

Self-Efficacy and Procrastination: A Correlation Study

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ABSTRACT

Organizational procrastination can be a substantive problem for some employees (Steel, 2007), and the reasons for and functions of task postponement have gained a great deal of research attention over the past few years. The aim of the present study was to determine of relationship of procrastination and self-efficacy in employees. The research sample consisted of 168 employees from prominent Indian MNCs. To collect the data, Procrastination Scale (Lay 1986) and General Self-efficacy Scale (Schwarzer & Jerusalem 1995). were used. Data was analysed using Pearson correlation coefficient. The results showed that procrastination and self-efficacy are correlated to each other. Interesting results were obtained, as it was found there is a negative correlation between Self efficacy and procrastination. The results have important implications about providing insight at procrastination and self-efficacy of employees in the organization.

Keywords: *Procrastination, Self-efficacy, Employees*

Procrastination

At workplace, procrastination refers to a purposely delaying of task or tasks without any harmful intend to organization or industry or any other aspect. This kind of Behavior may cause delay in the deliverables and thus impact the goals of the organization to certain aspect, despite the fact that there is no such intention of an employee. There could be many underlying reasons behind such delaying of the tasks.

Self-efficacy

There has been a great deal of importance given in research to the level of commitment an employee gives to his career. An individual's behaviour is associated with the degree of commitment he shows to his career. Any individual who has the ability to show commitment to his career always is found to make an attempt to improve his skills and motivate himself to perform well.

Aim: The study aims to explore the relationship between self-efficacy and Procrastination in employees.

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METHODOLOGY

Objectives

- To explore the relation of self-efficacy and procrastination in employees.
- To study gender differences with respect to self-efficacy and procrastination among employees.

Hypotheses

- There will be significant relation between self-efficacy and procrastination.
- There will be significant difference between female and male adolescents with respect to self-efficacy and procrastination.

Locale of Study

Data were collected from adults working in Multi-National Corporations.

Sample

Data was collected from 168 office going employees, 78 males and 90 females the data had been collected from.

Inclusion criteria

- Adults of 25-40 years of age.
- Employed in an organization.

Exclusion criteria

- Unemployed adults
- Adults below 25 years of age

Tools for measurement:

- **General Self-Efficacy Scale (GSE)** –It consists of 10 statements which are designed to measure self-efficacy. The General Self-Efficacy Scale is correlated to emotion, optimism, work satisfaction. Negative coefficients were found for depression, stress, health complaints, burnout, and anxiety.
- **Procrastination Scale** – It consists of 20 items which are designed to measure overall procrastination on the five-point scale. The Procrastination lay is highly reliable scale where coefficient alpha of 0.876. Accordingly, there are 5 components of this scale: Factor 1. Good planning: items 8, 14, 15, 18, and 20. Factor 2. Delaying: items 5,9,11,12 and 19. Factor 3. Doing things in last minute: items 16 and 17. Factor4. Good time management: items 3,4,6 and 13. Factor 5: Poor time management: items 1,2,7 and 10.

Research Design-

Correlation Study- A correlation study is a sort of research structure where the experimenter tries to figure out what sort of connections naturally existing variables have with each other. In easy terms, correlation research, seeks to understand if two or more variables are connected and if so, how.

It means to see if there is either:

- Positive correlation- Both variables alter in the same way
- Negative correlation- both variables move in opposite ways
- Zero correlation- there is no connection among the two variables

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Procedure

The sample of 168 employees were taken including 78 males and 90 females with age range between 25-40 years. Locale of the study was from prominent MNCs of India, the data was collected, consent was taken from the participants. The standardized tools were used for the assessment, General Self-Efficacy Scale (GSE) for self-efficacy and Procrastination Scale (Lay, 1986) for procrastination, participants were informed about the purpose of the study and that their participation was voluntary. In addition, it was made clear that they can leave anytime, if they are not feeling comfortable. It was also made sure that during their participation, no psychological or physical harm would be caused to them.

Statistical Analysis

Analysis of the data collected was done with the help of SPSS package version 23.0 and we saw correlation and descriptive statistics.

RESULT

Demographic Characteristic

A total of 168 members participated in the study, all 168 samples were taken for the study. There were 90 females and 78 males who participated in the study. The age of the respondents was between 25-40 years. And every member who participated was employee working in an organisation. 46.4% of the sample size consisted of males and rest 53.7% of females.

Table 1.A Gender Statistics

Statistics

GENDER

N	Valid	168
	Missing	0
Mean		1.54
Std. Deviation		.502

Table 1.A represents the total number of samples collected for the study, which consisted of 168 employees; i.e.; 78 male and 90 females. They obtained a standard deviation of .502 and mean of 1.54.

Table 1.B Gender Frequency

	Frequency	Percent	Cumulative Percent
Male	78	46.4	46.4
Female	90	53.6	100.0
Total	168	100.0	

Table 1.B represents the percentage distribution of sample stating male population having the valid percentage of 46.4 and female population having the valid percentage of 53.6 percent.

Descriptive Statistics

Showing descriptive statistics including mean and standard deviation.

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Table No. 2 Descriptive stats for self-efficacy and procrastination

Descriptive Statistics

	Mean	Std. Deviation	N
Self-Efficacy	30.17	4.423	168
Procrastination	61.01	10.638	168

Table represents the descriptive statistics regarding to the study. The table shows that the self-efficacy among the population had the mean of 30.17 and the standard deviation of 4.423. the table also states that procrastination among population had the mean of 61.01 and standard deviation 10.638.

Correlation Analysis-

Coefficient correlation was calculated for all the 168 members to determine the strength and direction of observed relationships between variables of interest.

Table Correlation between self-efficacy and procrastination among employees.

Table No. 3 Correlation for self-efficacy and procrastination

Correlations for self-efficacy and procrastination

		Self-EFFICACY	Procrastination
Self-EFFICACY	Pearson Correlation	1	-.219*
	Sig. (2-tailed)		.045
	N	168	168
Procrastination	Pearson Correlation	-.219*	1
	Sig. (2-tailed)	.045	
	N	168	168

*. Correlation is significant at the 0.05 level (2-tailed).

Table 3 represents the correlation among self-efficacy and procrastination. As stated by the above table significance (2-tailed) is observed to be 0.045, which is lesser than 0.05. hence proving the hypothesis that there is correlation among self-efficacy and procrastination. It is a negative correlation.

That implies if procrastination increases self-efficacy decreases, and if self-efficacy increases procrastination decreases.

Correlation between male

Table No. 3.A Descriptive stats for males

	Mean	Std. Deviation	N
Self-EFFICACY	29.92	4.445	78
Procrastination	61.85	10.547	78

The table states the descriptive statistics of males showing that self-efficacy among males having mean of 29.92 and standard deviation of 4.445. The procrastination among males having mean of 61.85 and standard deviation of 10.547.

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Table No. 3.B Correlation for self-efficacy and procrastination in males
Correlations MALES

		Self-EFFICACY	Procrastination
Self-EFFICACY	Pearson Correlation	1	-.098
	Sig. (2-tailed)		.551
	N	78	78
Procrastination	Pearson Correlation	-.098	1
	Sig. (2-tailed)	.551	
	N	78	78

This table represents the correlation of males among self-efficacy and procrastination. As stated by the above table significance (2-tailed) is observed to be 0.551, which is far greater than 0.05. hence stating that there is no correlation among self-efficacy and procrastination in males.

That implies procrastination and self-efficacy, have no relation among males.

Correlation between female

Table No. 4.A Descriptive stats for self-efficacy and procrastination in females

Descriptive Statistics FEMALES

	Mean	Std. Deviation	N
Self-EFFICACY	30.38	4.443	90
Procrastination	60.29	10.782	90

The table states the descriptive statistics of females, showing that self-efficacy among females having mean of 30.38 and standard deviation of 4.443. The procrastination among females having mean of 60.29 and standard deviation of 10.782.

Correlations FEMALES

Table No. 4.B Correlation for self-efficacy and procrastination in females

		Self-EFFICACY	Procrastination
Self-EFFICACY	Pearson Correlation	1	-.316*
	Sig. (2-tailed)		.034
	N	90	90
Procrastination	Pearson Correlation	-.316*	1
	Sig. (2-tailed)	.034	
	N	90	90

*. Correlation is significant at the 0.05 level (2-tailed).

This table represents the correlation among self-efficacy and procrastination. As stated by the above table significance (2-tailed) is observed to be 0.034, which is lesser than 0.05. hence proving the hypothesis that there is correlation among self-efficacy and procrastination. It is a negative correlation.

That implies if procrastination increases self-efficacy decreases, and if self-efficacy increases procrastination decreases.

DISCUSSION

Hypothesis 1: There will be significant relation between Self-efficacy and procrastination.

Self-efficacy and procrastination have significant relationship with each other, both Self-efficacy and procrastination have a negative correlation i.e., when self-efficacy increases, procrastination decreases and when self-efficacy decreases, procrastination increases, they are negatively correlated. From the table no.3 which shows the correlational matrix between self-efficacy and procrastination, where $p = 0.0045$, and result is significant at $p < .05$ level, fig 3.1 shows negative correlation of loneliness and aggression. This signifies that hypothesis 1 is accepted and thus, there is a relationship between self-efficacy and procrastination among employees.

Hypothesis 2: There will be significant difference between males and female's Self-efficacy and procrastination

As shown in table, for males it observed 0.551 and for females 0.035, this indicates that there are significant differences between males and females regarding relationship between self-efficacy and procrastination. According to the result of male population there seems to be no relation between self-efficacy and procrastination, where as there is a negative correlation between self-efficacy and procrastination among females.

The aim of the research was to study the relationship between self-efficacy and procrastination among employees. For the research a sample of 164 workers were taken from MNCs, in the age range of 25-40 years. From the data it can be interpreted that there is a significant negative relationship between self-efficacy and procrastination. Also, significant gender difference seen on relationship between self-efficacy and procrastination.

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Conflict of Interest

The author(s) declared no conflict of interest.

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