

CHAPTER VIII

IMPLICATIONS FOR FUTURE RESEARCHES

The study was confined only to the middlemanagement due to the limitations of time and the practical difficulties in data-collection. Keeping in view the limitations of present study, the implications for future researches can be given as follows:

1. The study should be extended to different types of industries-electronics, rubber, sugar, oil etc.
2. A comparative study among the higher, middle and lower management groups would exhibit differences in their self-actualization levels.
3. The sample in the present study was chosen on the basis of simple random sampling. The future researches should be based on multi-stage stratified sampling.
4. The study should be carried out in different provinces of India, the comparison among which would reflect the cultural factors affecting the psychological growth.
5. Different background variables-subjects' sex, marital status, religion, caste and socio-economic status would reflect their contributions towards psychological growth.
6. The climateof different industrial organizations should be studied to explore the level of eupsychian management they have achieved. This would help develop an insight

into the deficiencies of the present management systems and the improvements needed to create the eupsychian conditions in the organization.

7. Need patterns of employees at different hierarchical levels in the organizations should be studied. The relationship between employee's perception of his actual need gratification and his requirement as to how much the organization should provide need-gratification be explored.
8. The self-opinion scale should be further refined and validated in different samples of engineers and supervisors. Further investigations should be made to determine the value of self-opinion scale as a method of assessing the employee's attitude towards change.
9. The study should be extended to various occupational groups and work-organizations.
10. Employees' B-values should be studied to explore the influence of organizational climate on their growth.
11. Variables such as Personnel employed, capital, range of goods, years of standing, degree of responsibility of middle level supervisors and engineers, the span of control of every supervisor, his relative position in the hierarchy and the climate of the organization should be included in the future researches.