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Running Head: Self-efficacy in managers’ occupational stress

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ABSTRACT

The role of self-efficacy, an individual difference variable, in occupational stress research is seldom discussed, and is even rarely examined in Chinese societies. This study investigates the relationships between stressors, managerial self-efficacy (MSE) and work-related strains (job satisfaction, physical strain, and psychological strain). A total of 450 enterprise managers in eight cities of the People's Republic of China completed a battery of structured questionnaires. The results of the study generally support that total stressors was negatively related to job satisfaction, physical strain, and psychological strain. Furthermore, MSE was statistically significantly related to strains in that respondents with high levels of MSE reported higher levels of job satisfaction, lower levels of physical strain and psychological strain than did those with low MSE. Related to the moderating effects of MSE on stressor-strain relationship, only significant moderating effect was found in predicting physical strain, as demonstrated by a series of hierarchical regressions while controlling for age, tenure, and position levels and educational levels.

Key words: Occupational Stress, Manager, Self-efficacy, Stressors, Strains, and China.