

**Selected respondent characteristics and training program characteristics as determinants of trainees' perceptions of self-efficacy**

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**ABSTRACT**

*This study was conducted to examine the effect of selected respondent characteristics and training program characteristics on trainees' perceptions of self-efficacy using a sample of 74 usable questionnaires gathered from employees in an electrical company in Sarawak, Malaysia. The outcomes of one-way analysis of variance (ANOVA) showed that none of the demographic characteristics of the respondents had a significant impact on their perceived levels of self-efficacy. Conversely, the results of multiple regression analysis confirmed that trainees' self-regulations did act as an important determinant of trainees' perceptions of self-efficacy. As such, the authors recommend that a positive self-talk session daily before starting work should be implemented to boost employees' self-regulation in the organizational sample.*

**Keywords:** *respondent characteristics; training program; trainees' self-efficacy*