Abstract

"A Study of the Relationship between Perceived Self-Efficacy, Adversity Quotient, and Job Stress in a Private Company" is a survey research. The purposes of this study are as follows : to study levels of perceived self-efficacy, the adversity quotient and job stress in a Private Company ; to study the relationships between perceived self-efficacy, adversity quotient and job stress and to design an equation for predict Job Stress by perceived self-efficacy and all dimensions of adversity quotient.

The sample consisted of 231 staff in a Private Company. The instruments were questionaires consisting of 4 parts ; Part 1 : Four items of Personal Factors ; Part 2 : fourteen items measuring perceived self-efficacy (reliability coefficient 7730.) ; Part 3 : Thirty two items measuring adversity quotient (reliability coefficient 9101.) and Part 4 : Fifty three items measuring job stress (reliability coefficient 9613.)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, Pearson's product moment correlation and Stepwise multiple regression analysis. The results of this study were as follows :

1. Staff had a high level of perceived self-efficacy, adversity quotient and moderate level of job stress.

2. There is positive correlation among perceived self-efficacy and all dimensions of adversity quotient: r = .666 for total AQ; r = .604 for Endurance; r = .589 for Reach; r = .589 for Control and r = .527 for Origin and Ownership (p<.01).

3. There is no relationship between perceived self-efficacy and all dimensions of job stress.

4. There is negative correlation among adversity quotient and job stress: r = -.209 for job characteristic; r = -.192 for total job stress; r = -.185 for job achievement and job advancement (p<.01) and r = -.155 for Interpersonal Relations (p<.05) but there is no relationship between adversity quotient and organizational structure, policy and climate.

5. Control could be used to predicted job stress at 4.8 percentages.

The results of this study can be applied to increase levels of perceived self-efficacy, adversity quotient and to decrease levels of job stress and to develop officers. As a result, they will lead to make development of the organizations successful.