



Relationship between Employees' Self-efficacy Belief and Role Stress: A Study

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ABSTRACT Self-efficacy beliefs provide the foundation for human motivation, well-being, personal accomplishments, and affect the body's physiological responses to stress. The stronger the self-efficacy belief, the bolder the people are in handling the stressful situations associated with their roles. The present study assessed the level of self-efficacy belief of 80 employees randomly selected working in Himachal Pradesh Power Corporation Limited, Shimla. The differences in level of self-efficacy belief pertaining to the demographic variables of the employees have also been investigated. Further, the study also examined the different factors causing role stress among the employees, thereafter, relationship between self-efficacy belief and dimensions of role stress have been studied. The self-efficacy belief of employees has been noted to be high. However, the levels of self-efficacy belief among the males, unmarried, older and higher experienced employees have been found to be higher as compared to their counterparts. It was also observed that mean difference on self-efficacy belief has been found to be significant only between males and females. The findings have also revealed that the degree of role stress experienced by the employees has been noted to be less. Role erosion was identified as the main stressor while role ambiguity was found to cause least stress. A negative correlation was also found between self-efficacy belief and dimensions of role stress. The implications that arise from the present research findings are that as individual's self-efficacy belief has been correlated with the experience of stress and role adjustments, it becomes important to focus on the methods and interventions such as verbal persuasions, vicarious modelling, etc. that increase the self-efficacy belief among individuals.