

SELF-EFFICACY AMONG IT PROFESSIONALS

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Abstract

Succeeding periods of life present new types of competence demands requiring further development of personal efficacy for successful functioning. The nature and scope of perceived self-efficacy undergo changes throughout the course of lifespan. An attempt is made in the present investigation Self-Efficacy among IT Professionals. 120 IT Professionals working in software companies in and around Hyderabad city constituted to the sample of study. General Self-Efficacy scale was employed in the present investigation, it is hypothesized that there would be significant difference among IT Professionals in their Self-Efficacy. The results were analyzed and discussed by using appropriated statistical techniques such as Mean, SD and ANOVA. The results indicate that significant differences are found among IT Professionals in their Self-Efficacy. Based on the results obtained the implications of the findings are discussed.

Key words: Self-Efficacy, Job Tenure and IT Professionals.

Introduction: Perceived self-efficacy is concerned with people believes in their capabilities to exercise control over their functioning and over events that affect their lives. believes in personal efficacy effect life choices, level of motivation, quality of functioning, resilience to adversity and vulnerability to stress and depression people's believes in their efficacy are developed by four main sources of influence. They include mastery experiences, seeing people similar to oneself manage task demands successfully, social perception that one has the capabilities to succeed in given activities and inferences from somatic and emotional state indicative of personal strengths and vulnerabilities. Ordinary realities are strewn with impediments, adversities, setbacks, frustration and iniquities. People must, therefore, have a robust sense of efficacy to sustain the servant perseverant a photo needed to succeed. Succeeding periods of life present new types of competence demands requiring further development of personal efficacy for successful functioning. The nature and scope of perceived self-efficacy undergo changes throughout the course of lifespan.

Self-efficacy is the belief in one's effectiveness in performing specific tasks. People, who regard themselves as highly efficacious act, think and feel differently from those who perceive themselves as inefficacious. They produce their own future, rather than simply foretell it. Albert Bandura.

Self-efficacy is defined as people believe about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives. Self-efficacy believes that determine how people feel, think, motivate themselves and behave. Such believes produce these diverse effects through four major processes. They include cognitive, motivational, affective and selection processes.

Review of literature: In the following studies related to the topic under consideration for presented a particularly relating to the self-efficacy.

Brain McNatt. D and Timothy A. Judge (2008) studied self efficacy intervention, job attitude and turnover field experiment with employees in role transition and found that self efficacy has raised the job attitudes of insiders under reduced insiders turnover and recently joined employees have five potential under yet underutilized target for job attitude and retention interventions.

Edward W. Miles and Margaret M. LaSalle (2008) investigated symmetrical contextual ambiguity, negotiation self-efficacy and negotiation performance. Result indicated that self efficacy is significant predictors of focal negotiator performance. Self efficacy had a stronger association with performance in negotiation situations of higher contextual ambiguity than in negotiation situation of lower contextual ambiguity.

Keith M. Hmieleski and Andrew C. Corbett (2008) examined contrasting interaction effects of improvisational behaviour with entrepreneurial self efficacy on new venture performance and entrepreneur work satisfaction and found to have a positive relationship with new venture performance and entrepreneurial self efficacy was found to have a negative moderating effect on the relationship between entrepreneur improvisational behaviour and work satisfaction.

Robert E. Wood and Verena Marshall (2008) examined accuracy and effectiveness in appraisal outcomes and the influence of self-efficacy, personal factors and organizational variables and found that self efficacy was the amount of training received by appraisers across multiple sub tasks of appraisal. Main contextual influencer's accountability and management concern.

Seongsu Kim, Mark A. Mone and Sunghoon Kim (2008) studied that relationships among self efficacy, pay-for-performance, perception and pay satisfaction and found the moderating role of pay-for-performance, perception on the self efficacy and a positive relation for pay satisfaction.

Statement of the problem: An attempt is made in the present investigation to study the impact of gender and job tenure on Self-efficacy among information technology (IT) professionals.

Hypotheses:

1. There would be significant difference between male and female IT professional in their self-efficacy.
2. There would be significant difference between short job tenure (SJT) and long job tenure (LJT) IT professionals in their self-efficacy.
3. There would be significant interaction between gender and job tenure with regards to self-efficacy.

Population: Information technology (IT) professional working in 10 software companies located in and around Hyderabad city constituted the population of the present investigation. There are about 250 employees both men and women in each software company. In all there are about 3000 IT professionals.

Definition of IT profession: IT is the short form of information technology, broad term covering all aspects of managing and processing information. IT professional design develops, support and manage computer software, hardware and network such as the internet. The application of these technologies is all round us. In fact, it is probably already a part of your life in ways you are not aware of computer software used to write term paper, computer generated animation in a blockbuster movie, networks and a programs that let you to order books over the internet and satellites and systems that enable NASA to conduct remote space exploration are all developed by creative and dedicated IT professionals. Short job tenure which considers below 5 years experience (SJT) and Long job tenure which considers above 5 years of experience (LJT).

Sample of the study: The samples of the present investigation are randomly drawn from IT professionals working in 10 software companies. Their age ranged from 25-50. Among 3000 employees there are about 2000 men employees and about 1000 women employees with job tenure of 1 year to 15 years. Among the 3000 employees, 120 employees were selected randomly in such a way that they fit into 2x2 factorial design. Distribution of the sample is presented in the following table-1.

Table-1
Distribution of Sample:

	Male	Female
Short job tenure	30	30
Long job tenure	30	30

Variables: In the light of the above hypotheses the following variable are studied.

Independent variables:

1. Gender: Male and female
2. Job tenure: short job tenure and long job tenure

Dependent variable: Self-efficacy

Tool: Self efficacy of the sample was assessed by using general perceived self efficacy scale developed by Ralf Schwarz & Matthias Jerusalem. It consists of 10 statements with four response categories "not at all true, really true, moderately true and exactly true" numbered 1, 2, 3 and 4 respectively. The minimum and maximum possible scores on this scale range from 10 to 40. Low Score indicates low self efficacy and high score indicates high self efficacy. The reliability of the general perceived self efficacy scale was established using test retest method and the value is 0.98 and the validity of the scale is 0.99.

Procedure: The Perceived general self efficacy scale was administered to 250 samples. They were requested to fill in the questionnaire and they were given ample of time to fill in the questionnaire. Out of 250 only 135 have returned filled in questionnaires. The investigator has considered only 120 as the sample of the present study is 120.

Research design: As there are two independent variables i.e. gender and job tenure and each variable is varied into two ways i.e male and female and short job tenure and long job tenure a 2x2 factorial design was employed.

Statistical analysis: The obtained data are subjected to descriptive statistics search has mean and standard deviation, inferential statistics such as analysis of variance (ANOVA).

Results and discussion: The obtained data are analyzed quantitatively hypotheses formulated in the present investigation and the results are presented in the following pages. Table-2 presents the mean and standard deviation of scores on self efficacy obtained four groups of subjects.

Table-2
Means and standard deviations of scores on Self-Efficacy

		gender	
		Male	female
Job tenure	Short job tenure	M=35.73 SD=3.99	34.73 4.22
	Long job tenure	M=36.13 SD=4.54	35.47 3.94

Grand Means	
Male=35.73	SJT=35.23
Female=35.10	LJT=35.80

It can be observed from the table-2 that male IT professionals with more than 5 years of experience have obtained the highest mean of 36.13 with an SD of 4.54. The high score indicates that they have strong belief in their abilities to perform any given task effectively that they are having high self-efficacy. Female IT professionals with below 5 years of experience have obtained the lowest mean of 34.73 with an SD of 4.22 indicating their low self-efficacy. There are mean differences among the four groups of subjects in their self-efficacy. However in order to test whether there are any significant differences among the four groups of subjects in their self efficacy, the data or further subjected to the analysis of variants and their results or are presented in table-3.

Table-3
Summary of ANOVA of scores on self-efficacy

Source of variation	Sum of Squares(SS)	df	Mean of Squares (MSS)	F
Gender	20.833	1	20.833	1.153@
Job tenure	9.633	1	9.633	0.533@
Gender x job tenure	0.833	1	0.833	0.466@
Error	2096.667	116	18.075	
Total	2127.976	119		
Note: @ not significant				

The F-value of 1.153 for the variable gender, 0.533 for the variable job tenure and 0.046 for interaction effect between gender and the job tenure are not significant. Indicating that both gender and job tenure have no significant impact on the self-efficacy of the subjects and also there is no significant interaction between gender and job tenure with regard to self-efficacy.

The first hypothesis predicted significant difference between male and female IT professionals in their self-efficacy. The F-value of 1.153 for the variable gender is not significant. Based on the results the first hypothesis which predicted significant difference between male and female IT professionals is not accepted as warranted by the results. However, then we take the means into consideration male IT professionals have obtained mean of 35.93 when compared to female IT professionals, have obtained lower mean of 35.10 suggesting that the male IT professionals have a slight edge over female IT professionals in their self-efficacy.

The second hypothesis predicted significant difference between short job tenure and long job tenure IT professionals in their self-efficacy. The F-value of 0.533 for the variable job tenure is not significant. Based on the result second hypothesis which predicted significant difference between short job tenure and long job tenure IT professionals in their self-efficacy is not accepted as warranted by the results. However when we take the means into consideration IT professional with long job tenure have obtained a mean of 35.80 when compared to IT professionals with short job tenure suggesting that IT professionals with more than 5 years of experience have slightly higher self-efficacy than IT professionals with less than 5 years of experience.

The third hypothesis predicted significant interaction between gender and job tenure with regard to self-efficacy. The F-value of 0.046 is not significant. Based on the results the hypothesis predicting significant interaction between gender and job tenure with regard to self-efficacy is not accepted as warranted by the results.

Conclusions: Based on the results obtained the following conclusions are drawn.

1. There is no significant difference between male and female IT professionals in their self-efficacy.
2. There is no significant difference between short job tenure employees and long job tenure employees in their self-efficacy.
3. There would be no significant interaction between gender and job tenure with regard to self-efficacy.

Implications of the study: Since self-efficacy place a significant role in improving the performance of the employees, the management people may take necessary steps to enhance self-efficacy of the IT professionals so that they can enhance their performance or perform their task effectively. The IT professionals may be trained to be realistic and see the world in terms of facts.

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