In the current global work scenario, when there is a focus on improving performance and gaining competitive advantage through the human resources, it is an appropriate time to examine the relationship between individual differences and performance. This is especially useful in the context of the United Arab Emirates (UAE) which is a growing economy mainly based on the service sector and largely dependent on an expatriate workforce.

There is lot of scope for Performance research in the region because it is not a very well researched area in the Middle East; also because of a different work force composition (largely expatriate based), the existing theories on Performance need to be tested in this region. Therefore in this study an attempt is made to explore the impact of Self Efficacy and Growth Need Strength on Performance within the research context of the UAE.

There is ample evidence that numerous individual characteristics strongly influence performance and play a significant role in predicting the performance. The benefits stemming from research investigating the relationships between individual characteristics and performance are substantial and previous research reinforces the need for further investigation.

Self Efficacy is an important individual difference variable whose relationship is well established with respect to performance. Growth Need Strength is a variable which has been conceptualized as a distal variable in this study because of its obvious motivational properties.

Performance cannot be narrowly defined in terms of only the task performance. In this study, performance is taken as a multidimensional construct having five dimensions namely Job role performance, Career role performance, Innovator role performance, Team role performance and Organizational role performance. All these performance dimensions are important from an organizational perspective and contribute towards
the overall performance of an employee. Self Efficacy is also not considered as specialized task Self Efficacy rather more generalized work domain Self Efficacy. Growth Need Strength although traditionally considered as a moderating variable is treated as an individual predictor variable in this study.

This Thesis has been organized into six chapters; each dealing with an independent aspect of the research work. The First chapter is “Introduction”, which explains the background of the research problem and lists the research objectives derived from the broad research question. The Second chapter is “Literature Review”, which expands on the chosen variables for the research in terms of their theoretical construct and background. Previous studies done on the variables under study are also explored in this chapter. The Third chapter is “Research Methodology”, where the focus is on various aspects related to the operation of the research process. The Fourth chapter is “Data Analysis”, which provides detailed description and analysis of the data collected for this study. The Fifth chapter is “Findings and Discussion”, where data analysis results obtained in Chapter Four are interpreted and explained. The Sixth Chapter is “Conclusion and Recommendations”. It is the concluding chapter and useful recommendations and suggestions emerging from the research study are presented in this chapter. Limitations of the current research and directions for further research are also a part of this chapter.