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Future studies should also try to collect data by means other than a self-reported survey because self-reported surveys cause common method biases. This study is cross-sectional in nature; it considered specifically targeted employees (operating staff) of Hospitals while results may be different for other employees of Hospitals. Thus, future studies could check the conceptual model of this study on employees other than operating staff. Furthermore, future studies may adopt a longitudinal method for dealing with such issues. This study is not exhaustive and that is why it could be considered as incomplete. The possibility of other mediator and moderator variables, such as psychological empowerment, challenging stressors and job characteristics, may overwhelm this limitation.

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