
Extrapolative strength of humor and self efficacy in job satisfaction

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Key words

Humor, self efficacy, cognitive, emotional, Conative, organizational psychology

Abstract

Humor and self efficacy haven't been extensively studied in the field of Psychology. Humor and perceived self efficacy exert its effects in cognitive, emotional and conative domains, and link to every area of human enterprise. Literature in the organizational psychology is stuffed with research on the role of demographics, incentives, and physical structure at work. There is lack of research on the unique contribution of humor and self efficacy in job satisfaction. It has been well documented that humor and self efficacy enable individuals to release tension, increase enjoyment, instill group cohesion and enhance leadership qualities.

The study explored the relative unique contribution of humor and self efficacy in job satisfaction. Correlational research design was adopted, because study examined the correlation between variables, not the causation. The sample of the study consisted of bank officers (N=200), age 23 – 56 year (M = 30.98, SD = 5.97). Convenient sampling strategy was adopted and the sample was recruited from four cities of Pakistan.

Role of demographic variables (viz., age, duration of work, income, & gender) was ruled out before applying multiple regression analyses. Humor appeared as a salient predictor in the study as 12% of variance in job satisfaction was explained by humor and 3% by self efficacy. Humor and perceived self efficacy have adaptive value and seem to help a person feel satisfied with his work by accommodating with work hassles and stressful events.
