# IMPROVING PROFESSIONAL SELF-EFFICACY AT WORKPLACE

*by:*
**Ivy Joy Imperial**
*Administrative Assistant II, SDO Bataan*

Over the past years, how the way work is structured and organized have undergone numerous and significant changes. It should not come as a surprise that different organizational behavior-related disciplines are more interested in identifying various factors that could facilitate a better adaptation to possibilities given the context of uncertain and unpredictable scenarios that requires people to go beyond what their tasks and roles were thought for. Thus, organizations' effort to increase its employee's motivation, related knowledge, skills, and talents is directly linked to employees' work performance. Within this understanding framework, self-efficacy become a major and key factor.

Conceptually, self-efficacy was proposed within the Social Cognitive Theory framework, being interpreted as beliefs about one's capacities to plan and carry out the necessary courses of action in order to achieve specific goals (Bandura 1997). Self-efficacy attitude is influenced by people's choices and how much they were willing to work and persevere until the achievement of purpose or goal. Past accomplishments, especially those that tested a person and were overcame with a lot of effort, served as a foundation for self-efficacy. In this manner, self-efficacy plays a pivotal role of employees to contributing to the success of an organization or institution.

Furthermore, Bandura (1977) identified four key causes of self-efficacy and pointed that these influences interact to determine how much we believe or disbelieve in our skills. First is the mastery experience. This means that as we complete activities, we evaluate the outcomes and progressively acquire opinions about our capacity to complete

both related and unrelated tasks. Self-efficacy happens when an individuals perceived task as successful and decreased in those perceived as failures.

Next is vicarious experience. Contrary to the first one, Bandura also argued that based on the similarities or differences we see between ourselves and the person we are witnessing, we can calculate our own likelihood of success or failure when carrying out similar actions when we observe others succeeding (or failing) at them.

Another is verbal persuasion. Verbal assessments or words of encouragement of one's performance or ability made by others is essential in building self-efficacy.

Lastly is physiological arousal, otherwise known as affective or emotional arousal. This happens if a person experiences negative thoughts and fears about their capabilities. This may result in higher level of stress, anxiety, and fear, which ensure the inadequate performance they fear can diminish self-efficacy.

Hence, one of the most important principles in any academic or business field in increasing human effectiveness is having a positive self-efficacy at workplace. The concept of self-efficacy is not about a person's high ego or conceit, or an intellectual inventory of your favorable characteristics and assets. Self-efficacy deals more with delivering a personal role or job effectively in contributing to the organization's success in attaining its goals and aspirations.

In relation to this, benefits of high employee self-efficacy have been cited by Dr. Laura Morgan Roberts (2016) in her research. She claims that a key component of happiness is self-efficacy. An employee who has a high level of self-efficacy is more likely to make wise decisions and be able to trust his or her thoughts and judgment. In turn, this promotes the development of stronger professional and interpersonal bonds and, as a result, a pleasant working environment.

More importantly, having self-efficacy makes an employee result-driven and goal oriented individual. It affects work activity through its link to practical job accomplishment, primarily because individuals who hold strong self-efficacy beliefs persevere in the face of challenges, thus increasing job satisfaction in workplace.

*References:*

GARY GILLES, L. (2020). MentalHelp.Net. Retrieved from Building up Your Self Efficacy: https://www.mentalhelp.net/blogs/building-up-your-self-efficacy/

Mariana Bargsted1, R. R.-V. (2019, June 6). Professional Self-efficacy and Job Satisfaction: The Mediator Role of Work Design. Retrieved from Journal of Work and Organizational Psychology: https://journals.copmadrid.org/jwop/art/jwop2019a18

Nicole Celestine, P. (2019, April 9). 4 Ways To Improve And Increase Self-Efficacy. Retrieved from PositivePsycohology.com: https://positivepsychology.com/3-ways-build-self-efficacy/