

Appendix

APPENDIX I

Questionnaire used for the study

I am Ms. A.S. Dhivya pursuing my PhD in the topic “Investigating The Influence of Occupational Self-Efficacy, Work Meaningfulness and Job Crafting on Job Performance: A Study With Specific Reference To The Engineering Industry Employees In Coimbatore District. I kindly request you to spare 10 minutes of your valuable time in filling up the questionnaire. I assure you that the responses would be kept confidential and used for academic research purpose only.

Regards

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Demographic profile

1. Age (years): a) Below 25 b) 26-35 c) 36-45 d) 46 - 55 e) Above 55
2. Gender: a) Male b) Female
3. Marital Status: a) Married b) Unmarried c) Separated
4. Education: a) ITI/Diploma b) UG-Engineering c) PG- Engineering
d) UG-Arts & Science e) PG-Arts &Science
5. Nature of Job: a) Technical b) Managerial
6. Experience(yrs): a) Fresher b) 1- 5 c) 6-10 d) 11-15 e) 16-20 f) Above 21

The questions given below relate to the extent to which employees independently modify aspects of their jobs to improve the fit between the characteristics of the job and their own needs, abilities, and preferences. Kindly encircle the option that you feel is the right response.

The descriptions for the options are **5: Very Often; 4: Often; 3: Regularly; 2: Sometimes; 1: Never**

TC1	Introduce new approaches to improve your work	5	4	3	2	1
TC2	Change the scope or types of tasks that you complete at work	5	4	3	2	1
TC3	Introduce new work tasks that better suit your skills or interests	5	4	3	2	1
TC4	Choose to take on additional tasks at work	5	4	3	2	1
TC5	Give preference to work tasks that suit your skills or interests	5	4	3	2	1
TC6	Change the way you do your job to make it more enjoyable for yourself*	5	4	3	2	1
TC7	Change minor procedures that you think are not productive*	5	4	3	2	1
CC1	Think about how your job gives your life purpose	5	4	3	2	1
CC2	Remind yourself about the significance your work has for the success of the organization	5	4	3	2	1
CC3	Remind yourself of the importance of your work for the broader community	5	4	3	2	1
CC4	Think about the ways in which your work positively impacts your life	5	4	3	2	1
CC5	Reflect on the role your job has for your overall well-being	5	4	3	2	1
RC1	Engage in networking activities to establish more relationships	5	4	3	2	1
RC2	Make an effort to get to know people well at work	5	4	3	2	1
RC3	Organize or attend work related social functions	5	4	3	2	1
RC4	Organize special events in the workplace (eg, celebrating a co-worker's birthday)*	5	4	3	2	1
RC5	Introduce yourself to co-workers, customers, or clients you have not met	5	4	3	2	1
RC6	Choose to mentor new employees (officially or unofficially)	5	4	3	2	1
RC7	Make friends with people at work who have similar skills or interests	5	4	3	2	1
WP1	Do you have to work at speed?	5	4	3	2	1
WP2	Do you have too much work to do?	5	4	3	2	1
WP3	How often do you have to work extra hard in order to reach a deadline?	5	4	3	2	1
WP4	Do you work under time pressure?	5	4	3	2	1
CD1	Does your work require a lot of concentration?	5	4	3	2	1
CD2	Does your work demand enhanced care or precision?	5	4	3	2	1
CD3	Do you regard your work as mentally very straining?	5	4	3	2	1

CD4	Does your work require your constant attention?	5	4	3	2	1
ED1	Is your work emotionally demanding?	5	4	3	2	1
ED2	In your work, are you confronted with things that personally touch you?					
ED3	Do you face emotionally charged situations in your work?	5	4	3	2	1
ED4	In your work, do you deal with clients who incessantly complain?	5	4	3	2	1
ED5	In your work, do you have to deal with demanding clients?	5	4	3	2	1
ED6	Do you have to deal with clients who do not treat you with the appropriate respect and politeness?	5	4	3	2	1
RC1	I receive conflicting requests from two or more people	5	4	3	2	1
RC2	I am unable to fulfill the conflicting expectations of my coworkers	5	4	3	2	1
RC3	The expectations of my colleagues are in conflict	5	4	3	2	1
RC4	At my work, different groups of people expect opposite things from me	5	4	3	2	1
HS1	I have to deal with administrative hassles	5	4	3	2	1
HS2	I have many hassles to go through to get projects/assignments done	5	4	3	2	1
HS3	I have to go through a lot of red tape to get my job done	5	4	3	2	1
HS4	I am confronted with unexpected hassles at work	5	4	3	2	1
HS5	I have many hassles to go through to get my work done	5	4	3	2	1
AT1	Do you have flexibility in the execution of your job?	5	4	3	2	1
AT2	Do you have control over how your work is carried out?	5	4	3	2	1
AT3	Can you participate in decision-making regarding your work?	5	4	3	2	1
SS1	If necessary, can you ask your colleagues for help?	5	4	3	2	1
SS2	Can you count on your colleagues to support you, if difficulties arise in your work?	5	4	3	2	1
SS3	In your work, do you feel valued by your colleagues?	5	4	3	2	1
FB1	I receive sufficient information about my work objectives	5	4	3	2	1
FB2	My job offers me opportunities to find out how well I do my work	5	4	3	2	1
FB3	I receive sufficient information about the results of my work	5	4	3	2	1
OD1	In my work, I have the opportunity to develop my strong points	5	4	3	2	1
OD2	In my work, I can develop myself sufficiently	5	4	3	2	1
OD3	My work offers me the possibility to learn new things	5	4	3	2	1
CG1	My supervisor informs me whether he/she is satisfied with my work	5	4	3	2	1

CG2	My supervisor shows consideration for my problems and desires regarding my work	5	4	3	2	1
CG3	I feel valued by my supervisor	5	4	3	2	1
CG4	My supervisor uses his/her influence to help me solve problems at work	5	4	3	2	1
CG5	My supervisor is friendly and open to me	5	4	3	2	1
OSE1	I can remain calm when facing difficulties in my job because I can rely on my abilities	5	4	3	2	1
OSE2	When I am confronted with a problem in my job, I can usually find several solutions	5	4	3	2	1
OSE3	Whatever comes my way in my job, I can usually handle it	5	4	3	2	1
OSE4	My past experiences in my job have prepared me well for my occupational future	5	4	3	2	1
OSE5	I meet the goals that I set for myself in my job	5	4	3	2	1
OSE6	I feel prepared for most of the demands in my job	5	4	3	2	1
WM1	The work that I do is important	5	4	3	2	1
WM2	I have a meaningful job	5	4	3	2	1
WM3	The work that I do makes the world a better place	5	4	3	2	1
WM4	What I do at work makes a difference in the world	5	4	3	2	1
WM5	The work that I do is meaningful	5	4	3	2	1
PF1	You help your colleagues with their work when they return from a period of absence	5	4	3	2	1
PF2	You achieve your targets that come within the scope of your position	5	4	3	2	1
PF3	As regards performance, you meet all the standards	5	4	3	2	1
PF4	You help colleagues who are labouring under high work pressure or who have other problems	5	4	3	2	1
PF5	You meet all the requirements of your position	5	4	3	2	1
PF6	You are prepared to do things that are not really part of your job description, but which are in the interest of your organization as a whole.	5	4	3	2	1

“Thank you for sparing your valuable time”

Publications



**INFLUENCE OF OCCUPATIONAL SELF-EFFICACY
AND JOB CRAFTING ON JOB PERFORMANCE: A
STUDY WITH SPECIFIC REFERENCE TO THE
ENGINEERING INDUSTRY EMPLOYEES
IN COIMBATORE CITY**

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ABSTRACT

The Indian Engineering Industry has observed an outstanding growth over the last few years driven by increased investments in infrastructure and industrial production. Availability of efficient manpower has been listed as the biggest hurdle in the development of Indian engineering industry. In an unstable Business environment, Companies today are forced to compete and to act professionally to create competitive advantage. To be successful, engineering industries must be able to improve the capabilities of their workforce in organization towards common goals. Job crafting can play a vital role in this changing business environment. Employee job performance should be analyzed together with job crafting and Occupational self-efficacy to make sure it is synchronized well with the unstable business environment. To achieve the standards, Performance of employees is highly important for organizations to remain competitive and successful in the market. The current study investigates the influence of Occupational self-efficacy and Job Crafting on Job Performance. Data was collected among 414 employees working in engineering industries in Coimbatore city. Correlation and regression analysis was used to test the hypothesis. Results revealed that Occupational self-efficacy and Job crafting significantly and positively influence employee's job performance. This study has demonstrated the importance of Occupational self-efficacy and job crafting of employees in enhancing their Job performance.

INVESTIGATING THE IMPACT OF JOB DEMANDS AND JOB RESOURCES AND OCCUPATIONAL SELF-EFFICACY ON JOB PERFORMANCE

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ABSTRACT

Companies are re-inventing themselves, changing strategies, building new teams, etc., to keep up with changing technology and industry trends. From information technology to research & development, companies require different skills at different levels. In this scenario, it becomes crucial for right kind of talent that fits the company's requirement. Like other industries, engineering is increasingly becoming a knowledge-based profession. Technology advancements in manufacturing have created skills gap in the workforce. The primary work objectives of the job are accomplished through critical thinking and know-how rather than through physical labor. Today there is a critical shortage of workers in engineering and skilled crafts. This current study investigates the relationships between Job Demand, Job Resources and Occupational Self-efficacy on Job Performance. Data was collected among 414 employees working in engineering industries in Coimbatore. Correlation and regression analysis was used to test the hypothesis. Results revealed that Job Demands and Job Resources significantly and positively influence Occupational Self-efficacy which in turn enhances employee's Job Performance.

Keywords: self efficiency, job performance, job demand, job references etc.

Influence of Occupational Self-Efficacy, Work Meaningfulness and Job Crafting on Job Performance: A Study with Specific Reference to the Engineering Industry Employees in Coimbatore City

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The Indian Engineering Industry has observed an outstanding growth over the last few years driven by increased investments in infrastructure and industrial production. Availability of efficient manpower has been listed as the biggest hurdle in the development of Indian engineering industry. In an unstable Business environment, Companies today are forced to compete and to act professionally to create competitive advantage. To be successful, engineering industries must be able to improve the capabilities of their workforce in organization towards common goals. Job crafting and Work Meaningfulness can play a vital role in this changing business environment. To achieve the standards, Performance of employees is highly important for organizations to remain competitive and successful in the market. Employee job performance should be analyzed together with job crafting, Work Meaningfulness and Occupational self-efficacy to make sure it is synchronized. The current study investigates the influence of Occupational self-efficacy, Work Meaningfulness and Job Crafting on Job Performance. Data was collected from 414 employees working in engineering industries in Coimbatore city. Correlation and regression analysis was used to test the hypothesis. Results revealed that Occupational self-efficacy, Work Meaningfulness and Job crafting significantly and positively influence employee's job performance. This study has demonstrated the importance of Occupational self-efficacy, Work Meaningfulness and job crafting of employees in enhancing their Job performance.

Keywords

Occupational self-efficacy, Work Meaningfulness, job crafting and Job performance

INTRODUCTION

Engineering industries seeks to optimize their workforce through skill development programmes not only to achieve business goals but most important for long time survival and sustainability. To accomplish this undertaking, engineering industries will need to invest resources to ensure that employees have the knowledge, skills and competencies needed to work effectively in the rapid changing and complex environment. To compete in global markets, the engineering industry needs to focus on product design and development, since producing for international market requires more technological capabilities of their workforce along with a foresight of the developments that are likely to happen in the near future. To achieve the standards, performance of employees is highly important for organizations to remain competitive and successful in the market.

There are several factors, which influence the job performance of the employees in the work place. Factors that affect individual performance are Self-efficacy (Bandura, 1977), Motivation and Competence (Deci & Ryan, 2000), Ability, Role Perception, Resources (StevanHobfoll2009) and Work Place Environment. Hence the present study considers Self-efficacy as an important factor, which contributes to the performance of employees. Work that is experienced as motivating and meaningful by employees is found to also contribute to the organization's core (Steger, Dik, & Duffy, 2012). Bandura (1997) defines Self-efficacy as the expectations that people have about their abilities to execute desired behaviors and to impact their environment successfully. Self-efficacy may enhance performance because individuals who perceive themselves as highly efficacious will activate sufficient task-related effort and persist longer on the task. This self-efficacious behavior may increase the chances of successful