

**EFFECTS OF COMPETENCIES AND SELF EFFICACY ON THE
PERFORMANCE OF PROCUREMENT OFFICERS IN SERVICE INDUSTRY**

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Project Title:

**EFFECTS OF COMPETENCIES AND SELF EFFICACY ON THE
PERFORMANCE OF PROCUREMENT OFFICERS IN SERVICE INDUSTRY**

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ABSTRACT

The study revolves around abstracting and determining the relationship shared by competencies and self-efficacy with the performance of the procurement officer. Within the study the researchers have tried to cover various aspects of the competencies as well as personal and behavioral traits that help them perform better at the workplace.

A sample population of 196 officers was selected which was later narrowed down to 160. Responses of those 160 officers were recorded and the results were analyzed using SPSS. The focus was on regression, correlation, descriptive statistics and ANOVA tests.

Results showed that there was a strong association between the variable with personal competencies manifesting the largest impact on the performance of the procurement officers.

It was established that 17.5% of the performance is exhibited due to efficacy and competencies. Almost 82% of the impact factors fell beyond the scope of the study.

At the end it was suggested that formal procurement procedures should be followed when it comes to the development and training of the procurement officers as it would not only benefit the individuals but also the organization they are working for.