

Impact of Self Efficacy on Employee Job Performance Mediating Effect of Resilience

Rupasingha, P. G. N. K. G. M. N.¹ and Jayarathna, S. M. D. Y.²

Employees' view of themselves has been regarded as significant in analyzing their self-efficacy and eventual performance through employee self-resilience. Thus, this study aims to investigate the impact of self-efficacy on job performance through resilience. The chosen sample is the executive-level employees of a selected company in the construction and Engineering Sector of Sri Lanka. According to social cognitive theory, excellent performance is produced by the interaction between a person's goals and self-efficacy (Bandura, 2012; Bandura & Locke, 2003). Further, it described that greater objectives result from self-efficacy, and that self-efficacy also strengthens the connection between goals and goal achievement. These impacts were tested using self-administered questionnaire circulated as an online google form in English. Responses from 200 sample were entered into SPSS. The study is a quantitative study where collected primary data were screened and entered SPSS for analysis. First, reliability was ensured via the Cronbach Alpha coefficient of internal consistency. Construct validity was ensured using the KMO test and a factor analysis. Descriptive statistics were generated to analyze the individual behaviour of variables, and the dataset was tested for multivariate assumptions. The hypotheses were tested using correlation analysis and regression analysis. Findings revealed self-efficacy influences the job performance of executive-level employees, and resilience act as a partial mediator.

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¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [nilminirupasingha4@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [dinethiyasodara@kln.ac.lk]