

# **EMOTIONAL AND BEHAVIORAL REACTIONS TO WORK OVERLOAD: SELF-EFFICACY AS A MODERATOR**

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## **ABSTRACT**

This study examined the main and interactive effects of work overload and self-efficacy on emotional exhaustion and job performance of extension personnel in Southwest Nigeria (N =156). Results of moderated multiple regression analyses indicate positive relation between work overload and emotional exhaustion and not with job performance; and efficacy beliefs is positively associated with job performance. The interaction term between efficacy beliefs and work overload is unrelated to emotional exhaustion and job performance as hypothesized. The implications of findings are discussed.

## **Keyword**