



Arbitrary Consequence of Work Pressure on the Self-Efficacy and Job Satisfaction of Employees

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Abstract

This study helped to understand work pressure as mediating factor and its impact on employees' self-efficacy and job satisfaction. To understand this, a causal relational model was developed in the study. The respondents for the study were the employees working in the IT industries in and around Pune city in India within the year of 2020-2021. Convenient sampling was used to identify the respondents for the study. Structured questionnaire was developed for data collection. The correlational along with mediating effect among job satisfaction, work pressure with employees' self-efficacy convictions using Structural Modelling was studied. Study showed that employees' self-efficacy (creative behaviour, coping behaviour) shows positive impact with job satisfaction, work pressure shows negative impact with job satisfaction. In addition, work pressure acting as mediator between employees' self-efficacy resulting their job satisfaction.

Keywords: IT Industry, Job Satisfaction, Mediation Effect, Self-Efficacy, Work Pressure

1. Introduction

Job characteristic is generally associated with the employee's satisfaction while performing that job. Job satisfaction is associated with individual Job performance [1], employees' expectation [2], participation or involvement [3]. For an employee, job satisfaction is additionally associated with employees' competence [4]. For all above reasons, employees' self efficacy convictions with job satisfaction are used for the study. Self-efficacy theory was initially mentioned by Albert Bandura. Self-efficacy may be defined as an individual's strength to perform the activities [5]. Self-efficacy isn't about how skilled a person is, but how they accept their capacity's influence on their performance and execution. Employee self-efficacy is characterized as the convictions that an employee has to perform task [6]. In addition, in case an employee has a sense of certainty in their job performance capabilities and control, likely to have job satisfaction [7]. And therefore, job satisfaction and self-efficacy are critical factors in keeping employee's performance level high [8]. Employees self-efficacy with job satisfaction appear as imperative towards employees work performance along with efficiency development [9]. Self-efficacy conviction influences the individual's job satisfaction [10]. Moreover, they pointed out that employee' self-efficacy influences various positive factors within the workplace such as low work pressure, employee satisfaction, and long-term careers. Employees having high job satisfaction, self-efficacy convictions generally show low work pressure. Employees having good self-efficacy convictions don't melt down easily by issues they confront. People having less self-efficacy convictions experience more work pressure, anxiety, and no satisfaction as compared to the people who have high self-efficacy convictions while performing their job. Additionally, self-efficacy convictions are characterized with conviction with their capacity to manage with work pressure and challenging tasks. [11]. whereas work pressure is a critical factor lowering employees' effectiveness, decreasing job satisfaction, and impacting performance [2]. On similar lines, self-efficacy improvement, and work pressure reduction contributes to improvement of job performance [13]. Few studies showed, there's a critical and inverse association of job satisfaction with work pressure [14]. There are literatures which says, there's a critical with inverse association of self-efficacy with work pressure [5], [6], [7], [18] and self-efficacy is the determinant of work pressure [9], [10]. Thus, it can be said that employee competence positively influences employees' job satisfaction. Self-efficacy play basic defensive part for avoiding work pressure [11]. But we could not find any literature which analyses simultaneously effect of job satisfaction, employee self- efficacy, along with work pressure utilizing work pressure's mediating effect. Here we emphasised to see influence of work pressure and self-efficacy on employees' job satisfaction. This study is conducted for the employees

working in IT industries. Initially fundamental understanding was developed which illustrates interactions of self-efficacy conviction, work pressure along with job satisfaction. After this, impact of self-efficacy on work pressure and job satisfaction was tested. Then we studied the interaction between work pressure and job satisfaction. After that mediation effect of work pressure on employees' self-efficacy convictions and job satisfaction was studied.

2. Methodology

This study tried to establish the interaction among the employees Job satisfaction, employee's self-efficacy and work pressure as a factor. Following Problem statement and hypothesis were framed for the study.

Research Problem and Hypothesis Research Problem

Does the work pressure influence employee's self-efficacy along with job satisfaction.

Hypothesis 1

Job efficacy is positively influenced by Employees' self-efficacy.

Hypothesis 2

Job satisfaction is negatively associated with work pressure.

Hypothesis 3

Work pressure is negatively affected by Employees' self-efficacy.

Population and Sample for the study

Pune city being one of the IT hubs in India, there are huge number of employees working in small, medium, national and multinational IT firms having their operative setups in and around Pune city. The population for the study were the employees working in these IT firms. Convenient sampling was used to contact the respondents. Data was collected using structured questionnaire from these employees. Questionnaire was sent on mails, out of 1364 received responses, 37 incomplete responses were rejected and thus the final count of responses selected for the further study were 1327. The critical sample size calculated for the study to perform SEM was 201.17. Thus, the minimum sample size was well achieved for the study. 58 % (n = 770) of the employees consisted of female and 42% (n = 557) male, 46% (n = 610) sample consisted single and 54% (n = 717) married, 82% (n = 1088) were graduates and 18% (n = 239) were postgraduates. 63% (n = 836) of the employees belonged to junior employees and 37% (n = 491) were senior employees. Instrument development and data collection We utilised the 'Work Pressure', 'Job Satisfaction', along with 'Employee Self-Efficacy' scales for data collection. Work pressure scale was prepared from the scale prepared by Karakas [22] with little modification considering the scope of study. The job Satisfaction scale was developed with the reference from scale developed by Hackman [13] with the required modification done wherever needed based on the scope of the study. Similarly, employee's self-efficacy scale was adopted from the scale used by Schmitz and Schwarz with two dimensions as coping behaviour and Innovative behaviour. Five-point Likert scale was used to frame the questions for data collection. All scales were tested for the construct validity. The Goodness of fit indices was well within the range confirming the scale was fit for further analysis. The internal consistency coefficient calculated for all three scale were as .86, .92 and .94 respectively.

Table 1

Discriminant validity						
Factor	AVE	CR	Squared Interconstruct Correlation			
			WP	IB	CB	JS
WP	0.864	0.812				
IB	0.822	0.796	0.48			
CB	0.834	0.592	0.52	0.41		
JS	0.852	0.634	0.28	0.09	0.13	

Data Analysis

Analysis of data was done using IBM SPSS 22 and AMOS 21. Firstly, the descriptive analysis was carried out using SPSS. Reliability and Validity was also checked. The Ch.-alpha achieved with all variables under study was .912 which is well above 0.7 and which is acceptable for further study. From table I, Composite Reliability value for construct is close to 0.6 which indicates that the composite reliability requirement for all construct of the model is accomplished Hair [26] which also indicates that there exists internal consistency. The average variance extracted was more than the squared inter construct correlation for all construct, which indicates that observed variable of all construct are more closely associated with that construct than the other. Thus, the Discriminant validity for model is proved. Model developed with the help of this study was checked and verified using AMOS. Structural Equation Modelling (SEM) was used. It not only gives the

causal relationship but along with that we can also test the measurement errors which helps us to understand both direct and indirect effect in the structural model along with estimation and testing of multivariate model. For this study we used simple mediation effect model which includes one independent, one mediator and one dependent factor. Fig. 1 shows the model created for the study. As it is seen from fig.1 dependent variable is employees Job satisfaction and independent variable is work pressure. Employee's self-efficacy is an external latent (Independent) variable. To test the model, we used maximum likely hood estimation which is mostly recommended for conducting SEM. χ^2/df ratio should be less for the model to be good fit. The ratio calculated for the study was between 2 to 3 indicating the acceptability of model. The other goodness of fit indices via RMSEA, AGFI, NFI, CFI, GFI, SRMR and IFI were checked for their values. For most of the indices values initially were not in the range of acceptance. To resolve this, we tried and identified the variables with correlation bit high with their error variances (SE1, SE2 and WP3, WP4) and then the same were combined to reduce this error. With these changes, the model fit indices were checked again for their values and the values were found to be well within the range confirming the good model fit. Table II show the model fit indices values. As showed in the table II, the fit indices are well within range. The RMSEA value needs to be equal to or less than 0.05, also for the other indices via NFI, CFI, GFI, AGFI, and NNFI the values should be between 0 to 1. Once this was achieved the mediation effect was studied. To show that there exists a mediation effect, we studied the indirect influence of two factors in presence of third extrinsic factor. We used Sober test which is one of the recommended tests out of several others. This test calculates the uncorrected β coefficient for independent variable, dependent variable and mediator variable along with standard error values.

Mediation effect

Different mediation models were tested to establish this relationship. In the first model the direct relationship of employee's self-efficacy with their job satisfaction was established. Second step tested direct effect between work pressure and job satisfaction. The third model tested direct interaction between employee self-efficacy and work pressure. In fourth step, simultaneous testing of effect of employee self-efficacy on job satisfaction and work pressure on job satisfaction was done and in the final model employee self-efficacy was tested using work pressure as a mediator on job satisfaction. The above model explains the interaction effect of independent, dependent along with mediating variable. Fourth and fifth model explain the mediation effect of employee's self-efficacy on job satisfaction. The fit Indicates for the same. As shown in table III, we can see the direct relationship between dimensions of employee's self-efficacy i.e., CB ($\beta=.52$, $p < 0.01$) and IB ($\beta=.40$, $p < 0.01$) with the Job Satisfaction. Relationship is statistically significant which shows that employee self-efficacy can predict job satisfaction. In another model it is observed that work pressure has statistical but negative relationship with job satisfaction ($\beta= -.63$, p).

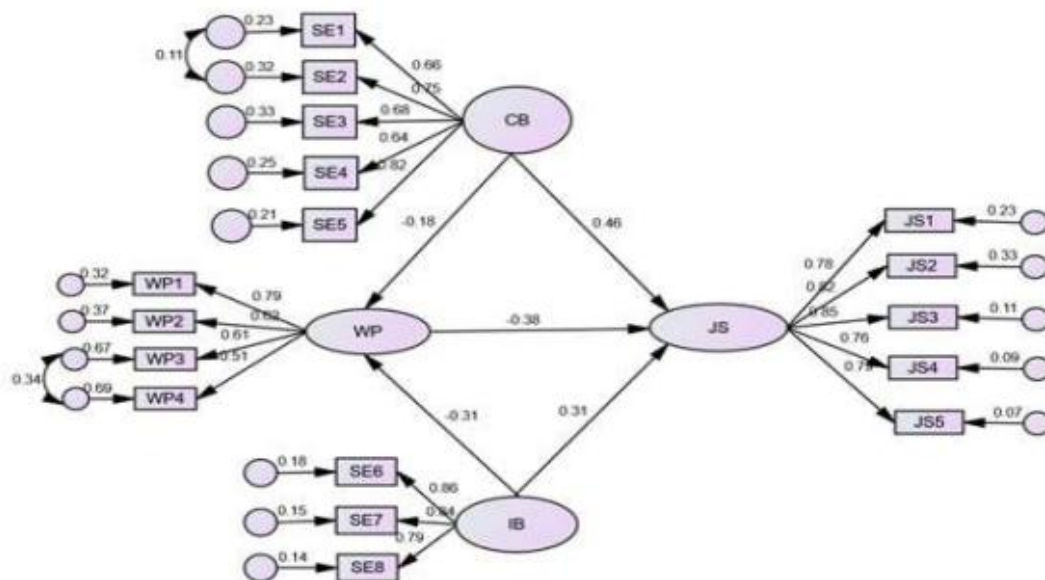


Fig. 1

3. Conclusion

From the results, it is seen that employee self-efficacy has positive influence on job satisfaction (hypothesis 1) also employees work pressure effects job satisfaction negatively (hypothesis 2). Also, employee's self-efficacy affects the work pressure negatively (hypothesis 3). Two dimensions of employee's self-efficacy (Coping behaviour, Innovative behaviour) influences job satisfaction which changes in presence of work pressure. Therefore, it can be said that employee's self-efficacy can predict job satisfaction and work pressure can also predict job satisfaction. With further addition it is seen that work pressure influence the effect employee's self-efficacy. It is seen that work pressure is partially

mediates the effect of employee's self-efficacy. Thus, the above results show employee self-efficacy exhibits direct along with indirect influence on job satisfaction

5. Discussion

The results of study don Self Efficacy shares a positive correlation with their job satisfaction has. In another study conducted by Carrera it is observed that the job satisfaction has positive effect of self-efficacy on it. Thus, the results from previous studies are very much similar with the present study. This study shows employees self-efficacy belief influences work pressure levels and in turn job satisfaction. The result confirms that work pressure is negatively influenced with self-efficacy and job satisfaction gets positively influenced with self-efficacy. The study conducted by Carrera also shows that self-efficacy positively influences job satisfaction and negatively influence work pressure. Further, Pike showed employees work pressure as a good predictor of their satisfaction. As the work pressure increases the job satisfaction decreases. in another study conducted by Gamin shows that there exist and negative and moderate relation between job satisfaction and work pressure. Reilly in their study showed that work pressure levels are good predictor of job satisfaction. Thus, it can be said that job satisfaction is associated with high self-efficacy and lower work pressure have high. Employees self-efficacy belief Influence positively to their job satisfaction and negatively to their work pressure levels.

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