

INFLUENCE OF SELF EFFICACY ON GRADUATES PERFORMANCE IN THE PUBLIC SECTOR ORGANIZATIONS

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Self-efficacy is a pivotal term of an organization. High self-efficacy of employees may face challenges and overcome all the obstacles in the working place in the same way as people having the low self-efficacy link with helplessness, anxiety, depression and etc. The purpose of this study focuses on while some literature presents a positive relationship, others find negative relationship, hence in such a contradictory environment, there is a dearth of studies which present the actual scenario. Further association has not been studied extensively in the context of Sri Lankan Public Sector. The research objectives, emphasis on the impact of self-efficacy and job performance of employees and identify the differences in the impact of self-efficacy and job performance in the influence of mediating variables (Job satisfaction and well being). Constructed on the literature review, conceptual framework has been formulated. Sources of self-efficacy (performance achievement, vicarious experience, verbal persuasion, physiological states) and job performance (task and contextual). Select the sample of graduates from Eastern Provincial Council. The results of the study would support public sector organizations and managerial practitioner improve workplace outcomes through self-efficacy.

Keywords: *Job Performance; Job Satisfaction; Self-efficacy; Well being*
