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Self efficacy refers to an individual's belief that he or she is capable of performing a task. The higher your self-efficacy, the more ~~and~~ confidence you have in your ability to succeed. So in difficult situations, people with low self-efficacy are more likely to lessen their effort or give up altogether, while those with high self-efficacy will try harder to master the challenge. Self-efficacy can create a positive spiral in which those with high efficacy become more engaged in their tasks and then increase performance, which increases efficacy further.

Self-efficacy was associated with a higher level of focused attention, which led to increased task ~~per~~ performance.

Feedback influences self-efficacy:- individuals high in self-efficacy seem to respond to negative feedback with increased effort and motivation, while those low in self-efficacy are likely to lessen their effort after negative feedback. Changes in self-efficacy over time are related to changes in creative performance as well.

There are four ways self-efficacy can be increased—

- (i) Enactive mastery.
- (ii) vicarious modeling
- (iii) verbal persuasion.
- (iv) Arousal

for Example - In studies, teachers were told their ~~studied~~ students had very high IQ scores when, in fact, they spanned a range from high to low.

Consistent with the Pygmalion effect, the teachers spent more time with the students they thought were smart, gave more challenging assignments, and expected more of them - all of which led to higher student self-efficacy and ~~best~~ better achievement outcomes.

PTO →



1. In other word - Every employee in an organization is capable of identifying goals they want to accomplish. Self-efficacy improves self control. It affects all the functional aspects of human functional functioning from personal relationships to professional commitments, and social interactions, and relates to a low risk of mortality. For a employee, self-efficacy helps in achieving goals and acquiring a sense of accomplishment in life. Listed below are some techniques that can help employees in enhancing their self-efficacy which will ultimately help them improve their performance.

- (i) Stay in the stretch zone
- (ii) Set simple goals
- (iii) Look at the bigger picture
- (iv) Reframe obstacles

2.

Yes, Attaining success is not simply a matter of luck. It's a matter of taking the time to learn a trade, applying your knowledge sticking with it - even in the face of adversity and potential failure along the way.

While successful people come in all shapes and sizes and work in many different fields, they tend to share key character traits which help them get and stay ahead. Here are five traits of successful people. Cultivate these traits and make them part of your daily habits; chances are, you'll see improved success in your own life and career.

- (i) Aspiration - Successful people have clear-cut goals. Instead of vague goals like "Become rich", their goals will be specific, like "expand from one to three stores within the next two years". By gaining clarity on their goals, they actually make attaining them far more possible. ~~First~~ First, the goals become specific motivating factors, which keep them going when times get tough.



2) Second, these goals provide a blueprint for their career. They have something specific to work toward. With their idea of success is defined, they can break down the goals into more manageable milestones which can be worked toward incrementally.

(ii) Drive :- One of the most defining traits of successful people is their drive. After all, setting clear goals is one thing. However, successful people must have a strong drive to actually attain their goals. It's that so-called "fire in the belly" that motivates them to succeed. It gives them a laser focus so that they can devote all of their attention and efforts toward furthering their progress toward their dream. A successful person with a strong sense of drive is able to work tirelessly, ~~become~~ because they believe in their abilities and truly want to attain their goals.

(iii) willingness to learn - One of the most important traits of successful people is a genuine desire and willingness to learn. Successful people typically aren't know-it-alls. They keep an open mind. They try to learn from everyone and every situation they come across. Every experience offers an opportunity to grow.

They can admit when they don't know something and will be motivated to improve their knowledge when they realize they have room to learn something new.

(iv) Patience ~~is patience~~ if you want to be successful, yes, while perhaps it's not the most exciting trait, it's invaluable as much as we all want things to happen right now, success takes time. Anything that is worth attaining is worth waiting for.



(iv) Discipline - Success rewards consistency. To be consistent, you have to have discipline. Working hard for a week and then slacking off isn't going to yield incredible results. Many of the most successful people find that establishing a routine is one of the keys to making their dreams a reality, as it allows them to be consistent in their efforts. Everyone's routine will be a little different, it will vary from individual to individual. However, some common routines of successful people might involve working up early to get everyday tasks out of the way and filter through emails before the workday begins or taking 30 min to read each day to increase their knowledge base and prowess in their chosen field. By being consistent and disciplined and devoting yourself to grow, you'll reap many rewards in work and in life. This is a key trait that allows people to enjoy not only success but longevity in their career.

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~~Organizational behavior researches the presence~~  
The field of organisational behaviour deals with human behaviour in organisation.

It is the multidisciplinary field that seeks knowledge of behaviour in organisational setting by objective based on studying individual, group and organisational processes.

The role and field of organisation behaviour is not only concerned with a particular organisation. The concepts and approaches of organisation behaviour are also more concerned with the society.

No two individuals are likely to behave in the same manner in a particular work situation.

It is the predictability of a manager about the expected behavior of an individual.

There are no absolutes in human behavior. It is the human factor that is contributing to the productivity hence the study of human behavior is important.