

**SELF-EFFICACY AND JOB IMPROVEMENT AMONG FREELANCE TRAINERS':  
AN EMPIRICAL STUDY**

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**ABSTRACT**

An increasing number of well-paying jobs in a nation is usually indicative of a strengthening economy. The aim of this research is to examine the variables that affect the job performance of independent trainers in Tamil Nadu. For the study, 270 trainers who specialize in freelancing in Tamil Nadu were chosen at random. Tools used for analysis are Descriptive Statistics, Correlation and Regression Analysis. Result proved a unit increase in self efficacy among trainers increases their job performance by 0.151 units. Significant positive relationship confirms the declared hypothesis (H1) is true. Relationship was significant between Job Embellishment and Job performance, indicating a unit increase in job embellishment among trainers increases their job performance by 0.526 units. Significant positive relationship confirms the declared hypothesis (H2) is also true. Positive relationship between Job Satisfaction and Job performance of the freelancing trainers, however, statistically not proved significant; therefore, the declared hypothesis (H3) is not true. It is recommended that in order to improve training effectiveness, trainers expected more government support that elevates trainers' performance eventually lead to successful Training outcome.

**Key words:** Job, Training, Embellishment, Efficacy, Satisfaction, Performance, etc.

## **INTRODUCTION**

An increasing number of well-paying jobs in a nation is usually indicative of a strengthening economy. Our nation is ranked 48th out of 60 countries in the IMD World Talent Ranking due to a decline in the transfer of skilled labour from 7.58 points in 2005 to 5.75 points in 2014. Over twelve million young people between the ages of fifteen and twenty-nine are expected to join India's labour force each year. In order to become recognized as a global manufacturing location, India must engage in the transformation of its labour force and ensure that it acquires the necessary skill development. The primary sector, which employs about 51% of the population, accounts for only 17% of India's GDP. In contrast, the manufacturing sector, which employs 22% of the workforce overall, accounts for a considerable 26% of the country's GDP (approx.).

The union government formed a separate ministry for skill development in response to the steadily rising need for skilled labour. A significant change in the Indian labour market has occurred recently, with new employment trends showing a significant migration from the primary (agricultural) to the secondary or tertiary (manufacturing or service) sectors. In order to increase human capital development, training sectors most commonly use two types of training practices: on-the-job and off-site, or classroom training methods for diverse jobs (Jacobs, 2003; and Noe et al., 2002). Over the last ten years, there has been a noticeable shift in the skill sets required to succeed in the job. Businesses search for employees that are better prepared—more flexible, accountable, and teachable—to both support and mitigate the issues that increase their likelihood of success in the cutthroat world (Pihir, Calopa, & Brodar, 2008).

In light of these factors, the purpose of this study is to examine how trainers perceive their own work. To do this, a survey method was used to create a questionnaire that was appropriate for use among independent contractors. The questionnaire identified job embellishment, self-efficacy, and satisfaction as influencing factors and their effects on job performance. A summary of the results could be very helpful in articulating policies that could also increase their motivation and opportunities for improving performance in preparation for future training.

## **THEORETICAL FRAMEWORK:**

### **Job Embellishment:**

Job embellishment, also known as job enrichment or job enhancement, refers to the practice of enhancing or enriching job roles and responsibilities to make them more meaningful, challenging, and satisfying for employees. Job embellishment plays a crucial role

in enhancing work experiences and organizational outcomes by enriching job roles and providing opportunities for growth, autonomy, and fulfillment. By implementing strategies to embellish job roles, organizations can create a more positive and productive work environment for their employees. The primary purpose of job embellishment is to enhance the quality of work life for employees by enriching their job roles.

Albert Bandura's Social Cognitive Theory, which encompasses the concept of self-efficacy, suggests that individuals with higher self-efficacy are more likely to engage in activities, put forth effort, and persevere in the face of challenges. These behaviors are directly relevant to job performance.

**Self-Efficacy:**

Self-efficacy is the belief in one's capabilities to organize and execute the courses of action required to manage prospective situations. It's not about the skills one possesses but rather about the belief in their ability to use those skills effectively in different situations. The strength or intensity of one's belief in their ability to perform a particular task or handle a specific situation. Sensory and emotional states such as stress, fatigue, or relaxation can affect self-efficacy perceptions. Individuals with high self-efficacy are more likely to set challenging goals, persist in the face of obstacles, and exert effort to accomplish tasks. Self-efficacy is a fundamental concept in psychology that influences motivation, behavior, and well-being across various domains of life. Understanding and fostering self-efficacy can lead to positive outcomes in personal, academic, professional, and health-related contexts.

Various theories, such as the Job Characteristics Theory and the Affective Events Theory, suggest that job satisfaction influences job performance. According to these theories, factors such as job autonomy, meaningfulness of work, and positive emotions experienced at work contribute to both job satisfaction and performance.

**Job Satisfaction:**

Job satisfaction refers to an individual's overall evaluation of their job and work experiences. It reflects the extent to which employees feel positively or negatively about their jobs and various aspects related to their work environment. Job satisfaction is a subjective assessment of one's job, encompassing feelings, attitudes, and perceptions regarding different aspects of work. The nature of the job itself, including the level of challenge, autonomy, variety, and meaningfulness of tasks, affects job satisfaction. Satisfied employees are more likely to be engaged, committed, and motivated, leading to higher productivity, lower turnover rates, and better organizational performance. Job satisfaction is a critical aspect of employee well-being and organizational success. Creating a positive work environment,

offering opportunities for growth and development, and recognizing employee contributions are essential for fostering job satisfaction and creating a motivated and engaged workforce.

Theories such as Herzberg's Two-Factor Theory and Hackman and Oldham's Job Characteristics Model propose that enriching job roles by providing opportunities for skill variety, task significance, autonomy, and feedback can lead to higher levels of motivation and job satisfaction, which in turn can positively influence job performance.

### **Job Performance:**

Job performance refers to the effectiveness and efficiency with which an individual carries out their job duties and responsibilities within an organization. It encompasses various aspects of an employee's work-related activities and contributions. Job performance is the extent to which an employee successfully accomplishes the tasks and responsibilities assigned to them within their job role. It involves meeting or exceeding expectations, achieving goals and objectives, and contributing to the overall success of the organization. Factors such as organizational culture, leadership style, communication channels, and support systems impact employee performance. Job performance is a crucial determinant of organizational success and individual career advancement. By fostering a work environment that supports employee development, provides feedback and recognition, and encourages high levels of performance, organizations can optimize job performance and achieve their strategic objectives.

### **LITERATURE REVIEW**

Bargsted et al. (2019) highlighted the goal of this research is to better understand how work design factors—such as tasks, knowledge, social, and environmental aspects—mediate the relationship between job satisfaction and professional self-efficacy. Research has indicated that motivated job design confers several positive benefits to individuals, such as improved control and perception of internal forces (e.g., self-efficacy), and a positive link with job satisfaction.

The study conducted by Muhammad Thamrin Benna et al. (2017) aims to demonstrate and analyse the relationship between: 1) job enrichment and organisational commitment; 2) job enrichment and job satisfaction; 3) job enrichment and performance; 4) self-efficacy against organisational commitments; 5) self-efficacy on job satisfaction; 6) self-efficacy on performance; 7) organisational commitment to satisfaction work; 8) organisational commitment to the health worker performance; and 9) job satisfaction on the performance.

In an attempt to investigate the relationship between self-leadership techniques and learning performance in information technology (IT) classes—a relationship that was

mediated by class attitude—Park and Rangnekar (2012) focused on the social science students at two universities (Korean and Indian). This study aimed to investigate the cultural differences between the student bodies of two universities. The research findings gave information on the direction of learning attitudes in teaching companies and the consequences for human resource managers, who are in charge of improving learning performance.

According to Lent (2005), professional persistence can be viewed as an indicator of an individual's performance in mandated or voluntary activities as well as a question of choice stability, involving the decision to stick with a specific vocation. Lent and Brown (2006) also expanded the scope of the SCCT by presenting a related model that clarifies the relationships between self-efficacy expectations, work circumstances and outcomes, engagement in and/or progress towards goal-directed activities, and the ultimate outcome variable of job satisfaction.

Since both on-the-job training and off-site classroom training enhance human capital development, they are the most extensively employed training methodologies. Training sectors have consistently used both for a variety of vocations (Jacobs, 2003; Noe et al., 2002). However, "time space learning" as a training approach was not taken into consideration by Jacobs (2003) or Noe et al. (2002), and previous reviews of other studies mainly addressed other training strategies, ignoring "time space learning," which is relevant to the current study.

Researchers Eliyana et al. (2020) looked at the elements that contribute to an entrepreneur's success. The goal of the study was to determine how self-efficacy affects an entrepreneur's drive and success. Thirty Universitas Airlangga students who have experience running their own businesses were chosen to gather pertinent data for the research. A questionnaire was sent out to gather the data, which was then partially least square (PLS) analysed. The study's findings demonstrated how self-efficacy affects entrepreneurial students' accomplishments.

In their study, Lisbona et al. (2018) examined self-efficacy as a predicate of personal initiative and how that affects job performance. Two distinct research were carried out in order to examine the idea. In research 1, data were gathered using a cross-sectional approach from 396 participants representing 22 different organisations. In contrast, research 2 used a longitudinal design and collected data from 118 people representing fifteen different organisations. According to the findings, self-efficacy positively affects personal initiative, which in turn positively affects job performance.

Yalalova and Zhang (2017) investigated the function that a high degree of work effort plays as a mediator between job happiness and self-efficacy. The data for this study was

contributed by 422 male and female employees from diverse Russian organisations. The results of the study showed that self-efficacy has a major impact on career satisfaction and that the relationship between the two variables is moderated in part by employees' job effort.

In their 2019 study, Zaki et al. emphasise the importance of using self-efficacy signals in training and how it affects how employees evaluate their performance. This study examines the ways in which employee performance and training are mediated by people's views about their own self-efficacy.

Ortan et al. (2021) believed that teachers' job satisfaction and well-being had a major impact on educational outcomes. This study aims to explore the relationship between teacher job satisfaction and four main categories of determinants: self-efficacy, work-related aspects (administrative workload, teaching tasks), relational aspects (colleague collaboration, student behaviour, school management), and working conditions.

According to Bargsted & Associates (2019), the purpose of this study is to get a deeper understanding of the ways in which work design elements, including tasks, knowledge, social, and environmental characteristics, moderate the relationship between professional self-efficacy and job satisfaction. Research has indicated that motivated job design confers several positive benefits to individuals, such as improved control and perception of internal forces (e.g., self-efficacy), and a positive link with job satisfaction.

### **PROBLEM STATEMENT**

The Government of India, with a forward-thinking vision, has made a sincere effort to close the enormous skill gap between the industrial skill demand and the skilled labour force currently in this country by launching numerous training avenues to improve/polish the skills through training institutions and individuals. In this sense, trainers in our nation are quite important. The main goal of implementing skill development programmes is to equip the workforce with continuously improving skills, knowledge, and qualifications that are recognised internationally. These programmes are effectively run by effective job trainers on a full-time or part-time (freelance) basis. In the current situation, the trainers' opinions were meant to pinpoint the issues based on perception from various angles. The study's research questions were developed with the highlighted issues in mind, specifically focusing on how job embellishment, self-efficacy, and satisfaction affect independent contractors' job performance in Tamil Nadu.

## OBJECTIVE OF THE STUDY

- To investigate the elements influencing the freelancing trainers job performance in Tamil Nadu.

## RESEARCH METHODOLOGY

The current study's design is primarily descriptive. More dependable results are obtained by using the Simple Random Sampling Procedure. Both primary and secondary sources are used in this investigation. The survey instrument used to gather data from training partners was a questionnaire. For the study, 270 freelance trainers were chosen at random from among Tamil Nadu's 360 training partners. Regression analysis, correlation, and descriptive statistics are the analytical tools used.

## DATA ANALYSIS AND RESULTS

### Descriptive Statistics

**Table 1: Descriptive statistics shows Self Efficacy perceived by Trainers**

Items	Mean	Std. Deviation	Cronbach's Alpha
My training session sometimes provides self-learning ability	3.12	1.039	.903
My training session delivery pattern sometimes influence my self-efficacy level	3.11	1.127	
My previous training session provides an opportunity to improve my self-efficacy level	3.04	1.043	
My professional development in my training session contributed by my self-efficacy level	3.03	1.090	
Feedback from the participants in my training session influence my self-efficacy level	3.24	1.087	

Descriptive statistics shows the average scores recorded towards Self Efficacy construct perceived by the Trainers represented with five items considered as the first sub-construct. Result proves all five statements recorded above the mid point range (3.0) thus signifying the acceptance level of trainers towards self efficacy was high. While considering the ranks of self efficacy, Mean score (SD) recorded highest with regard to “Feedback from the participants in my training session influence my self-efficacy level” M=3.24 (SD=1.087), followed by 2<sup>nd</sup> rank with the M=3.12 (SD=1.039) towards “My training session sometimes provides self-learning ability”; 3<sup>rd</sup> rank for “My training session delivery pattern sometimes influence my self-efficacy level” M=3.11 (SD=1.127); 4<sup>th</sup> position “My previous training session provides an opportunity to improve my self-efficacy level” M=3.04 (SD=1.043) and finally, the last position was towards “My professional development in my training session

contributed by my self-efficacy level” M=3.03 (SD=1.090). Cronbach’s alpha (0.903) for Self Efficacy was found to be excellent.

**Table 2: Descriptive statistics shows Job Embellishment perceived by Trainers**

Items	Mean	Std. Deviation	Cronbach's Alpha
My job allows me to use my skills and competency to the fullest extent	2.83	1.102	.766
My job provides me with opportunities to learn and grow	2.93	1.182	
My job gives me a sense of accomplishment	2.76	1.234	
My job provides me with a sense of purpose and meaning	2.95	1.116	
My job allows me to have control over my work	2.97	1.142	

Descriptive statistics shows the average scores recorded towards Job Embellishment construct perceived by the Trainers represented with five items considered as the second sub-construct. Result proves all five statements recorded marginally near the mid point range (3.0) thus signifying the average acceptance level of trainers towards Job Embellishment was high. While considering the ranks of Job Embellishment, Mean score (SD) recorded highest with regard to “My job allows me to have control over my work” M=2.97 (SD=1.142), followed by 2<sup>nd</sup> rank with the M=2.95(SD=1.116) towards “My job provides me with a sense of purpose and meaning”; 3<sup>rd</sup> rank for “My job provides me with opportunities to learn and grow” M=2.93 (SD=1.182); 4<sup>th</sup> position “My job allows me to use my skills and competency to the fullest extent” M=2.83 (SD=1.102) and finally, the last position was towards “My job gives me a sense of accomplishment” M=2.76 (SD=1.234). Cronbach’s alpha (0.766) for Job Embellishment was found to be moderate.

**Table 3: Descriptive statistics shows Job Satisfaction perceived by Trainers**

Items	Mean	Std. Deviation	Cronbach's Alpha
I am satisfied with the achievement I am making during my training program	2.98	1.097	.856
My training methods or pattern satisfies me in my professional development	2.99	1.006	
I feel that I can make a difference in society if I am in the work life	2.77	.899	
My training session influence me to present updated or current trends	3.01	.966	
I find my work interesting and regard success in my work as important	3.18	.955	



Career growth and development are based on hard work, experience, capability, etc.	2.78	1.121	
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Descriptive statistics shows the average scores recorded towards Job Satisfaction construct perceived by the Trainers represented with six items considered as the third sub-construct. Result proves all six statements recorded marginally near the mid point range (3.0) thus signifying the average acceptance level of trainers towards Job Satisfaction was moderate. While considering the ranks of Job Satisfaction, Mean score (SD) recorded highest with regard to “I find my work interesting and regard success in my work as important”  $M=3.18$  ( $SD=0.955$ ), followed by 2<sup>nd</sup> rank with the  $M=3.01$  ( $SD=0.966$ ) towards “My training session influence me to present updated or current trends”; 3<sup>rd</sup> rank for “My training methods or pattern satisfies me in my professional development”  $M=2.99$  ( $SD=1.006$ ); 4<sup>th</sup> position “I am satisfied with the achievement I am making during my training program”  $M=2.98$  ( $SD=1.097$ ); 5<sup>th</sup> rank for “Career growth and development are based on hard work, experience, capability, etc.”  $M=2.78$  ( $SD=1.121$ ); and finally, the last position was towards “I feel that I can make a difference in society if I am in the work life”  $M=2.77$  ( $SD=0.899$ ). Cronbach’s alpha (0.856) for Job Satisfaction was found to be good.

**Table 4: Descriptive statistics shows Job Performance perceived by Trainers**

Items	Mean	Std. Deviation	Cronbach's Alpha
I have ability to perform with less stress and fatigue	3.27	.952	.800
I am satisfied with the training session handled at each place	2.99	1.016	
My participants gives recognition for remarkable performance	2.54	1.168	
I will perform my work effectively whether or not I am motivated	2.49	1.146	
The training place is quite conducive for high performance	2.77	1.172	
I perform my work effectively without any pressure	2.84	1.062	

Descriptive statistics shows the average scores recorded towards Job Performance construct perceived by the Trainers represented with six items considered as the dependent variable. Result proves all six statements recorded marginally near the mid point range (3.0) thus signifying the average acceptance level of trainers towards Job Performance. While considering the ranks of Job Performance, Mean score (SD) recorded highest with regard to “I have ability to perform with less stress and fatigue”  $M=3.27$  ( $SD=0.952$ ), followed by 2<sup>nd</sup> rank with the  $M=2.99$  ( $SD=1.016$ ) towards “I am satisfied with the training session handled at

each place”; 3<sup>rd</sup> rank for “I perform my work effectively without any pressure” M=2.84 (SD=1.062); 4<sup>th</sup> position “The training place is quite conducive for high performance” M=2.77 (SD=1.172); 5<sup>th</sup> rank for “My participants gives recognition for remarkable performance” M=2.54 (SD=1.168); and finally, the last position was towards “I will perform my work effectively whether or not I am motivated” M=2.49 (SD=1.146). Cronbach’s alpha (0.800) for Job Performance was found to be good.

## CORRELATION AND REGRESSION ANALYSIS

### Correlation

Correlation applied to evaluate the strength of job performance related with influencing factors that includes Self Efficacy, Job Embellishment and Job Satisfaction (dependent variables). Further, three explanatory factors were computed to determine the power on Job performance using Regression analysis. By using Pearson’s correlation method, the strength of the explanatory variables was explained from weak (< 0.3) to strong (> 0.6) levels.

**Table 5: Correlation showing Influencing factors on Job Performance**

Variables	Mean	SD	Correlation	Sig.	N
Job Performance	2.81	.769	1.000		270
Self Efficacy	3.10	.914	.500	.000	
Job Embellishment	2.88	.831	.685	.000	
Job Satisfaction	2.95	.770	.449	.000	

\*\*. Correlation is significant at the 0.01 level (2-tailed).

Relationship was observed positive strong and significant between Job Embellishment and Job Performance recording  $r=0.685$ , Sig.0.000, followed by relationship was observed moderately strong, positive and significant between Self Efficacy and Job Performance  $r=0.500$ , Sig.0.000, finally, relationship was observed moderate, positive and significant between Job Satisfaction and Job Performance  $r=0.449$ , Sig.0.000. Further regression analysis was done and the results are hereunder:

### Regression Analysis

Relationship was evaluated between explanatory constructs such as Self Efficacy, Job Embellishment and Job Satisfaction among freelancing trainers and their perception on job perception shows significant strong correlation  $r=0.718$  further explaining the variance level through R<sup>2</sup> recording 0.516 (adj. R<sup>2</sup>=0.511) by the predictors on outcome. Result signifies the predictors explained the outcome reasonably well (51.6%) to further prove the same,

ANOVA indicates the mean difference between predictor and outcome  $F(3,266) = 94.580$ ,  $\text{Sig.} = .000$  was good enough to explain the model.

### HYPOTHESES

#### $H_0: \beta=0$

- There is no relationship between Self Efficacy and Job Performance
- There is no relationship between Job Embellishment and Job Performance
- There is no relationship between Job Satisfaction and Job Performance

#### $H_1: \beta \neq 0$

- There is a significant relationship between Self Efficacy and Job Performance
- There is a significant relationship between Job Embellishment and Job Performance
- There is a significant relationship between Job Satisfaction and Job Performance

$$Y = X_0 + X_1 + X_2 + X_3$$

Y : Job Performance

#### X variables

$X_0$  : Constant

$X_1$  : Self Efficacy

$X_2$  : Job Embellishment

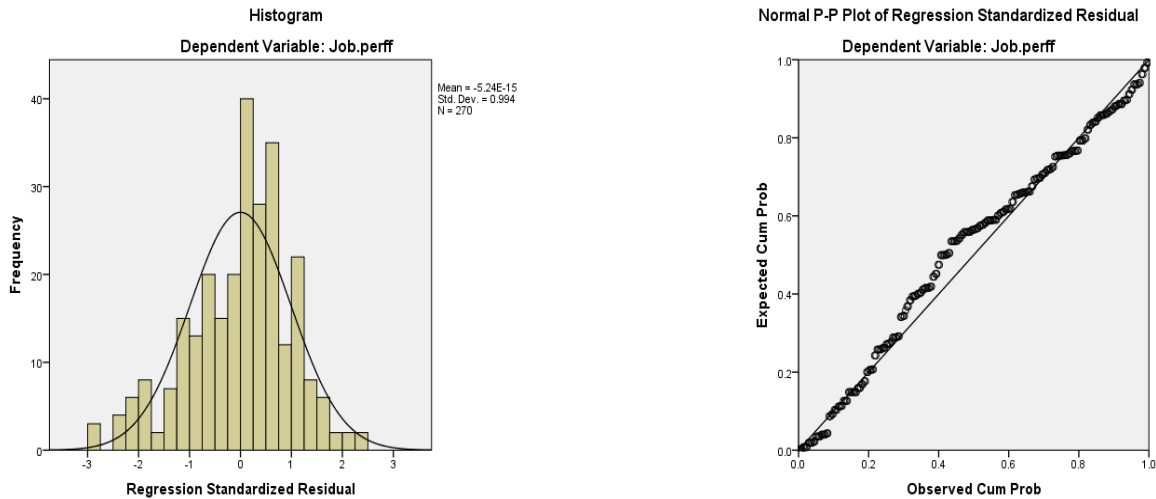
$X_3$  : Job Satisfaction

$$Y = 0.583 (X_0) + 0.151 (X_1) + 0.526 (X_2) + 0.083 (X_3)$$

**Table 6: Collinearity Diagnostics**

Variables	Collinearity Statistics	
	Tolerance	VIF
Self Efficacy	.456	2.194
Job Embellishment	.773	1.294
Job Satisfaction	.477	2.098

Multi-collinearity diagnostic test was performed to verify the existence of distribution normality was thus proved by Tolerance and VIF. Variance inflation factors recorded less than 5 level proving the results are within the specified threshold.



**Figure 1: Representation of Histogram and P-P plots**

**Table 7: Regression analysis showing relationship between Influencing Factors and Job Performance**

Dependent Variable	Independent Variables	B (Unstd. Coeff.)	S.E.	t-value (Sig.)	R, R <sup>2</sup> , Adj. R <sup>2</sup> & SE	F-Value (df) Sig.
Job Performance	(Constant)	.583	.147	3.961 (0.000)	<b>R=0.718</b> <b>R<sup>2</sup>=0.516</b> <b>Adj.R<sup>2</sup>=0.511</b> <b>SE=0.538</b>	<b>94.580</b> <b>(3,266)</b> <b>0.000</b>
	Self Efficacy	.151	.053	2.846 (0.005)		
	Job Embellishment	.526	.045	11.703 (0.000)		
	Job Satisfaction	.083	.062	1.348 (0.179)		

**Dependent Variable: Job Performance**

Coefficient results indicates the relationship between self efficacy and Job performance recorded B=0.151, SD=0.053, t=2.846, Sig.0.005 confirms positive and significant between independent and dependent variables thus rejecting the null hypothesis (H1). Further, it is evident that the relationship between Job Embellishment and Job performance recorded B=0.526, SD=0.045, t=11.703, Sig.0.000 proves significant positive relationship to reject the null hypothesis (H2). Whereas, the relationship between Job satisfaction and Job performance recorded B=0.083, SD=0.062, t=1.348, Sig.0.179 confirms positive relationship however, insignificant association thus, accepting the null hypothesis (H3). To sum-up, result proves every one-unit positive change in self efficacy among trainers increases their job performance by 0.151 units, likewise, every one-unit positive change in

job embellishment among trainers improves their job performance by 0.526 units on average, holding all other variables constant.

## **FINDINGS AND DISCUSSION**

### **Self Efficacy and Job Performance**

#### **H1: There is no relationship between Self Efficacy and Job Performance**

Various research works on organizational psychology have coherently observed positive impact among self efficacy and job performance. Work force with more self efficacy levels are most probably to fix and accomplish challenging tasks, stay strong during setbacks, and display decent performance in various tasks assigned. In this regard, result proved a unit increase in self efficacy among trainers increases their job performance by 0.151 units. Significant positive relationship confirms the declared hypothesis (H1) is true.

### **Job Embellishment and Job Performance**

#### **H2: There is no relationship between Job Embellishment and Job Performance**

Comparing job embellishment and job performance considered to be multifaceted and may differ based on various factors. Meaningful and experimental tasks are often involved in Job Embellishment, that can drive the individual/employee to function well. When an employee realize their job is fascinating also important, they, more probably may put forth their efforts and try hard to achieve enhanced performance. The result of the present study provides evidence that the relationship between Job Embellishment and Job performance, indicating a unit increase in job embellishment among trainers increases their job performance by 0.526 units. Significant positive relationship confirms the declared hypothesis (H2) is true.

### **Job Satisfaction and Job Performance**

#### **H3: There is no relationship between Self Efficacy and Job Performance**

Positive association was consistently observed among Job satisfaction and Job Performance in organizational psychology studies. Satisfied employees in their job tend to involve themselves more into the work, self motivated and committed thus, heading towards elevate performance. Contrarily, a person's dissatisfaction may direct towards high absenteeism, low motivation, higher turnover and eventually declined performances. The result of the present study provides positive relationship between Job Satisfaction and Job performance of the freelancing trainers, however, statistically not proved significant, therefore, the declared hypothesis (H3) is not true.

## **SUGGESTIONS**

- When job roles are enhanced through the provision of more challenging responsibilities, increased autonomy, and opportunities for skill development and recognition, employees are likely to respond positively in many work environments. They might be more committed, motivated, and engaged, which would improve their performance. It is suggested that the trainers shall plan their tasks well in advance and sharpen their skills to enrich the performance levels in their tasks.
- Workers with self-confidence are expected to be extremely creative, proactive, and adaptable. Compared to people who have low levels of self-efficacy, they are far more likely to seek out opportunities for improvement, take on difficult assignments, and perform well in their designated roles. Therefore, in order to demonstrate that they are capable of carrying out their allocated tasks, freelancers are advised to increase their self-efficacy.
- In the workplace, there is frequently a lack of solid evidence to support the idea that contented workers should perform at the highest level. Individuals are more likely to move past their job tasks and achieve higher performance when they feel appreciated, supported, and accomplished in their work. It is advised that in order to be satisfied and improve performance, independent trainers must overcome obstacles, encounter challenges, and climb mountainous tasks.

## **CONCLUSION**

According to Albert Bandura's Social Cognitive theory, which addresses the ideas surrounding self-efficacy, those who have higher levels of self-efficacy may be more likely to engage with activities, exert great effort, and rise to challenges. The efficacy of these behaviours directly affects how well a person does their work. Opportunities provided for employees to enhance their skill sets or learn new ones while embellishing their jobs. As an employee, one should constantly be seeking new knowledge and skills to enhance their ability to carry out tasks effectively and ultimately lead to higher performance. Contented workers are more likely to be self-motivated, devoted, and involved in their work, all of which lead to higher performance levels. It is advised that in order to increase the effectiveness of training, trainers should anticipate greater government support, which will

boost trainer performance and ultimately result in good training outcomes. Therefore, the researcher made recommendations and came to the conclusion that the training centre should equip its laboratory with the newest models of computers, faster internet, and projectors to enable their effectiveness in training. This will allow them to display their job embellishment and be motivated by their own efficacy, which will ultimately lead to job satisfaction and an increase in performance levels.

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