CHAPTER - 8

LIMITATIONS

&

SUGGESTIONS
LIMITATIONS AND SUGGESTIONS

No research work, however good it may be, is without certain limitations and drawbacks. Though the present study did give some important results but there are some limitations inherent. In the present study, due to shortage of time and scarcity of resources, the sub samples within each group was kept small (n = 50 each). It has been realized that in future researches its size must be increased to a reasonable extent in order to draw generalization for the population.

In the present study, demographic variables like age, socio-economic status, family structure, total income, birth order, etc. and other inherent factors responsible for choosing the present occupation by the professionals could not be controlled. These otherwise could have given in-depth knowledge in relation to the variables – job involvement, self-esteem, stress and health. There is a need to control such variables for future research work to be done in this area to get more comprehensive results.

In this present study only salaried class has been taken as sample which further restricts the avenues of the study regarding perception related to income, satisfaction, freedom to work, job involvement, feelings associated with self-esteem, stress related to various aspects of life and problems related to health in true sense. Had it been open, may be some better or different results could have been obtained.

The behavioural aspects of job involvement, self-esteem and stress can be gained from direct observation rather than the popular and traditional self-report measures. Hence, in future, behavioral measures should also be included. It is also suggested that psychological aspects of job involvement, self-esteem, stress and health in other spheres of human endeavor may be studied with individual differences to explore the affective, cognitive and conative dimensions.
The other research works in future may focus on the various factors like value system, socialization process, attitudinal and perceptual factors, which might be affecting directly or indirectly the variables like self-esteem, job involvement, satisfaction, Self efficacy stress and the psychological and physical health.

In fact, the future studies may focus on these complex issues since such analysis may have important implications for re-orienting the policies of employment and management. It will also give an in-depth knowledge of the various aspects of human behaviour in society.