka wiz. Mysore, Mangalore, Hubli / Belgaum and Bengaluru regions. Mailers were one of the options that were open for getting responses from outside Karnataka. However, this option was experimented in rest of Karnataka regions and the response from these places was meager and hence we could not roll out mailers option to other states as well.

b. Private Business Management Institutions offering MBA and PGDM programs only were considered for the present study. Since the study is restricted to private business management institutions, MBA and PGDM courses recognized by Universities/UGC/AICTE are only considered as part of the study. Institutions not recognized by Indian private/public universities/UGC/AICTE are not part of the sample for the present study to maintain certain homogeneity as the intended framework of Performance Management System is targeted towards above mentioned institutions.

c. Private Management Educational Institutions affiliated to State Universities, Private Universities, and Institutions offering recognized courses under AICTE are only considered for present study. However, institutions which are part of Government establishments such as University Departments, Government aided institutions and Central Government institutions are not covered under this study as these institutions are governed by AICTE/UGC pay commission norms. Also most of private business management institutions which are supposed to follow AICTE/UGC pay scales do not comply to Pay commission norms primarily due to disconnect between private institutions vision and the pay commission objectives.

d. An understanding about the FPMS implementation and the spirit of having such system in respective institution calls for holistic support and willingness form senior management
of the institution. The present study did not derive discussions with senior management executives of such institutions which would be great source of information.

e. Former faculties could also share inputs on Faculty Performance Management System while it is being developed for an institution. The present study didn’t include such sample while developing bagIN-FPMS. Faculties who are not part of institutions at the time of data collection could have the potential to give important information relevant to developing such a performance management system for private business management educational institutions.

f. There could be an observation on how male and female perform and what factors contribute for their performance. Since, role and responsibilities differ for each of them, the relationship between roles, responsibilities and their performance at workplace may also have been examined.