

Acknowledgement

ACKNOWLEDGEMENT

First and foremost I am extremely thankful to **Dr. Nandini Rangaswamy** Chairperson of GRG Institutions, **Secretary, Principal and Management of PSGR Krishnammal College for Women** for the encouragement, and infrastructural support rendered to carry out the research. I extend my sincere thanks to Professor **S. Balasubramanian**, Director, GRG Centre for Advanced Studies, **Dr. P. Sadhasivam**, Director, GRG School of Management Studies for their constant encouragement and support.

I express my special appreciation and thanks to my guide **Dr. B. Sripirabaa**, Associate Professor, Department of Management, PSGR Krishnammal College for Women for her expertise, valuable time and patience and the support extended in completing this research work. My gratitude and thanks to the faculties of the Department of Management and for their encouragement and inputs for my research.

I am very grateful to my family, especially for my father late **Mr. P. Swami Nathan** and my mother **Mrs. S. Suseela** who gave me unconditional support for completion of my research. A special thanks to my husband **Mr. T. Ganesh Kumar** and my loveable son **G. Thugilan Sai** for their support and sacrifices for completion of my research work. I also extend my heartfelt thanks to my sister **Mrs. A.S. Yuvasree** for her moral and technical support rendered to carry out my research work. It is their prayer and unconditional love that sustained me throughout my journey so far. My thanks are to my friends and fellow research scholars for their valuable suggestions and inputs.

(A.S. DIVYA)

Contents

CONTENTS

CHAPTER NO.	TITLE	PAGE NO.
	List of Tables	
	List of Figures	
I	INTRODUCTION	
	1.1 Engineering Industry in India	2
	1.2 Need for Job Performance in Engineering Industry	12
	1.3 Research Gap and Opportunity	19
	1.4 Statement of the Problem	21
	1.5 Objectives of the Study	21
	1.6 Scope of the Study	22
	1.7 Chapter Framework	23
II	REVIEW OF LITERATURE	
	2.1 Job Demand and Job Resources	24
	2.2 Job Crafting in organizations	36
	2.3 Occupational Self Efficacy	49
	2.4 Work Meaningfulness	59
	2.5 Job Performance	66
	2.6 Theoretical Framework and Hypothesis Development	72
	2.7 Concluding Remarks	80
III	RESEARCH METHODOLOGY	
	3.1 Research Purpose	81
	3.2 Research Strategy	81

CHAPTER NO.	TITLE	PAGE NO.
	3.3 Research Approach	81
	3.4 Instrument Validation	81
	3.4.1 Questionnaire used for the study	82
	3.4.2 Content Validity	85
	3.4.3 Reliability of the constructs	85
	3.4.4 Construct Validity	87
	3.4.5 Criterion Validity	92
	3.5 Sampling and Target Population	93
	3.6 Data Collection	96
	3.7 Tools for Analysis	96
	3.8 Concluding Remarks	98
IV	ANALYSIS AND DISCUSSION	
	4.1 Demographic Profile of the Respondents	100
	4.2 Perception of the Respondents on the Study Variables	103
	4.3 Correlation and Regression	106
	4.4 Parameters in Warp PLS Model Fit	120
	4.5 Discriminant Function Analysis	143
	4.6 Anova and T-test	150
	4.7 Concluding Remarks	173
V	FINDINGS, SUGGESTIONS AND CONCLUSION	
	5.1 Findings	174
	5.1.1 Demographic Profile of the respondents	174
	5.1.2 Findings from Descriptive Statistics	174

CHAPTER NO.	TITLE	PAGE NO.
	5.1.3 Findings from Correlation Analysis	175
	5.1.4 Findings from Regression Analysis	176
	5.1.5 Findings from Model Validation	177
	5.1.6 Findings from Discriminant Analysis	178
	5.1.7 Findings from Anova and T-test	180
	5.2 Suggestions	183
	5.3 Limitations of the Study	186
	5.4 Conclusion	187
	5.5 Scope for Further Study	190
	BIBLIOGRAPHY	
	APPENDIX I Questionnaire used for the study	

List of Tables

LIST OF TABLES

Table No.	Title	Page No.
1.1(a)	Growth in the production of Eight Core Industries (average annual growth in %)	3
1.1(b)	Growth in the production of Eight Core Industries (average annual growth in %)	4
1.2	Registration of Manufacturing units in Coimbatore	6
1.3	Country Wise Exports of Indian Engineering Products in Fiscal 2017-18	10
2.1	Definitions on Job Crafting	37
3.1	Measures used for the study	82
3.2	Reliability of the Constructs	86
3.3	Factor Structure matrix of loadings and cross loadings	88
3.4	Discriminant validity	91
3.5	Variance Inflation Factors	92
3.6	Criterion validity of the constructs	92
3.7	Criteria for selecting sample size	94
4.1	Demographic Profile of the Respondents	100
4.2	Descriptive Statistics	103
4.3	Correlations analysis - Influence of Job Demands and Job Resources on Occupational Self Efficacy	107
4.4	Correlations analysis - Influence of Job Demands, Job resources and Occupational Self Efficacy on Job Performance	110
4.5	Regression analysis- the items of Job Demands and Job Resources as independent variables and Occupational self-efficacy as dependent variable	112
4.6	Regression Coefficient -the items of Job Demands and Job Resources as independent variables and Occupational self-efficacy as dependent variable	113

Table No.	Title	Page No.
4.7	Regression analysis- the items of Occupational Self-efficacy as independent variables and Job Performance as dependent variable	116
4.8	Regression Coefficient- the items of Occupational Self-efficacy as independent variables and Job Performance as dependent variable	116
4.9	Structural Model 1 - R-squared coefficients - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy on Job Performance	122
4.10	Structural Model 1 - Fit indices - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy on Job Performance	122
4.11	Structural Model 1 - Path Coefficients - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy on Job Performance	123
4.12	Structural Model 1 - Indirect Effects for path with 2 segments - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy on Job Performance	125
4.13	Structural Model 1 - Total Effects - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy on Job Performance	125
4.14	Structural Model 2 - R-squared coefficients - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy and Job Crafting on Job Performance	126
4.15	Structural Model 2 - Fit indices - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy and Job Crafting on Job Performance	126
4.16	Structural Model 2 - Path Coefficients - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy and Job Crafting on Job Performance	127
4.17	Structural Model 2 - Indirect Effects for path with 2 segments - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy and Job Crafting on Job Performance	128
4.18	Structural Model 2 - Total Effects - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy and Job Crafting on Job Performance	129

Table No.	Title	Page No.
4.19	Structural Model 3 - R-squared coefficients - The Mediating role of Job Crafting on Occupational Self-Efficacy and Performance	131
4.20	Structural Model 3 - Fit indices - The Mediating role of Job Crafting on Occupational Self-Efficacy and Job Performance	132
4.21	Structural Model 3 - Path Coefficients - The Mediating role of Job Crafting on Occupational Self-Efficacy and Job Performance	132
4.22	Structural Model 3 -Indirect Effects for paths with 2 segments - The Mediating role of Job Crafting on Occupational Self-Efficacy and Job Performance	134
4.23	Structural Model 3 - Indirect Effects for paths with 3 segments - The Mediating role of Job Crafting on Occupational Self-Efficacy and Job Performance	134
4.24	Structural Model 3 - Total Effects - The Mediating role of Job Crafting on Occupational Self-Efficacy and Job Performance	135
4.25	Structural Model 4 - R-squared coefficients - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	137
4.26	Structural Model 4 - Fit indices - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	138
4.27	Structural Model 4 - Path Coefficients - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	138
4.28	Structural Model 4 - Indirect Effects for paths with 2 segments - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	140
4.29	Structural Model 4 - Indirect Effects for paths with 3 segments - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	141
4.30	Structural Model 4 - Total Effects - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	142
4.31	Discriminant Analysis- Eigen Values of Variables Influencing Job Performance	145
4.32	Discriminant Analysis- Wilks' Lambda	145

Table No.	Title	Page No.
4.33	Items that Discriminate employees with High and Low Job Performance	146
4.34	Discriminant Analysis-Functions at Group Centroids	147
4.35	Discriminant Analysis-Classification results	148
4.36	Analysis of Variance- Age and Study Variables	151
4.37	Posthoc LSD analysis- Age and Work Pressure, Cognitive Demands, Emotional demands, Role Conflict, Hassles feedback Opportunities for Development, Coaching, Task Crafting, Cognitive Crafting, Relational Crafting, Occupational Self-efficacy, Work Meaningfulness and Job Performance.	153
4.38	Analysis of Variance- Education and Study Variables	158
4.39	Posthoc LSD analysis- Education and Work Pressure, social support, feedback Opportunities for Development, Coaching, Task Crafting, Relational Crafting, Occupational Self-efficacy, Work Meaningfulness and Job Performance.	160
4.40	t-test: Nature of Job and Study Variables	164
4.41	t-test: Marital Status and Study Variables	167
4.42	t-test: Gender and Study Variables	170

List of Figures

LIST OF FIGURES

Figure No.	Title	Page No.
1.1	India's Engineering Exports from the year 2008-18	9
1.2	Top 10 India's Export Destinations during 2017-18	11
2.1	The Fundamental Attributes of Self-Efficacy Theory and Self-Determination Theory	73
2.2	Influence of Occupational self-efficacy on Job Performance: with the Mediating Roles of Job Crafting and the moderating role of Work meaningfulness on the relationship between Occupational self-efficacy and Job crafting	80
3.1	Criterion validity of the Constructs	93
4.1	Structural Model 1 - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy on Job Performance	123
4.2	Structural Model 2 - Influence of Job Demand, Job Resources on Occupational Self-Efficacy and Occupational Self-Efficacy and Job Crafting on Job Performance	127
4.3	Structural Model 3 - The Mediating role of Job Crafting on Occupational Self-Efficacy and Performance	131
4.4	Structural Model 4 - The Moderating role of Work Meaningfulness on Occupational Self-Efficacy and Job Crafting	137

Abbreviations used in the Study

ABBREVIATIONS USED IN THE STUDY

JD	–	JOB DEMAND
JR	–	JOB RESOURCE
OSE	–	OCCUPATIONAL SELF-EFFICACY
JC	–	JOB CRAFTING
WM	–	WORK MEANINGFULNESS
JP	–	JOB PERFORMANCE