ABSTRACT

Decisions are made by everybody in many contexts and decision making plays a crucial role in shaping the organization’s future. The success of any organization mainly depends on the decisions taken by its managerial employees. Past researchers argued that self-efficacy helps one anticipate the consequences of action like decision making capability, such that higher self-efficacy increases the anticipation of successful performance. The present study investigates the impact of self-efficacy and psychological strain on decision making styles.

The study involved 2X2X2 factorial design. The purposive and systematic sampling methods were used. The sample consisted of twenty organizations and four hundred middle level and Lower level managerial employees from both public and private sectors. The study measured Self-efficacy, Psychological strain and Decision making styles. Data was analyzed through multivariate and correlation analysis.

The results indicated that Social self-efficacy, General self-efficacy and Psychological strain are the powerful predictors of the decision making styles of managerial employees. High Social self-efficacy and General self-efficacy can reduce the psychological strains of managerial employees. Demographic variable like gender, marital status, family type do not have statistically significant difference with the constructs of self-efficacy, Psychological strain and decision making styles. The implications and limitations of the study are discussed.