

## **Occupational Self-Efficacy and Job Satisfaction: Study of Academicians**

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### **Abstract**

The basic aim of this research is to examine the relationship between self-efficacy Job Satisfaction. To full fill the objective of the research standardised questionnaires were used and data was collected from teachers of higher secondary schools of Gwalior region. The relationships between self-efficacy Job Satisfaction was investigated using regression analyses which is found to be positive and significant. The factors of 3 occupational self and 3 factors of job satisfaction were identified.

### **Occupational Self-Efficacy**

Occupational Self-efficacy has been defined as the belief in ability and competence to perform in an occupation (Pethe, Chaudhari & Dhar, 1999).self-efficacy measures are more effective in predicting what people will do in specific circumstances than trait conceptions of self-efficacy. The self-efficacy refers to "people's beliefs about their capability to exercise control over their own level of functioning and over events that affect their lives" ( Bandura, 1997) and as "judgments of how well one can execute courses of action required to deal with prospective situations" (Bandura, 1982, p. 122). Self efficacy beliefs keep on changing with time ((Gist & Mitchell, 1992).

Occupational self-efficacy builds on this definition but is narrower in focus. In contrast to task-specific self-efficacy, however, it "is broader in scope, so that a wider range of people working in different professions can be compared" (Schyns & von Collani, 2002). Thus, occupational self-efficacy can be used to assess "self-efficacy over different jobs, organizations, levels etc." (Schyns & von Collani, 2002).

### **Job Satisfaction**

Job satisfaction is the attitude towards one's job, and indicates the extent to which the employee is content with his or her job. High levels of job satisfaction means that the employee experiences a pleasurable emotional state resultant from the appraisal of one's job whereas low job satisfaction means that the employee is displeased or encounters stress with his or her job.

Job satisfaction is the collection of tasks and responsibilities regularly assigned to one person, while a job is a group of positions, which involves essentially the same duties, responsibility, skill and knowledge". Job satisfaction has some relation with the mental health of the people. It spreads the goodwill of the organization. Job satisfaction reduces absenteeism, labour turnover and accidents. Job satisfaction increases employee's morale, productivity, etc. Job

Satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feelings of workers. Naturally it is the satisfied worker who shows the maximum effectiveness and efficiency in his work. Most people generalize that workers are concerned more about pay rather than other factors which also affects their level of satisfaction, such as canteen facilities, bonus, working conditions, etc. these conditions are less significant when compared to pay.

## Literature Review

Judge and bono (2001) while studying relationship of 4 traits—self-esteem, generalized self-efficacy, locus of control, and emotional stability (low neuroticism)—with job satisfaction and job performance explained that General self-efficacy would effect job satisfaction through its association with practical success on the job . Luthans et al, (2006). Individuals with high self-efficacy deal more effectively with difficulties and are more likely to attain valued outcomes through persistence, and thus derive intrinsic satisfaction from their jobs. The Effect of Personal Characteristics on Organization Performance self-efficacy and job satisfaction has a positive correlation. Bradley and Roberts (2004) discovered that self-efficacy raises the job satisfaction. Self- and collective-efficacy beliefs were examined as main determinants of teachers' job satisfaction, (2003). Gkolia, Belias & Koustelios (2014) provided a clear picture of the relation between job satisfaction and self-efficacy and explained that organisations must pay pay more attention to improving teacher's job satisfaction and self-efficacy. Self-efficacy and job satisfaction Researches have demonstrated significant positive relationships between self-efficacy and motivational, affective and behavioral outcomes in organizational settings (e.g. Wood and Bandura, 1989).people with self efficacy are prepared for their job and Three factors influencing self-efficacy (mastery experience, vicarious learning, and verbal persuasion) are regarded as possibly being responsible for this effect, **Schyns (2004)**

Aziri, (2011) **discussed in his study that** Job satisfaction represents one of the most complex areas facing today's managers when it comes to managing their employees as job satisfaction is affected by working condition of 44% of the employees 31% satisfaction is result of good welfare facilities and the accident compensation, rewards provided, R.Anitha (2011) grievance handling procedure wew also making important contribution in job satisfaction. Workplace environment, reward and recognition, training and development and team work. a model was linked to the the employee job satisfaction khan, ghaffar (2012). The job satisfaction level of employees is average and it calls for management attention towards enhancing the employee job satisfaction level. Neog and Barua(2014) the gender has little impact on job satisfaction and self efficacy but self efficacy has positive and significant correlation between occupational self efficacy and job satisfaction , jadhav and pujar (2013) .job satisfaction and self efficacy are related to each other along with occupational commitment canrinus et al (2012) .

**Basu Mudasir, 2013** while explaining the job satisfaction of educational administrators' and how it affects their occupational efficacy found out that Effective Educational Administrators differ significantly from Ineffective Educational Administrators with respect to their Job Satisfaction. A significant positive correlation exists between Occupational Efficacy and Job Satisfaction of Effective Educational Administrators and low correlation exists between Occupational Efficacy and Job Satisfaction of Ineffective Educational Administrators.

## Objectives of the study

1. To re-standardise measures for occupational self efficacy and job satisfaction.
2. To identify the underlying factors of occupational self efficacy and job satisfaction.
3. To evaluate the impact of occupational self efficacy on job satisfaction.

4. To open new vistas for further research.

### Research Methodology

The study was causal in nature. The data was collected through survey method and relationship was developed using appropriate statistical tools.

Population included employees of higher secondary schools (CBSE) of Gwalior region

Non-probability purposive sampling technique was used and Sample size was 150 respondents was drawn out of whole population. Standardized questionnaires were used to collect data for Job Satisfaction Donavan, brown and moven (2004) Occupational Self efficacy Bandura (1977).

**Tools that are used for data analysis are** Reliability test was applied to check whether data items in the questionnaires are reliable or not through Cronbach's alpha. Factor analysis was used to evaluate the underlying factors of occupational self efficacy, Role ambiguity and job satisfaction. Regression analysis was used for estimating the relationship occupational self efficacy, Role ambiguity and job satisfaction.

### Results and Discussion

#### 3.1 Reliability Measure

Various reliability methods have been applied to calculate reliability of all the items in the questionnaire. The entire items in the questionnaire are based on 'Occupational Self-efficacy, Role ambiguity & Job satisfaction measures'. Reliability test using SPSS software and the reliability test measures are given below:

S.No.	Variable Name	Reliability	No. of items
1.	Occupational Self-efficacy	.881	12
2.	Job Satisfaction	.744	8

It is considered that the reliability value more than .7 is good and it can be seen that in almost all the reliability methods applied here, reliability value is quite higher than the standard value, so all the items in the questionnaire are highly reliable.

#### Factor Analysis-

The raw scores of 12 items of occupational self efficacy were subjected to factor analysis to find out the factors that contribute towards Occupational Self-efficacy. After factor analysis 3 factors were identified.

The KMO value of the sample more than 0.5 is considered as good and the table is showing that the value is 0.600 which means that the sample that we have taken for factor analysis is adequate and The chi square value is also significant at 0.000 level of significance which suggest that we can go for factor analysis.

Factor Name	Eigen Values		Variable convergence	Loading
	Total	% Variance		
Social skill	5.106	42.547	4. I Can Propose Surprising Ans. That Others Cannot. 10. I Still Not Give Up. 2. I Can Try Another Way To Solve It. 8. I Think My Task Is The Same As Others. 3. I Can Imagine A Lot Of Related Knowledge. 9. Feedbacks & Imagine Freely. 1. Solutions Very Quickly. 7. Task More Creative.	.916 .916 .865 .865 .713 .713 .647 647 .917 .917
Motivating oneself	2.698	22.484	5. I Can Do Something Special. 11. I Will Give Up	.917 .917
Empathy	2.252	18.765	12. I Still Insist My Goal. 6. I Made Is More Novelty.	.957 .957

**Factor Analysis-**

The raw scores of 8 items of job satisfaction were subjected to factor analysis to find out the factors that contribute towards Job satisfaction. After factor analysis 3 factors were identified.

The KMO value of the sample more than 0.5 is considered as good and the table is showing that the value is 0.65 which means that the sample that we have taken for factor analysis is adequate. The chi square value is also significant at 0.000 level of significance suggest that we can go for factor analysis.

Factor Name	Eigen Values		Variable convergence	Loading
	Total	% of variance		
Sincerity	2.685	33.568	4. I have in my work. 2. I draw at present. 1. Non financial incentive. 3. always recognizes the work done by me.	.907 .854 .705 .691
Networking ability	2.272	28.395	7. I do gives me a good status. 5. a minimum of supervision.	.978 .978
Social astuteness	1.974	24.678	6. Visibility with top management is important to me. 8. The employees in the organization feel secured in the job.	.992 .992

**Regression Analysis**

The regression analysis is calculated by taking the total of Occupational self-efficacy & Job satisfaction by using SPSS software. In this the Occupational self-efficacy is independent Variable and Job satisfaction is the dependent variable. Therefore, regression is to find out the impact of Occupational self-efficacy on Job satisfaction in organizational settings.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.946 <sup>a</sup>	.894	.894	1.69305	1.476

a. Predictors: (Constant), totalra

b. Dependent Variable: totaljs

The r square value 0.894 in model summary describes that 89.4% variance in Job satisfaction in organizational settings can be explained with the help of Occupational self-efficacy.

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3591.931	1	3591.931	1253.109	.000 <sup>a</sup>
	Residual	424.229	148	2.866		
	Total	4016.160	149			

b. Dependent Variable: totaljs

The f value 1253.109 is significant at 0.000 level of significance, which says that the model which we are assuming between Occupational self-efficacy and Job satisfaction is a good fit.

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.745	.996		-.748	.455
	Total self efficacy	1.357	.038	.946	35.399	.000

a. Dependent Variable: totaljs

The result of coefficient table indicted the contribution of independent variable on dependent variable through the beta value which is .946. t value was found to be 35.399 which was found to be significant at .000 level of significance. Hence, the hypothesis which was developed in the current study is accepted, indicating that

there is significant cause and effect relationship between occupational self efficacy and job satisfaction of an employee.

### **Conclusion**

This research examined the Occupational Self-Efficacy and Job Satisfaction in organizational setting using the Sample of teachers who are working in school. This research also attempted to identify some of the factors that help in explaining the Occupational Self-Efficacy and Job Satisfaction. Occupational Self-Efficacy has 3 factors and Job Satisfaction have 3 factors. Regression has been applied to find out the effect of Occupational Self-Efficacy, Role Ambiguity on Job Satisfaction. The Individual effect of Occupational Self-Efficacy on Job Satisfaction was found significant. It may have the reason that Occupational Self-Efficacy help the teachers to understand to develop them into a better perform in future

### **Implication**

1. This study is a useful contribution for the various schools to evaluate the Teacher's Occupational Self-Efficacy and Job Satisfaction.
2. This study can be used by different researchers to evaluate the different factors by different prospective.
3. The study can be useful for the other schools and colleges so that they can concentrate on the factors, which have adverse effect on teacher's Occupational Self-Efficacy
4. This study is being beneficial for further research.

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## Annexures

### Questionnaire

We Tripti pachori & Bharti Srivastava of MBA IIIrd semester undergoing my major research project as a part of our curriculum. Kindly fill the questionnaire by choosing the answer which best explains your preference and encircles the option. The data collected will solely be used for academic purpose. Where 1 shows the minimum agreement for the statement and 5 shows the maximum agreement for questionnaire.

### Part I

1. When facing novelty problems, I believe I can imagine a lot of solutions very quickly.

1      2                      3                      4                      5

2. When suffering difficult problems, I believe I can try another way to solve it.

1      2                      3                      4                      5

3. When facing challenge task, I believe I can imagine a lot of related knowledge.

1      2                      3                      4                      5

4. When suffering difficult problem, I believe I can propose surprising answer that others cannot.

1      2                      3                      4                      5

5. When doing tasks, I believe I can do something special.

1      2                      3                      4                      5

6. Compare to others, I believe the work I made is more novelty.

1      2                      3                      4                      5

7. I can use some common materials in a flexible way to make my task more creative.

1      2                  3                  4                  5

8. I think my task is the same as others.

1      2                  3                  4                  5

9. When requiring alternative solutions, I believe I can endure others negative feedbacks and imagine freely.

1      2                  3                  4                  5

10. Even my families do not like my originality ideas, I still not give up.

1      2                  3                  4                  5

11. When my families criticise my creative works, I will give up.

1      2                  3                  4                  5

12. When teachers do not accept my creative works, I believe I still insist my goal.

1      2                  3                  4                  5

## Part II

1. I Feel certain about how much authority I have.

1      2                  3                  4                  5

2. I have clear, planned objectives for job.

1      2                  3                  4                  5

3. I know that I have divided my time properly.

1      2                  3                  4                  5

4. I know what my responsibilities are.

1      2                  3                  4                  5

5. I know exactly what is expected of me.

1      2                  3                  4                  5

6. I receive clear explanations of what has to be done.

1      2                  3                  4                  5

## Part III

1. Financial incentives motivates me more than non financial incentives

1      2                  3                  4                  5

2. I am satisfied with the salary I draw at present

1      2                  3                  4                  5

3. I feel that my superior always recognizes the work done by me

1      2                  3                  4                  5

4. I am satisfied with the responsibility and role that I have in my work

1      2                  3                  4                  5

5. I generally like to schedule my own work and to make job-related decisions with a minimum of supervision.

1            2                    3                    4                    5

6. Visibility with top management is important to me.

1            2                    3                    4                    5

7. I feel that the job I do gives me a good status.

1            2                    3                    4                    5

8. The employees in the organization feel secured in their job.

1            2                    3                    4                    5

Name: .....  Age: 20-30  30-40  40-50  50 and above

Gender: a. Male      b. Female