

**IMPACT OF ASSERTIVENESS AND RESILIENCE ON OCCUPATIONAL SELF-  
EFFICACY OF WORKING POPULATION**



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## Abstract

The study aimed to explore the impact of assertiveness and resilience on occupational self-efficacy of working population. To assess the study variables, Simple Rathus Assertiveness Scale-Short Form (SRAS-SF, Jenerette, & Dixon, 2010), Employee Resilience Scale (EmpRes-Scale) (Naswall, Kuntz, Hodlife & Malinen 2015) and Occupational Self-efficacy-short form (OSS-SF) (Rigotti, Schyn, & Mohr, 2008) were used. Data was collected from government and private working organizations and institutes of Islamabad, Rawalpindi and Lahore. Sample comprised of 190 working individuals including male (n=144), females (n=46) with age range 25-44 years ( $M=30.08$ ;  $SD=4.52$ ). Results reported significant positive relationship between Resilience and Occupational self-efficacy ( $r = 0.66$ ,  $p < .01$ ). Moreover, the results revealed that resilience predict Occupational Self-efficacy among working population ( $R^2= 0.44$ ). Results revealed that there was no significant difference found among the participants on the study variables which were assertiveness resilience and occupational self-efficacy. The mean differences on the study variables were studied between the government and private sectors. Government sectors have comparatively low occupational self-efficacy, resilience and assertiveness as compared to private sectors which have occupational self-efficacy, resilience and assertiveness, comparatively higher than the government sectors. On the comparison of gender with assertiveness, resilience and occupational self-efficacy results displayed that male have comparatively low occupational self-efficacy resilience and assertiveness as compared to females having occupational self-efficacy, resilience and assertiveness. The implication of the study will be proved in the occupational and academic sectors. This will also help individuals in social and personal domains to develop effective ways of communication and resilience to improve Occupational Self-efficacy. The limitations of the study were observed that others factor which were contributing towards occupational self-efficacy could not be explored. Other limitations are also discussed.