

Abstract

The study of relationships between Optimism, Self-Efficacy and Engineer's Performance : A Case Study in a Group of Companies is a survey research. The purposes of this study are as follows:

1. To study a level of engineer's optimism
2. To study a level of engineer's self-efficacy
3. To study a correlation between optimism and self-efficacy
4. To study a correlation between optimism and engineer's performance and its components.
5. To study a correlation between self-efficacy and engineer's performance and its components.

The sample consisted of 242 engineers in 6 companies located in Samutprakarn province. The instruments were questionnaires consisting of 2 parts as below :

Part I : The questionnaires for engineers consisting of 3 parts

1. Personal Factors Questionnaire comprising position level, period of employment, academic major and years of engineer experience.
2. The Attributional Style Questionnaire - ASQ, the forty-eight items measuring optimism following Seligman's Explanatory Style concept.
3. Ten items measuring self efficacy which was developed by Wanna Puttaprasat following Ralf Schwarzer and Michael Grisp's researches (reliability coefficient .839)

Part II : Forty-three items measuring engineer's job performance was developed by researcher following Newport and Elms's researches and The Institution of Professional Engineer New Zealand – IPENZ (reliability coefficient .976)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, Pearson Product Moment Correlation Coefficient. The statistic

analysis was done by SPSS for Windows. The results of this study are not in line with hypothesized as follows:

1. Engineers had a middle level between optimism and pessimism.
2. Engineer had a high level of self-efficacy.
3. There was correlation between optimism and self-efficacy ($r = .204$) at the significant level of .01
4. There was no correlation between optimism and engineer's performance.
 - 4.1 There was no correlation between optimism and technical / professional competencies.
 - 4.2 There was no correlation between optimism and management competencies.
 - 4.3 There was no correlation between optimism and interpersonal competencies.
 - 4.4 There was no correlation between optimism and personal development competencies.
5. There was no correlation between self-efficacy and engineer's performance.
 - 5.1 There was no correlation between self-efficacy and technical / professional competencies.
 - 5.2 There was no correlation between self-efficacy and management competencies.
 - 5.3 There was no correlation between self-efficacy and interpersonal competencies.
 - 5.4 There was no correlation between self-efficacy and personal development competencies.

From this study, there was no correlation between optimism, self-efficacy and engineer's performance. Because the engineer's performance in the large engineering system was monitored by planning and setting milestone to achieve in advance. The performance is always based on the matter of fact. Furthermore,

achieving the milestone, engineers do not operate and set up the system by themselves but it is rely on the worker collaboration. There are probably other factors effects on engineer's performance which the study should be conducted in the future.

The result of study assists executives to understand that there was no correlation between optimism, self-efficacy and engineer's performance. This study initially challenges the organization to find out what is the right factor. It may be the other intrinsic motivations or other factors that effects on engineer's performance.