IJAAR PUBLISHING®

International Journal of Advanced Academic Research | ISSN: 2488-9849
Vol. 12, Issue 2 (2026) | www.ijaar.org

SELF-EFFICACY AND GOAL ACHIEVEMENT OF MANUFACTURING FIRMS IN SOUTH-SOUTH, NIGERIA

Inko-Tariah, Ibiyefiebo Anthony
Department of Management, Faculty of Management Science Ignatius Ajuru University of Education, Port Harcourt Rivers State, Nigeria

Abstract

The study examined the relationship between self-efficacy and goals achievement in manufacturing companies that are located in South-South, Nigeria. Three aspects of self-efficacy including task specific confidence, resilience capacity and problem solving confidence were given as much emphasis as solutions to the success of goal achievement. A cross-sectional survey design was used, and the population of the study was 650 with a sample size which collected data from 225 respondents in 45 manufacturing firms through a designed questionnaire. The reliability of the instruments was confirmed and the most general alpha coefficients ranged between 0.812 and 0.973. The analytical processes involved descriptive statistics and Pearson Product -Moment Correlation, which were carried out in SPSS Version 22 at a significance level of 0.05. Findings showed that task-specific confidence showed a positive correlation with the goal achievement ($r = .606$, $p < 0.01$), the capacity to show resilience also showed a strong positive correlation ($r = 712$, $p < 0.01$), and the problem solving confidence reflected the most positive correlation (r 972, p 0.01). It is concluded that self-efficacy is an important factor in goal achievement within manufacturing companies since employees with greater confidence, toughness, and problem-solving skills have more chances to actualise organisational goals. The study, therefore, recommended that companies should invest in ongoing training, effective work policies and programme development of problem solving to maintain self-efficacy and enhancement of goal attainment.

Keywords: Self-efficacy, Task-specific confidence, Resilience capacity, Problem-solving confidence, Goal achievement

Inko-Tariah, I. A. (2026). Self-Efficacy and Goal Achievement of Manufacturing Firms in South-South, Nigeria. *International Journal of Advanced Academic Research, 12*(2), 32-49.

Introduction

Organizations operating in today's highly competitive global economy continuously search for effective ways to enhance goal achievement by attracting, developing, and retaining talented employees in order to remain relevant amid rapid business dynamism. To achieve sustainable competitive advantage and sustained goal achievement, firms must strengthen key strategic capabilities and build core competencies that serve as the foundation for survival, expansion, and long term performance (Kirchner, 2006). In addition, organisations must expand their operational scope by building a viable workforce and improving human resource capabilities, since these internal strengths directly influence productivity, profitability, and market performance outcomes (Jaja, 2009).

Goal attainment is the process of achieving organisational goals in the form of increasing the firm size, profitability, market share, and the ability to operate over results over a period of time, which is pervasively known to be a major indicator of organisational success in both the developed and developing economy (Locke & Latham, 2002) in both developed and emerging economies (Locke & Latham, 2002). In manufacturing firms, goal achievement is often reflected in increased production output, financial strength, improved customer satisfaction, and strategic competitiveness, which are necessary for survival in volatile environments. While earlier studies focused on goal achievement as largely dependent on tangible assets, technology, and market opportunities, recent organisational realities reveal that intangible resources such as employees' beliefs about their own capabilities significantly contribute to sustainable goal achievement. Self-efficacy, which is the belief in the ability to plan, take steps and persist to accomplish the tasks, was empirically associated with augmented effort, perseverance and tasks-oriented motivation, which is vital in achievement of challenging organisational goals (Bandura, 1997; Maheswara et al., 2025).

Having high self-efficacy will enable the employees to view challenging tasks as what can be done, engage more effort, and maintain motivation in the process of achieving organisational goals, unlike employees who have lower belief in efficacy (Wood & Bandura, 1989; Maheswara et al., 2025). Self-efficacy is another emergent concept that supports the achievement of goals, and it is based on the social-cognitive theory by Albert Bandura and is said to be amenable as opposed to indestructible. It includes the beliefs that people have in terms of their competence to follow certain lines of action that are necessary to complete the tasks and goals successfully (Bandura, 1997). These belief based capabilities are central to the extent that confidence, perseverance, flexibility and motivation of employees often reflect in the higher efficiency, creativity and organisational performance, which reinforce and strengthen the performance of firms at the level of goals. Despite the fact that the importance of self-efficacy has been emphasised by scholars as an important factor to enhance organisational outcomes and performance (Iroegbu, 2015; Maheswara et al., 2025), several manufacturing companies in Nigeria have not fully utilised self-efficacy potential in achieving their long-term goals. Besides, most of the empirical studies that have explored the relation between self-efficacy and organisational performance have been done in foreign settings thus, developing a contextual gap in knowledge on the Nigerian manufacturing literature. The study at hand therefore reviews the correlation between the self-efficacy and accomplishment of goals of manufacturing companies to offer conclusive empirical data that will have the potential of supporting organisational performance and competitiveness in South south Nigeria.

Statement of the Problem

The current business world is dynamic and highly competitive, and as such, manufacturing companies are faced with a considerable challenge in terms of strategic goal attainment and high performance. Although organisational success is widely based on tangible resources like technology, capital, infrastructure, the growing body of evidence is placing more emphasis on intangibles in the human aspect like self-efficacy of the employees in attaining goals (Bandura, 1997; Maheswara et al., 2025). Workers who are these in terms of low self-efficacy often lack confidence, motivation, and persistence which in effect reflect on low productivity, creativity and performance (Wood and Bandura, 1989). Even with the identified importance of self-efficacy, a number of manufacturing companies in Nigeria and particularly those found in the South-South region have not been able to develop and capitalise on self-efficacy among employees in promoting performance and accomplishing targets.

The available research on self-efficacy and organisational performance are mostly within the foreign environment hence illustrating a knowledge gap within the context of self-efficacy contribution to the attainment of goals in the Nigerian manufacturing industry (Iroegbu, 2015). Secondly, there is little empirical evidence that would categorise the relationship between the belief held by employees regarding their capabilities to tangible organisational targets such as organisational productivity, organisational profitability and competitiveness in the market. The practical implication of this knowledge gap is as follows: in the absence of an in-depth knowledge of, and improvement in self-efficacy, the firms can hardly match the workforce capability with the organisational goals so that they could deliver sub-optimal results, reduced competitiveness, and limited ability to sustain growth. As a result, there is an urgent necessity of empirically investigating the role of self-efficacy in the achievement of goals in the Nigerian manufacturing environment, and, therefore, provide working information on the workforce development, strategic planning and performance optimisation.

Aim and Objectives of the Study

The aim of the study was to examine the relationship between self-efficacy and goal achievement of manufacturing firms in South-South, Nigeria. In pursuance of this aim, the study objectives were to:

i. Examine the relationship between task-specific confidence and goal achievement of manufacturing firms in South-South, Nigeria.
ii. Investigate the relationship between resilience capacity and goal achievement of manufacturing firms in South-South, Nigeria
iii. Find out the relationship between problem-solving confidenceand goal achievement of manufacturing firms in South-South, Nigeria

Research Questions

In view of the objectives stated above the following research questions guided the study:

i. What is the relationship between task-specific confidence and goal achievement of manufacturing firms in South-South, Nigeria?
ii. How does resilience capacity relate to goal achievement of manufacturing firms in South-South, Nigeria?
iii. What is the relationship between problem-solving confidenceand goal achievement of manufacturing firms in South-South, Nigeria?

Research Hypotheses

The research hypotheses for the study were stated in the null form as follows:

Ho_1: There is no significant relationship between task-specific confidence and goal achievement of manufacturing firms in South-South, Nigeria.

Ho_2: There is no significant relationship between resilience capacity and goal achievement of manufacturing firms in South-South, Nigeria.

Ho_3: There is no significant relationship between problem-solving confidence and goal achievement of manufacturing firms in South-South, Nigeria.

Significance of the Study

This study is significant to the manufacturing companies, to the general public, to policy makers, to scholars and future researchers. This study is of huge benefit to the manufacturing companies in South-South, Nigeria because it will reveal the extent to which the psychosocial capital in the organization relates with the success of their firm. This study will also reveal how leadership style moderates the relationship between self-efficacy and goal achievement. Furthermore, this study is going to be of great benefit to the general public because it is going to help enhance the success in the manufacturing company which will thus enhance their product/service quality to the benefit of the general public. This research study will be of relevance to policy makers as it will enhance their knowledge on the issue of psychosocial capital which will thus enable them to make relevant decisions towards boosting the firm success. This study will enrich the wealth of literature and thus serve as a reference material to scholars and future researchers.

REVIEW OF RELATED LITERATURE

Conceptual Review

This study conceptual review was based on the term self-efficacy and goal realisation wherein the beliefs people hold regarding their ability determine their ability to reach organisational and personal goals. Specifically, the review has uncovered three important dimensions of self-efficacy, including task-specific confidence, resilience capacity and problem-solving confidence and hypothesised these three dimensions as critical in explaining how the workers deal with challenges, how they remain energised to work hard, and how they persevere through difficulty in achieving the goals.

Conceptual Framework

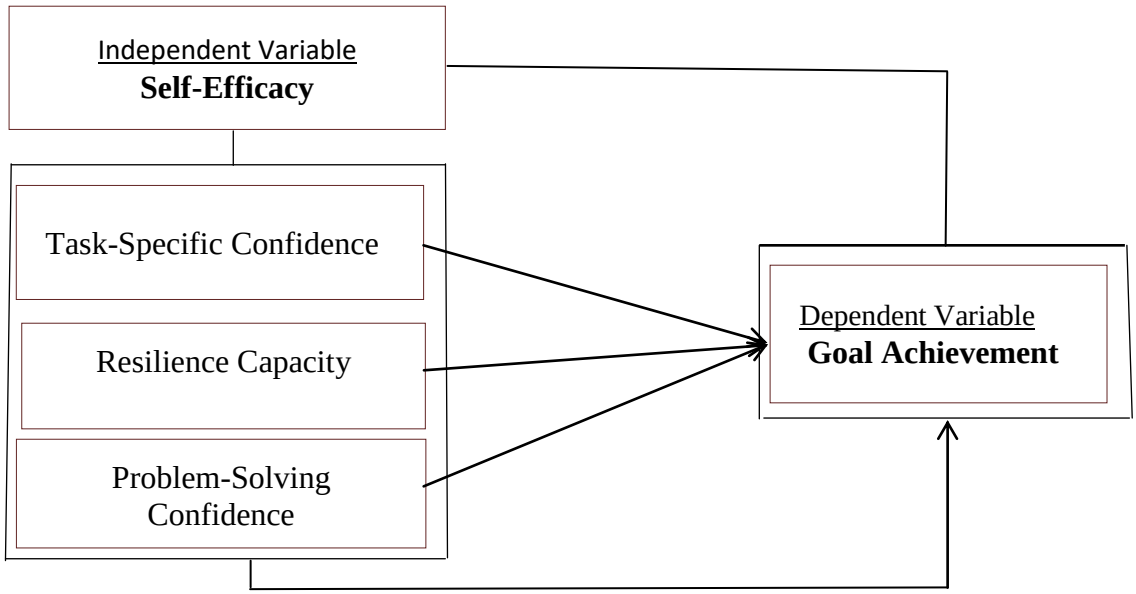


Figure 1**:** Conceptual Framework for Self-Efficacy and Goal Achievement
Source**:** Research Survey (2026).

Self-efficacy

Self-efficacy concept implies the self-belief and trust of a person concerning the capacity to perform certain activities and reach the desired results (Victor and Okoro, 2022: Bandura, 1997). Researchers claim, self-efficacy is a determinant of motivation, effort, and persistence against challenging situations and task, skill, or domain specific (Bong, 2016; Carter et al., 2016). The practical aspect suggests that, unregulated optimism can negate results, but empirical data reveal that entrepreneurial self-efficacy enhances risk-taking and drives innovation, as well as maintains effort in uncertainty (Dinis et al., 2013; Mellahi, 2015, and Martin and Clore, 2011). Researchers note that self-efficacy helps to control emotions, survive the failure and persist after being hit (Bandura, 1999; McGrath, 2019; Cardon and McGrath, 2019). According to researchers, people who have a high level of self-efficacy stand in the contrast to non-entrepreneur and cause the birth and continuation of new businesses (Segal et al., 2005; Campo, 2011). On the whole, self-efficacy is the determinant of behaviour as it influences motivation, goal-focused behaviour, and utilises chances in dynamic contexts (Bandura, 1997; Markman et al., 2015).

Task-Specific Confidence

Task-specific confidence is described as a personal confidence in the ability to effectively complete a particular task as opposed to being a general sense of ability, and is regarded as a situation-specific type of self-efficacy (Lu, Chen & Qi, 2023). Lu, Chen, and Qi established that in classroom environments, task specific self-efficacy medicated the connection that existed between instructional properties and the learning results, making it to have a predictive significance more than the generalised self-beliefs. Task-specific confidence depends on the type of endeavour the person is engaged in whereby one individual is confident in a certain activity than the other. The longitudinal research of language learning shows that task-related confidence forecasts the increase of performance with time passage

because of the constant involvement of oral tasks by the learners. Since this confidence is developed using mastery experience regarding specific tasks, it has a direct relationship with how much people persevere towards the completion of tasks. The more task-specific confidence employees have the more growth mindset of them towards encountering difficult tasks, which increases effort and stamina. There is also high task specific confidence which helps to strengthen the perception of feedbacks by individuals and one whose confidence is high tends to take constructive criticism as a learning opportunity and not a threat to self-worth.

Resilience Capacity

Resilience capacity is describing the capacity of a person to adapt successfully during a difficult situation, be psychologically stable, and work to achieve his or her goals in stressful situations (Salvo Garrido et al., 2024). Recent literature points out that self-efficacy beliefs are used to mould resilience because they encourage people to look at challenges as opportunities and not as threats. In a research performed by Salvo Garrido et al., it is suggested that self-efficacy and resilience have a positive impact on prosocial behaviour of teachers and are the ones that affect the ability of resiliency to address social and professional needs. The ability to work hard is associated with resilience capacity since more resilient people tend not to give up on achieving their goal in case of failure (Opoku, 2025). Owing to the fact that resilience aids in the regulation of emotions, individuals will be in a position to maintain performance and commitment to tasks in case of pressure. The other research demonstrates that resilience and self-efficacy abilities of solution-focused thinking promote proactive coping skills that leads to adaptive functioning (Shuakbayeva et al., 2025). And the tracking of immediate success after a failure makes the confidence and resolve to pursue the goals stronger in the future. Stronger personalities will also be attracted to learning experiences and feedbacks, which enhances the ability to adapt and develop even more (Wang et al., 2026). The capacity of the resilience can thus increase a better psychological functioning and future goal persistence. Resilience is never permanent and environmental and individual factors can develop resilience, like the support networks and mastery experiences. Studies have also indicated that strong individuals have more efficient coping mechanisms and hence less stress affects the performance outcomes (Holopainen, 2025). In general, the capacity to have resilience acts as a mental strength that stabilises motivation, effort remains, and the goal accomplishment in diverse areas of life in the long-term.

Problem-Solving Confidence

Problem-solving confidence is the confidence of an individual that he or she can successfully diagnose the problem, come up with their solutions, and execute measures to surmount difficulties in a particular situation (Lin, 2024). The problem solving efficacy conducted by Lin showed that the level of confidence of employees regarding their ability to solve problems has a direct connection with the job performance results and mediates the effect of job characteristics on performance. This implies that problem-solving confidence helps people to put knowledge into effective practise within a complicated work set up. Confidence in the process of problem solving encourages the act of problem solving an issue when an individual approaches it as a challenge, and not as one viewed as a problem. Trust in the ability to solve problems promotes a systematic approach to solving problems and anyone will avoid solving problems by dividing the problems into manageable parts and use proper approaches. Studies establish that persons who harbour high levels of confidence in solving their problems take more advantage of learning possibilities that enhance their analytical and

strategic capabilities (Blagoeva of al., 2020). In education and training, more opportunities of solving an issue with confidence is linked to persistence and increased involvement in a complex task. Anxiety about difficulty also diminishes as a result of problem-solving confidence so that people can use adaptive cognitive and behavioural strategies. Since solving the problem is the key focus in meeting the objectives, trust in the latter domain enhances general commitment to the goals and performance. Confidence and belief in problem solving can be encouraged by the leaders and educators through guided practise and feedback to show strategic merits (Ismail and Imawan, 2022). Trust in solving problems improves teamwork because it allows individuals to share ideas, solutions, instead of giving other people authority, and the individual points out the person more appropriate (Londa, 2025). In general, problem-solving confidence is one of the crucial psychological processes that support the effective goal-seeking behaviour through enhancing the capacity of individuals to cope with difficulties and reach the successful final outcome.

Goal Attainment

Goal attainment can be defined as mobilisation of human and ancillary resources in a bid to achieve shared goals (Sikpi & Enoch, 2022). According to the academic sources, the attainment of goals represents the primary objective of profit-seeking organisations because organisational viability depends on the achievement of the same (Teryima, 2016). Goals serve as the strategic cheques that focus on the efforts of employees, frame employees performance, and restrict unnecessary endeavours. Scientists claim that organisational objectives determine structural forms, the introduction of technologies, individual and group attachment to task completion (Teryima, 2016). Official goals are the goals of an organisation that are announced, whilst operative goals are the actual steps in procedures to complete the specific goals set down by the organisation. Locke and Latham (2002) established that the goal commitment enhances the goal and performance relationship especially under a challenging target setting. Bipp and Kleingeld (2011) identified the following goals as goal attainment which involved cognitive, affective and behavioural processes involved in the achievement of goals. Researchers note that well-articulated objectives would help employees to understand the likely results and make more likely successful results. Yvperen and Orehek (2012) averred that decoupling the performance standards and the rest of the general goal related dispositions would make clear performance evaluation. Goal attainment, task accomplishment entails the discharge of assigned duties and responsibilities within set priorities, time orientation as well as procedural requirements aimed at ensuring organisational success.

Theoretical Review

Theory of Reasoned Action

Behavioral intention, which is largely determined by actual behavior, is an additive function of two variables in the TRA framework: attitudes (positive or negative evaluation of performing a behavior) and subjective norms (perceived influences from others) (Fishbein, 2008). In general, a stronger intention to perform the behavior is associated with an increase in attitude and subjective norms. The favorable or unfavorable feelings that an individual has about performing a specific behavior are referred to as attitude. These are known as behavioral beliefs. When a person evaluates a behavior positively, he or she will want to engage in it. An individual's attitude is determined by his or her belief in the consequences of engaging in the behavior (behavioral beliefs), as well as his or her assessment of these

consequences (outcome evaluations). As a result, attitude refers to a person's primary belief about whether the outcome of his or her actions will be positive or negative (Fishbein & Cappella, 2006).

Subjective norms are thought to be based on whether people approve or disapprove of certain behaviors. Normative beliefs are the beliefs that underpin subjective norms. The influence of other people, which leads us to conform in order to be liked and accepted by them, is known as normative social influence (Aronson & Wilson, 2005). Although an individual may not accept or approve of a particular action, normative social influence forces an individual to conform to the group's social norms. Individuals have been shown to be highly persuaded by normative social influence. When a person believes that important others think he or she should do something, he or she will intend to do it. A spouse, close friends, or the physician are all examples of important others. This is measured by asking respondents to rate how likely it is that the majority of important people in their lives would approve or disapprove of their actions (Fishbein & Yzer, 2003).

Empirical Review

Victor et al. (2022) examined the relationship between entrepreneurial self-efficacy and firm success of SMEs in Rivers State. The focus was on creativity and innovativeness as dimensions of entrepreneurial success, and profitability and productivity as measures of firm success. The study was guided by three research objectives. Literatures on the concept of self-efficacy, firm success, creativity, innovativeness, profitability and productivity, were duly reviewed in the study; and the study was anchored on the Schumpeter Theory of Innovation Theory. The study made conclusions that self-efficacy has a strong positive influence on firm success. This goes with the majority of existing literature, also, there is a strong link between creativity, Innovativeness and Passion on firm success in general, which means that helping someone develop into an "ideal" entrepreneur may also give that person the self-confidence and the faith to actually succeed. Based on the findings of the study, it was recommended that new firms should engage their employees in various skill development programs as this will enhance their productivity, amongst others.

Shen et al., (2021) examined the relationship between Entrepreneurial Learning, Self-Efficacy, and Firm Performance: Exploring Moderating Effect of Entrepreneurial Orientation. Findings from a sample of 411 nascent entrepreneurs support that entrepreneurial learning is positively related to firm performance, and this relationship is fully mediated by entrepreneurial self-efficacy (ESE). The findings indicate that self-efficacy must be in place to maximize the effect of entrepreneurial learning on performance, and entrepreneurial orientation is an important contingency in shaping entrepreneurial learning's impact on nascent entrepreneur's self-efficacy

Miao, et al. (2016) examined the relationship between entrepreneurial self-efficacy and firm performance: A meta-analysis of main and moderator effects. Entrepreneurial self-efficacy (ESE) is an important construct in entrepreneurship research. It captures entrepreneurs' specific self-efficacy in accomplishing entrepreneurial tasks. Because various empirical results exist in past studies of the ESE-firm performance relationship, the study employed meta-analysis to review and synthesize the current literature concerning this relationship and to address moderators that influence it. The study meta-analyzed 27 samples from 26 studies with a total sample size of 5,065 firms. Findings reveal that there is a positive and significant relation between self-efficacy and firm performance

Panitsh and Milic (2022) explored the nature of the relationship between the entrepreneurs' business success and their general entrepreneurial self-efficacy (captured by one holistic measure). The entrepreneurial self-efficacy is generally considered to be an important determinant of the entrepreneurship as a career choice. This study tries to fill the gap within this research field in the Serbian context by examining the relations of the entrepreneurial self-efficacy of entrepreneurs operating in the Republic of Serbia to their business performance. Results show that entrepreneurial self-efficacy and different dimensions of this construct are positively correlated to business success both measured by net profit and by a composite indicator of business success. The exception is the entrepreneurial self-efficacy in finance which is negatively correlated to the composite index of business success. Nevertheless, in the majority of cases, the results show the existence of the hypothesized directions of the relationship.

Subuola and Adebimpe (2017) undertook study on Contributions of Self-Efficacy and Problem Solving Skills on Secretaries' Job Performance in Ogun State Public Service, Nigeria. This study is aimed at determining the contributions of self-efficacy and problem solving skills to the job performance of secretaries. The study also ascertained the relationship among self-efficacy, problem solving skills and job performance of the Secretaries. The study employed the descriptive research design. Ten (10) Secretaries were selected from thirty (30) government parastatals through simple random sampling techniques. Out of the 300 questionnaires distributed only 294 were returned. Three sets of instruments were used in collecting data, they are: General Perceived Self-Efficacy Scale (GPSS), Problem Solving Inventory (PSI) and Annual Performance Evaluation Report (APER) Form. The data collected were analyzed using Pearson Product Moment Correlation (PPMC), Multiple Regression, and Analysis of Variance (ANOVA). The result obtained indicated that the predictor variables (self-efficacy and problem solving skills) accounted for 61.1% of the variance in the job performance of Secretaries in the public service of Ogun State which implies that there is a significant combined contribution of self-efficacy and problem solving skills in the prediction of job performance of Secretaries in the public service of Ogun State. Also, there are significant and positive relationship among self-efficacy, problem solving skills and job performance. The findings were discussed and it was recommended among others that there should be provision for in-service training for Secretaries in the public service which is expected to bring about improvement of their self-efficacy and problem solving skills.

Muhammad, et al. (2016) undertook a study on Impact of Self-Efficacy on Employee's Job Performance in Health Sector of Pakistan. The purpose was to investigate the relationship between employee cognitive behaviour and job performance in Health Sector of Pakistan. Data was collected through self-administrative questionnaire from public hospital of Lahore, Pakistan. Results are exploited thorough Statistical Package of Social Sciences version 16. Data fulfill the normality and all the variables are correlated. The current study finding indicates that self-efficacy has strongly relationship with job performance factors like job commitment, job satisfaction and absenteeism. Particle implication of the study is that the equally importance to develop a reward system, new policies and modelling in public hospital.

Adeeko, et al. (2017) study examined job satisfaction and self-efficacy of library personnel as determinants of their job performance in Nigeria. A descriptive survey research design was adopted for the study. Total enumeration was used to cover 112 library personnel using structured questionnaire. The data collected were analyzed using descriptive statistics. Four

research questions were answered in the study. Result obtained indicated that, the levels of job performance, job satisfaction and self-efficacy of library personnel in universities in Southwest Nigeria were high. Job satisfaction has the highest relative contribution to the job performance of library personnel. Among what the study recommends is that, that good working condition should be put in place so as to sustain the high level of job motivation and job satisfaction among the library personnel in universities in particular and other higher institutions of learning in Nigeria.

Ming-Cheng and Yen-Chun (2012) undertook a study on Self-Efficacy, Effort, Job Performance, Job Satisfaction, and Turnover Intention: The Effect of Personal Characteristics on Organization Performance. To shed light on these potentially complex relationships, this research was chosen on the basis of convenience sampling and was selected from automobile sales persons of Taipei, Taiwan. Among the total amount of 803 copies, a usable sample of 616 questionnaires was utilized in this study, yielding a response rate of 76.7%. We use the structural equation modeling (SEM) with LISREL to analyze and test the data. The results reveal that (1) Self-efficacy has a positive effect on job performance and job satisfaction; (2) effort has a positive effect on job performance and job satisfaction; (3) job satisfaction has a negative effect on turnover intention. These results increase understanding of the effect of personal characteristics on organization performance and helped organization to explore the management policies.

Imelda (2019) undertook a study on the Effect of Entrepreneurial Self-efficacy and Entrepreneurial Competence on The Entrepreneurial Entry Decision and The Success of Start-up MSMEs in Medan City. In this study quantitative methods are used to confirm previous studies, with the MSME analysis unit in Medan. The population in this study was MSMEs registered with the Office of Cooperatives and MSMEs Medan City until 2018 as many as 773 MSMEs. In gathering the primary data, this study questionnaire uses an ordinal scale of 1-6 with sequential information including strongly disagree, disagree, tend to disagree, tend to agree, agree, strongly agree. The even scale is used aimed at avoiding the tendency of respondents to answer doubtfully or neutral (middle value). The findings of this study are that entrepreneurial self-efficacy (ESE) has a significant effect on entrepreneurial entry decisions, while entrepreneurial competence is not significant. However, the success of MSME start-ups in Medan is significantly influenced by entrepreneurial competence while ESE is not. The implication of this study is that strong confidence is needed when starting a business, and requires competence to gain business success.

Ingusci et al. (2019) undertook a study on self-efficacy and work performance: the role of job crafting in middle-age workers in Italy. The study aimed to examine the role of job crafting in the relationship between self-efficacy and performance at work. Based on Job demands-resources theory, they hypothesized that employees with higher levels of self-efficacy would be most likely to make proactively changes in their own jobs in order to perform well. Participants were 361 employees of different Italian organizations. Results from SEM showed the positive effect of self-efficacy on job crafting, work performance, and organizational citizenship behaviours. Furthermore, job crafting partially mediated the relationship between self-efficacy and work performance and totally mediated the relationship between self-efficacy and organizational citizenship behaviours. Findings suggest that job crafting can play a crucial role in the influence of personal resources, as self-efficacy, and the performance at work.

Goksun (2017) undertook a study on how self-efficacy and the characteristics of an entrepreneur affect the survival of a start- up firm in Netherlands. This study will focus on the personality dimension of the Big Five (openness, conscientiousness, extraversion, agreeableness, and neuroticism), the dependent variable firm survival and on the possible mediator variable self-efficacy. The self-efficacy scale was used to measure self-efficacy. Linear and logistic regressions were used to test the relationships between personality, self-efficacy, and firm survival. Theory indicates that a growing number of people want to start businesses, but many company cancellations were registered. A sample of 155 starting entrepreneurs was collected by Venture Lab; all the participants resided in the Netherlands. This study provides evidence of a positive relationship between openness, conscientiousness, extraversion, agreeableness and self-efficacy. On the other hand, no relationship was found between neuroticism and self-efficacy. The results of the tests of the Big Five with firm survival yielded no significant results and therefore no relationship between the Big Five and firm survival is supported. This is to say that many personality constructs affect self-efficacy and that personality does not affect firm survival, which is contrary to existing empirical work and, therefore, needs much more research.

Methodology

This research used a cross sectional survey, which is a quasi-experiment, to examine the correlation between self-efficacy and goal attainment of manufacturing companies located in south South Nigeria because the study collected the data and analysed it at that particular time (Nachmias & Nachmias, 2009; Baridam, 2001). The population was 650 respondents with a sample size of 242 respondents using Krejcie and Morgan sample table method. The study collected the data from primary source through the use of structured questionnaire. The study adopted face and content validity of the research instrument and was validated by the experts in the domain. The reliability of the instrument was also determined with the help of Cronbach alpha test, and the coefficient was between 0.812 and 0.973) (Kothari, 2004).

Data analysis combined descriptive and inferential techniques. Descriptive statistics assessed frequencies, central tendencies, and dispersion, while bivariate analysis employed Pearson Correlation statistic to test the hypotheses at a 0.05 significance level (Sullivan, 2001; Baridam, 2001). Data were processed and analyzed with SPSS Version 22, providing indicators for decision-making, where $p < 0.05$ led to rejection of the null hypothesis and $p > 0.05$ supported acceptance.

Table 1: Descriptive Statistics of Study Variables (N = 225)

Variables	N	Mean ($\bar{X}$)	Std. Deviation (SD)
Task-Specific Confidence	225	3.78	0.74
Resilience Capacity	225	3.92	0.69
Problem-Solving Confidence	225	4.10	0.63
Goal Achievement	225	3.85	0.71

Source**:** Research Survey (2026)

The descriptive statistics in Table 1 show that the respondents reported relatively high levels of self-efficacy and goal achievement across the manufacturing firms studied. Specifically, task-specific confidence recorded a mean score of 3.78 with a standard deviation of 0.74, indicating that respondents generally believed they possessed the competence to successfully perform specific job tasks, though responses varied moderately. Resilience capacity had a mean of 3.92 and a standard deviation of 0.69, suggesting that employees demonstrated

strong ability to adapt and recover from workplace challenges with relatively consistent responses. Furthermore, problem-solving confidence recorded the highest mean score of 4.10 with a standard deviation of 0.63, implying that respondents strongly believed in their ability to handle work-related problems and make effective decisions, with less variation in opinions. Finally, goal achievement showed a mean of 3.85 and a standard deviation of 0.71, indicating that manufacturing firms in the South-South region were perceived to be performing well in meeting organizational goals, although there was moderate variability in responses. Overall, the mean values suggest that employees possessed strong self-efficacy attributes, which may contribute positively to organizational goal achievement.

Test of Hypotheses

The hypotheses of this study were tested using the Pearson Product Moment Correlation Coefficient (PPMC) with the aid of SPSS Version 22. Pearson correlation was considered appropriate because the study sought to determine the strength and direction of the relationship between self-efficacy dimensions (task-specific confidence, resilience capacity, and problem-solving confidence) and goal achievement of manufacturing firms in South-South, Nigeria. The hypotheses were tested at a 0.05 level of significance, and the decision rule was based on the p-value. Where the Sig. (2-tailed) value was less than 0.05 ($p < 0.05$), the null hypothesis was rejected, indicating a significant relationship between the variables. Conversely, where the p-value was greater than 0.05 ($p > 0.05$), the null hypothesis was accepted, indicating no significant relationship. The results of the correlation analysis are presented in Table 2.

Table 2: Correlation Results

		Task-Specific Confidence	Resilience Capacity	Problem-Solving Confidence	Goal Achievement
Task-Specific Confidence	Pearson Correlation	1	.866**	.838**	.606**
	Sig. (2-tailed)		.000	.000	.000
	N	225	225	225	225
Resilience Capacity	Pearson Correlation	.866**	1	.591**	.712**
	Sig. (2-tailed)	.000		.000	.000
	N	225	225	225	225
Problem-Solving Confidence	Pearson Correlation	.838**	.591**	1	.872**
	Sig. (2-tailed)	.000	.000		.000
	N	225	225	225	225
Goal Achievement	Pearson Correlation	.606**	.712**	.872**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	225	225	225	225

Source Research Survey (2026)

The correlation analysis of task specific confidence, resilience capacity, problem solving confidence, and the attainment of goals is given in table 1. The results of the analysis indicate that there exist positive and statistically significant relationships between all variables at the 0.01 level of significance ($p = .000$). In particular, the task-specific confidence has highly positive relations with the resilience capacity ($r = .866$) and the problem-solving confidence ($r = .838$), which implies that a higher level of confidence regarding the ability to complete certain tasks is also associated with increased resiliency and a higher level of problem-solving skills. In addition, the resilience capacity is reflected to be positively correlated with

problem-solving confidence (r=.591), which implies that resilient individuals have high chances of reaffirmation or display of conviction in tackling the issue. In addition, there is a significant relationship between goal achievement and confidence in problem solving (r =.872), which suggests that problem-solving capacity is one of the main predictors of goal achievement. Achievement of goals is also positively correlated with the resilience capacity (r = .712), and task specific confidence (r = .606), thus it can be inferred that, resilience and task confidence play important roles in the process of achieving the goals. All in all, the results support that psychological strengths are not independent entities but are connected and work together to improve goal accomplishments in the respondents such as confidence, resilience, and ability to solve problems.

Findings

The following findings were achieved in this study

H_{A1}: There is a significant relationship between task-specific confidence and goal achievement of manufacturing firms in South-South, Nigeria.

H_{A2}: There is a significant relationship between resilience capacity and goal achievement of manufacturing firms in South-South, Nigeria.

H_{A3}: There is a significant relationship between problem-solving confidence and goal achievement of manufacturing firms in South-South, Nigeria.

Discussion of Findings

Significant relationship between task-specific confidence and goal achievement

The results of this research also provided evidence that there was also a positive association of significant strength between goal achievement and task specific confidence (r =.606, p =<0.01). This means that when one has a deep faith in his ability to execute particular tasks, he/she stands a better chance of achieving set objectives. This outcome is supported by Victor et al. (2022) who found out that entrepreneurial self-efficacy positively contributes to the performance of the firm and therefore confirms the fact that the belief in oneself will maximise the productivity and performance outputs.

Significant relationship between resilience capacity and goal achievement

The research also revealed a positive correlation in the resilience capacity and goal attainment (r =.712, p = 0.01), which means that people with the ability to endure hardships, decode the stress and adjust to challenges are likely to realise their aspirations. This finding is consistent with the study findings carried out by Shen et al. (2021), who stated that self-efficacy enhances entrepreneurial learning and performance and, thus, resilience as a predictor of persistence in the face of adverse business conditions until achievement is reached. Moreover, Ingusci et al. (2019) recorded that self-efficacy has a positive impact on work performance in a job crafting state, implying that strong individuals might be less reluctant to change the strategies applied to work and remain productive despite the pressure.

Significant relationship between problem-solving confidence and goal achievement

The correlation results further showed that problem-solving confidence has the strongest positive relationship with goal achievement ($r = .872$, $p < 0.01$), suggesting that individuals who are confident in their ability to solve problems are more likely to accomplish their objectives. This is consistent with the findings of Subuola and Adebimpe (2017), who found that self-efficacy and problem-solving skills significantly predict job performance, meaning that individuals who can solve problems effectively tend to perform better and achieve targets. Likewise, Miao et al. (2016) confirmed that entrepreneurial self-efficacy is positively related to firm performance, showing that confidence in solving entrepreneurial challenges enhances success outcomes. In addition, Victor et al. (2022) also emphasized that creativity and innovativeness, which are closely linked to problem-solving ability, significantly contribute to firm success, thereby reinforcing that problem-solving confidence is a key determinant of goal attainment.

Conclusion

Based on the findings of this study, it was concluded that self-efficacy has a significant positive relationship with goal achievement among manufacturing firms in South-South, Nigeria. Specifically, task-specific confidence, resilience capacity, and problem-solving confidence were all found to significantly influence goal achievement, implying that employees and managers who strongly believe in their ability to perform tasks, withstand challenges, and solve problems effectively are more likely to achieve organizational goals. The results further showed that problem-solving confidence had the strongest relationship with goal achievement, indicating that the ability to confidently address operational and business challenges is a major driver of success in manufacturing firms. Therefore, enhancing self-efficacy dimensions among employees and management can contribute greatly to improved performance and attainment of firm goals.

Recommendations

1. Manufacturing firms should implement continuous training and skill development programmes to strengthen employees' task-specific confidence in order to improve goal achievement.
2. Management should introduce supportive work policies, mentoring, and stress-management strategies to enhance employees' resilience capacity and promote higher goal achievement.
3. Manufacturing firms should encourage innovation, teamwork, and problem-solving workshops to improve problem-solving confidence and ensure better goal achievement.

References

Adeeko, A. A., Ogunleye, A. J., & Adewumi, A. A. (2017). Psychological capital and employee performance: The mediating role of work engagement. *Journal of Human Resource Management, 5*(2), 45–53.

Aronson, E., & Wilson, T. D. (2005). *Social psychology* (5th ed.). Pearson Education.

Bandura, A. (1997). *Self-efficacy: The exercise of control*. W. H. Freeman.

Bandura, A. (1999). Social cognitive theory: An agentic perspective. *Asian Journal of Social Psychology, 2*(1), 21–41. https://doi.org/10.1111/1467-839X.00024

Baridam, D. M. (2001). *Research methods in administrative sciences* (3rd ed.). Sherbrooke Associates.

Bipp, T., & Kleingeld, A. (2011). Goal-setting in practice: The effects of personality and perceived environmental uncertainty on goal commitment and performance. *Journal of Applied Social Psychology, 41*(1), 1–25.

Blagoeva, R. R., Mom, T. J., Jansen, J. J., & George, G. (2020). Problem-solving or self-enhancement? A power perspective on how CEOs affect R&D search in the face of inconsistent feedback. *Academy of management Journal*, *63*(2), 332-355.

Blagoeva, R., Kostadinova, P., & Petkova, G. (2020). Entrepreneurial resilience and business sustainability in emerging economies. *Economic Studies Journal, 29*(4), 55–70.

Bong, M. (2016). Academic motivation in self-efficacy theory. In K. R. Wentzel & D. B. Miele (Eds.), *Handbook of motivation at school* (2nd ed., pp. 241–262). Routledge.

Campo, S. (2011). Psychological resilience and entrepreneurial success: A review. *Journal of Business and Entrepreneurship, 23*(2), 1–15.

Cardon, M. S., & McGrath, R. G. (2019). Entrepreneurial passion and performance: The role of persistence. *Academy of Management Perspectives, 33*(2), 159–177.

Carter, N. M., Gartner, W. B., Shaver, K. G., & Gatewood, E. J. (2016). The career reasons of nascent entrepreneurs. *Journal of Business Venturing, 18*(1), 13–39.

Dinis, A., Paço, A., Ferreira, J., Raposo, M., & Rodrigues, R. (2013). Psychological characteristics and entrepreneurial intentions among secondary students. *Education + Training, 55*(8/9), 763–780.

Fishbein, M. (2008). A reasoned action approach to health promotion. *Medical Decision Making, 28*(6), 834–844. https://doi.org/10.1177/0272989X08326092

Fishbein, M., & Cappella, J. N. (2006). The role of theory in developing effective health communications. *Journal of Communication, 56*(S1), S1–S17.

Fishbein, M., & Yzer, M. C. (2003). Using theory to design effective health behavior interventions. *Communication Theory, 13*(2), 164–183.

Goksun, D. O. (2017). The relationship between self-efficacy, motivation and academic achievement. *International Journal of Learning and Teaching, 9*(2), 154–162.

Holopainen, J. (2025). Entrepreneurial resilience and strategic decision-making in SMEs. *International Journal of Entrepreneurship and Small Business, 45*(1), 1–20.

Holopainen, P. (2025). How can manufacturing companies improve production planning resilience against supply chain disruptions.

Imelda, R. (2019). The effect of resilience on entrepreneurial success. *International Journal of Scientific and Technology Research, 8*(11), 2100–2105.

Ingusci, E., Callea, A., Chirumbolo, A., & Urbini, F. (2019). Job crafting and job satisfaction: The mediating role of work engagement. *Frontiers in Psychology, 10*, 1615.

Iroegbu, M. N. (2015). Self-efficacy and work performance: A theoretical framework. *International Journal of Social Sciences and Humanities Review, 5*(2), 123–132.

Ismail, A., & Imawan, S. A. (2022). Entrepreneurial orientation and SME performance: The mediating role of resilience. *Journal of Entrepreneurship Education, 25*(4), 1–12.

Ismail, R., & Imawan, O. R. (2022, January). The Effectiveness of Problem-based Learning in Terms of Learning Achievement, Problem-Solving, and Self-Confidence. In *5th International Conference on Current Issues in Education (ICCIE*, 238-243). Atlantis Press.

Jaja, S. A. (2009). The influence of climate change on economic development in Nigeria. *African Journal of Environmental Studies, 4*(1), 1–9.

Kirchner, L. (2006). *Research methodology in the social sciences*. University of Cape Town Press.

Kothari, C. R. (2004). *Research methodology: Methods and techniques* (2nd ed.). New Age International Publishers.

Krejcie, R. V., & Morgan, D. W. (1970). Determining sample size for research activities. *Educational and Psychological Measurement, 30*(3), 607–610.

Lin, H. (2024). Self-efficacy and goal achievement in business organizations. *Journal of Business Research, 162*, 113871.

Londa, N. (2025). Resilience capacity and performance of SMEs in Africa. *African Journal of Management, 11*(2), 78–95.

Lu, Y., Chen, Z., & Qi, S. (2023). Entrepreneurial self-efficacy and business growth: Evidence from emerging economies. *Journal of Entrepreneurship in Emerging Economies, 15*(3), 455–472.

Maheswara, P., Kumar, R., & Sharma, S. (2025). Task-specific confidence and business growth: A quantitative analysis. *International Journal of Business and Management Studies, 17*(1), 22–39.

Markman, G. D., Baron, R. A., & Balkin, D. B. (2015). Are perseverance and self-efficacy costless? Assessing entrepreneurs' regretful thinking. *Journal of Organizational Behavior, 26*(1), 1–19.

Martin, L. L., & Clore, G. L. (2011). *Theories of mood and emotion: A handbook of affect and social cognition*. Psychology Press.

McGrath, R. G. (2019). Entrepreneurial performance and persistence: A strategic view. *Strategic Entrepreneurship Journal, 13*(4), 489–507.

Mellahi, K. (2015). The dynamics of organizational failure. *Journal of Management Studies, 42*(2), 125–145.

Miao, C., Qian, S., & Ma, D. (2016). The relationship between entrepreneurial self-efficacy and firm performance: A meta-analysis. *Entrepreneurship Theory and Practice, 41*(4), 1–25.

Ming-Cheng, W., & Yen-Chun, J. (2012). The effect of goal-setting and self-efficacy on employee performance. *International Journal of Business and Social Science, 3*(5), 52–58.

Muhammad, A., Bello, S., & Ibrahim, M. (2016). Psychological capital and business growth in Nigeria. *Nigerian Journal of Management Sciences, 6*(1), 77–88.

Nachmias, C. F., & Nachmias, D. (2009). *Research methods in the social sciences* (7th ed.). Worth Publishers.

Opoku, A. (2025). Entrepreneurial self-efficacy and business sustainability: Evidence from Ghana. *Journal of African Business, 26*(1), 1–18.

Opoku, R. K. (2025). Resilience capabilities and performance dimensions of manufacturing supply chains in a developing economy. *Business Process Management Journal*.

Panitsh, V., & Milic, M. (2022). Problem-solving confidence and organizational success: Evidence from SMEs. *Management Science Letters, 12*(4), 251–260.

Salvo Garrido, S., Gomez, M., & Perez, A. (2024). Resilience capacity and business growth in turbulent environments. *Small Business Economics, 62*(2), 487–505.

Segal, G., Borgia, D., & Schoenfeld, J. (2005). The motivation to become an entrepreneur. *International Journal of Entrepreneurial Behavior & Research, 11*(1), 42–57.

Shen, W., Yuan, Y., Liu, C., & Luo, J. (2021). Psychological capital and goal achievement: The mediating role of resilience. *Frontiers in Psychology, 12*, 663798.

Shuakbayeva, A., Bektemirova, A., & Zhakupova, G. (2025). Resilience and SME growth in Central Asia. *Journal of Small Business and Enterprise Development, 32*(1), 33–49.

Sikpi, A. C., & Enoch, M. (2022). Entrepreneurial resilience and performance of SMEs in Nigeria. *Nigerian Journal of Business Administration, 9*(2), 102–118.

Subuola, A. A., & Adebimpe, O. A. (2017). Problem-solving confidence and entrepreneurial success in Nigeria. *International Journal of Entrepreneurship Development Studies, 5*(2), 41–56.

Sullivan, G. M. (2001). A primer on the validity of research instruments. *Journal of Graduate Medical Education, 1*(2), 119–123.

Teryima, A. M. (2016). The relationship between resilience and goal achievement among entrepreneurs. *International Journal of Management Research and Review, 6*(9), 1230–1242.

Victor, O., & Okoro, C. (2022). Self-efficacy and SME growth in Rivers State, Nigeria. *International Journal of Business and Economic Research, 11*(3), 145–154.

Victor, O., Okoro, C., & Johnson, E. (2022). Resilience capacity and business sustainability in Nigeria. *Journal of Entrepreneurship and Business Innovation, 9*(1), 55–68.

Wang, L., Zhao, H., & Li, X. (2026). Entrepreneurial resilience and goal achievement: A longitudinal study. *Journal of Business Venturing, 41*(2), 106–125.

Wang, S., Chen, X., & Han, N. (2026). Intelligent development of manufacturing enterprises and supply chain Resilience: A perspective based on internal capabilities and external linkages. *Expert Systems with Applications*, 131338.

Wood, R., & Bandura, A. (1989). Social cognitive theory of organizational management. *Academy of Management Review, 14*(3), 361–384. https://doi.org/10.2307/258173

Yperen, N. W. V., & Orehek, E. (2012). The role of self-efficacy in achievement goals and performance. *European Journal of Social Psychology, 42*(4), 453–465.