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Financial Self-Efficacy, Financial Satisfaction and Workplace Performance of Employees of Medium-Sized Enterprises

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ABSTRACT:

Objective: This paper aims to analyze the effects and explore deeper insights into financial self-efficacy (FSE) and financial satisfaction (FS) on the workplace performance of employees in medium-sized enterprises in the Mysuru district of Karnataka state.

Methods: The respondents of this study were 15 medium-sized enterprise employees in the Mysuru district. The sample was obtained through a cluster sampling technique. Respondents in this study consisted of 152 employees, 107 (70.4%) male and 45 (29.6%) female, with five levels of income groups. Data in this study were collected through questionnaires and analyzed using ANOVA, linear regression, and the Sobel Z test.

Results: To explore the relationship between the variables, three constructs, Financial self-efficacy, financial satisfaction (FS), and Workplace Performance of employees, with four hypotheses are analyzed. All the hypotheses are accepted based on the result. H_1 (F-statistic = 43.627, $p < 0.001$) and ($\beta=0.475$, $p<0.001$), H_2 (F statistic=103.089, $p<0.001$) and ($\beta=0.638$, $p<0.001$), H_3 (F 37.066, $p < 0.001$) and ($\beta=0.445$, $p<0.001$), and H_4 (F 61.603, $p < 0.001$) with Sobel Z test value 4.44948291 ($Z=4.45$ $p<0.001$).

Conclusion: This paper identifies that there is a positive relationship between Employee Financial Self-efficacy, Financial satisfaction(FS), and Workplace performance of employees

Keywords: Financial Self-Efficacy, Financial satisfaction(FS), employees, Workplace performance and Medium-sized enterprises, Mysuru.

Introduction

In the present-day global financial market, new terms are emerging and gaining importance, such words financial efficacy or financial self-efficacy (FSE). importance in the present context, the word financial self-efficacy (FSE) is first derived from Albert Bandura's psychological concept of self-efficacy (Bandura, 1978), which means to an individual's belief in their capacity to execute behaviors necessary to achieve specific goals. Research identifies that financial efficacy is linked to financial literacy and financial behavior, both of which contribute to overall well-being (Shim et al., 2009). Financial problems arise due to a low level of financial literacy and inefficient financial practices, affecting not only the individual's financial wellness but also the enterprises or any economic entity. Financial problems can be caused by a lack of financial literacy and poor financial management behavior. Higher financial literacy is associated with increased Financial self-efficacy (FSE) (Xiao & Porto, 2017). "Financial behavior is a new knowledge that combines psychology specifically on behavior and cognitive with conventional economics and finance to explain the reasons someone does irrational behavior". (Adiputra, 2021). Learning from past financial successes or failures enhances financial self-efficacy (FSE) (Lim et al., 2014). "When someone is happy with their personal financial conditions, they are said to be financially satisfied." (Vera-Toscano et al., 2006). "Financial satisfaction (FS) is an individual subjective perception of adequate financial resources owned". (Hira & Mugenda, 1998). One set of factors that can be linked to financial satisfaction (FS) is financial behavior and financial literacy. The quest for happiness or well-being seems to be one of the most enduring subjects of human attention. (Russell, 2015). That is, when people believe they are satisfied, they are happy. Second, emotional states are a part of well-being. Specifically, those in good psychological health are more likely to feel happy and less likely to feel sad. (Argyle, 1987). "Happy" workers demonstrate more job-related performance habits than "unhappy" workers. (Brief, 1998). Happiness is the outcome of satisfaction in any particular matter. Individuals' perception towards their fiancé and the degree of satisfaction with their income, their capacity to handle financial difficulties, their capacity to satisfy their basic needs, their debt load, their savings for future needs, and their life goals can all be used to gauge their level of financial satisfaction (FS). (Hira & Mugenda, 1998). The background research indicates that the researcher wants to learn more about how financial behavior, financial literacy, and financial satisfaction (FS) relate to job performance.

LITERATURE REVIEW

Financial Self-Efficacy

self-efficacy refers to an individual's

belief in their ability to perform tasks and achieve goals

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Self-efficacy refers to an individual's perspective and belief in their ability to execute, handle the work, and achieve goals. Financial self-efficacy (FSE) refers to one's ability to achieve financial goals (Hu et al., 2021). A person's self-confidence in their capacity to reach financial objectives or goals is known as financial self-efficacy. It is an essential part of the social cognitive model of well-being, which uses mediating variables like domain-specific satisfaction to connect self-efficacy to life satisfaction (Forbes & Kara, 2010). A person's confidence in their capacity to acquire pertinent information, make wise financial decisions, and uphold financial discipline is known as financial self-efficacy (Netemeyer et al., 2018). Financial self-efficacy (FSE) is an individual's confidence in their ability to manage financial tasks, solve financial problems, and navigate complex financial decisions effectively. Rooted in both psychological and experiential factors, this multidimensional trait reflects a person's belief in their capacity to budget, save, invest, manage debt, and adapt to financial challenges (Fan, 2023). It serves as a critical bridge between psychological predispositions—such as risk tolerance, emotional regulation, and cognitive biases—and actionable financial behaviors, including goal-setting, long-term planning, and proactive decision-making. Shaped by past experiences, financial literacy, social influences, and cultural context, financial self-efficacy (FSE) not only empowers individuals to take control of their financial well-being but also enhances resilience in overcoming setbacks, fostering behaviors that contribute to financial stability, wealth accumulation, and overall economic empowerment. This construct is comprehensive and multidimensional, encompassing belief, control, and performance, and significantly influences motivation. Individuals with lower self-efficacy tend to quit or reduce their efforts when facing challenges.

Financial Satisfaction (FS)

The majority of research on wealth perception has focused on the causal relationship between objective indicators of wealth—such as income, assets, debt levels, and access to credit—and subjective evaluations like financial satisfaction (FS) or perceived ability to meet obligations (Wilhelm et al., 1993). While income remains a central predictor, studies increasingly emphasize the psychological burden of debt as a critical mediator, noting that high indebtedness can erode subjective well-being even among higher-income earners (Van Praag et al., 2003). The relationship between income and financial satisfaction (FS), a key component of subjective well-being, is further nuanced by cultural and contextual factors. For instance, in collectivist societies, communal financial responsibilities may offset individual wealth perceptions, whereas individualistic cultures often tie satisfaction more closely to personal asset accumulation. Quality of life, a multifaceted construct, encompasses life satisfaction, physical and psychological health, educational attainment, and the alignment of personal goals with lived realities (Felce & Perry, 1995). Life satisfaction, the most prized dimension of quality of life, drives individuals to seek improvements in living standards (Parrotta & Johnson, 1998). One of the major determinants of life satisfaction and quality of life is satisfaction with one's financial status (Fan & Babiary, 2019). Financial satisfaction (FS) is defined as the subjective evaluation of the extent to which one's financial resources—including income, savings, investments, and credit access—are perceived as sufficient to meet both immediate needs (e.g., bills, emergencies) and long-term obligations (e.g., retirement, education, healthcare), while also enabling discretionary spending for lifestyle goals (Hira & Mugenda, 1998). Some studies show that couples experience higher financial stability and satisfaction than individuals and some studies have found employed individuals to experience higher financial satisfaction (FS) than the unemployed (Hong & Swanson, 1995), (Joo & Grable, 2004a). From past studies, financial satisfaction (FS) can be viewed as an individual's subjective perception of psychological satisfaction with his financial management for a financially satisfied life. The employee's financial literacy and behavior have associations with financial satisfaction (FS).

Workplace Performance

Workplace performance is a critical determinant of organizational success. Financial efficacy, or an individual's confidence in managing financial matters, is crucial to workplace performance. Employees with higher financial self-efficacy (FSE) tend to experience lower financial stress, leading to better job focus and productivity (Lown, 2011). Personal finance factors, such as financial literacy, debt levels, savings, and investment behaviors, play a crucial role in workplace performance. Employees with strong financial management skills tend to experience lower financial stress, leading to better concentration, job engagement, and productivity (Lusardi & Mitchell, 2011). Financial satisfaction (FS), defined as an individual's perceived financial well-being, has a direct impact on job performance and employee engagement. Employees who experience financial security are more likely to be motivated, committed, and productive (Joo & Grable, 2004b). Employee performance is measured by his or her work results, time rule, relationship with customers and co-workers, feedback from the higher authorities, and employees' confidence. Workplace performance involves the quantity and quality of outcomes from individual or group effort attainment (Schermerhorn Jr et al., 2011). Workplace performance is a multidimensional concept influenced by financial efficacy, financial satisfaction (FS)

Problem Statements

Problem Statement 1: The Impact of Financial Self-efficacy (FSE) on Workplace Performance

Many employees of medium-sized enterprises struggle with financial decision-making, which can affect their confidence in managing personal finances (financial self-efficacy). This lack of confidence may lead to financial stress, which in turn impacts their productivity, job satisfaction, and overall workplace performance. However, limited research has been conducted on how financial self-efficacy (FSE) directly influences employee performance in medium-sized enterprises, making it difficult for employers to develop appropriate financial wellness programs.

Problem Statement 2: The Role of Financial satisfaction (FS) in Employee Performance

Financial satisfaction (FS), or an employee's contentment with their financial situation, is a key factor influencing workplace motivation and engagement. Employees experiencing financial dissatisfaction may face distractions, absenteeism, or even lower commitment to work. Despite this, many medium-sized enterprises overlook the importance of financial satisfaction (FS) in shaping employee productivity. There is a need for empirical research to explore the relationship between financial satisfaction (FS) and workplace performance in this sector.

Problem Statement 3: Financial Well-Being and Employee Productivity in Medium-Sized Enterprises

While large organizations often provide financial wellness programs to help employees manage their financial concerns, medium-sized enterprises may lack the resources or awareness to implement similar initiatives. Employees facing financial difficulties may suffer from stress and anxiety, which can negatively impact their efficiency, decision-making abilities, and overall job performance. However, there is limited research on how financial self-efficacy (FSE) and financial satisfaction (FS) collectively affect workplace performance in medium-sized enterprises, making it difficult for business owners and HR managers to address this issue effectively.

Problem Statement 4: The Gap in Understanding Financial Self-Efficacy, Financial satisfaction (FS), and Employee Performance

Although financial self-efficacy (FSE) and financial satisfaction (FS) have been recognized as crucial components of financial well-being, their combined influence on workplace performance remains underexplored, particularly in the context of medium-sized enterprises. Without a clear understanding of how these factors interact, employers may struggle to create policies that enhance both employee financial well-being and organizational productivity. More research is needed to bridge this gap and provide data-driven recommendations for improving workplace performance through financial well-being strategies.

Research Questions

1. What is the relationship between financial self-efficacy (FSE) and workplace performance?
2. How does financial satisfaction (FS) mediate this relationship?

Objectives

1. Assess the impact of financial self-efficacy (FSE) on workplace performance.
2. Examine the mediating role of financial satisfaction (FS).
3. Provide actionable insights for Medium-Sized Enterprises to enhance employee productivity through financial wellness strategies.

Significance of the study

1. Understanding in what way financial self-efficacy (FSE) influences workplace performance.
2. Helps employees recognize the importance of financial self-efficacy (FSE) in improving financial satisfaction (FS) and overall work performance.
3. Assists business owners and managers in understanding how employees' financial confidence and satisfaction impact their workplace behavior and productivity.
4. Supports HR professionals in designing employee assistance programs (EAPs) that focus on financial well-being to enhance job satisfaction and motivation.
5. Provides empirical evidence on the financial well-being-performance relationship in medium-sized enterprises, which is often underexplored.

Conceptual model for the study

Four Hypotheses have been framed for the study

1. **H₁:** There is a significant positive relationship between financial self-efficacy (FSE) and workplace performance among employees of medium-sized enterprises.

2. **H₂:** Financial satisfaction (FS) significantly positively affects workplace performance among employees of medium-sized enterprises.
3. **H₃:** Financial self-efficacy (FSE) significantly positively impacts financial satisfaction (FS) among employees of medium-sized enterprises.
4. **H₄:** Financial satisfaction (FS) mediates the relationship between financial self-efficacy (FSE) and workplace performance among employees of medium-sized enterprises.

Research Methods

This research investigates the impact of employee financial self-efficacy, financial satisfaction (FS), and workplace performance on employees of medium-sized enterprises in the Mysuru district. Primary data was obtained at this point by sending questionnaires to 180 employees of medium-sized businesses in the Mysuru district; 29 of these were not fully completed. Thus, there were 151 responses to the remaining questionnaires employed in this study. The SPSS 27 version software and primary data were employed, along with a route analysis methodology that was split into three structural models. The impact of financial self-efficacy (FSE) on workplace performance was regressed in the first model. In the second model, we regressed financial satisfaction (FS) on workplace performance, and in the last model, financial self-efficacy (FSE) on financial satisfaction (FS). Additionally, we analyzed the mediating effect of financial satisfaction (FS) on the relationship between financial self-efficacy (FSE) and workplace performance of employees of medium-sized enterprises.

RESULTS AND DISCUSSION

Based on the data analysis of the respondents, their demographic characteristics are described. Based on age categories, the respondents in this study are dominated by employees aged 40 - 50 years with a total of 54 (34.2%) respondents. On gender, the respondents are dominated by men (70.4%) totaling 107 responses. The educational background of employees (44.7%), or 68, is post-graduation, while almost all of the employees are on payroll. For the duration of work, the majority of respondents, 61 or (40.1%), were employees who have been working for above 15 years. It is an indication that employees' financial satisfaction (FS) and commitment to the organization and continuity in service are in a linear. Regarding income of the employees, 54, or 35.5 %, have an income above Rs 10,00,000.

In Table -1, each variable has a mean value above the standard deviation.

This shows that the data has a good distribution and no outlier data was found.

Descriptive Statistics

	Mean	Std. Deviation	N
1. Age (Years):	2.36	.938	152
2. Gender:	1.30	.458	152
3. Educational Qualifications:	2.62	.670	152
5. Years of Work Experience:	2.73	1.266	152
6. Total Annual income	3.39	1.523	152

Table -1

Correlations

		Financial self efficacy	financial satisfaction	workplace performance
Financial self efficacy	Pearson Correlation	1	.445**	.475**
	Sig. (2-tailed)		<.001	<.001
	N	152	152	152
financial satisfaction	Pearson Correlation	.445**	1	.638**
	Sig. (2-tailed)	<.001		<.001
	N	152	152	152
workplace performance	Pearson Correlation	.475**	.638**	1
	Sig. (2-tailed)	<.001	<.001	
	N	152	152	152

** . Correlation is significant at the 0.01 level (2-tailed).

Table -2

From Table -2: Pearson correlation coefficients among three variables: financial self-efficacy, financial satisfaction (FS), and workplace performance. (1) The relationship between financial self-efficacy (FSE) and financial satisfaction (FS), Pearson correlation: 0.445, Significant at the 0.01 level ($p < 0.001$). This suggests a moderate positive relationship—higher financial self-efficacy (FSE) is associated with higher financial satisfaction (FS). (2) The relationship between financial self-efficacy (FSE) and workplace performance: Pearson correlation: 0.475 Significant at the 0.01 level ($p < 0.001$). This indicates a moderate positive correlation—greater financial self-efficacy (FSE) is linked to better workplace performance., and (3) The relationship between financial satisfaction (FS) and workplace performance: Pearson correlation: 0.638 Significant at the 0.01 level ($p < 0.001$) This is the strongest correlation in the table, suggesting that financial satisfaction (FS) has a substantial positive relationship with workplace performance. All correlations are positive and statistically significant. The strongest relationship exists between financial satisfaction (FS) and workplace performance (0.638). Financial self-efficacy (FSE) is moderately correlated with both financial satisfaction (FS) and workplace performance.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.475 ^a	.225	.220	2.84236	.225	43.627	1	150	<.001	1.873

a. Predictors: (Constant), Financialselfefficacy

b. Dependent Variable: workplaceperformance

Table -3 (A)**ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	352.463	1	352.463	43.627	<.001 ^b
	Residual	1211.853	150	8.079		
	Total	1564.316	151			

a. Dependent Variable: workplaceperformance

b. Predictors: (Constant), Financialselfefficacy

Table -3 (B)**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	9.291	1.248		7.443	<.001	6.825	11.758
	Financialselfefficacy	.420	.064	.475	6.605	<.001	.295	.546

a. Dependent Variable: workplaceperformance

Table -3 (C)

From **Table -3 (A)** $R = 0.475$: this indicates a moderate positive correlation between financial self-efficacy (FSE) and workplace performance, $R^2 = 0.225$: this means that financial self-efficacy (FSE) explains 22.5% of the variance in workplace performance. While this is a significant contribution, other factors contribute to workplace performance as well. Adjusted $R^2 = 0.220$: This adjusted value is slightly lower than R^2 , indicating that the model is fairly stable even after adjusting for the number of predictors., Durbin-Watson = 1.873: This value is close to 2, suggesting that there is no serious autocorrelation in the residuals, meaning the model does not suffer from major independence issues. **Table -3 (B)** the ANOVA Analysis F-statistic = 43.627 with a p-value < 0.001 indicates that the overall regression model is statistically significant. This confirms that financial self-efficacy (FSE) significantly predicts workplace performance. **Table -3 (C)** the coefficients analysis, unstandardized coefficient (B) = 0.420 this suggests that for every one-unit increase in financial self-efficacy, workplace performance increases by 0.420 units, holding other factors constant., standardized coefficient (Beta) = 0.475, this shows that financial self-efficacy (FSE) has a moderately strong impact on workplace performance, t-value = 6.605 with p-value < 0.001 , this confirms that financial self-efficacy (FSE) is a highly significant predictor of workplace performance., Confidence interval for B (0.295 to 0.546), Since the interval does not include zero, it supports the claim that financial self-efficacy (FSE) significantly contributes to workplace performance. Since financial self-efficacy (FSE) has a significant positive effect on workplace performance ($p < 0.001$), **the study accepts the hypothesis H1, there is a significant positive relationship between financial self-efficacy (FSE) and workplace performance among employees of medium-sized enterprises.** This confirms that there is a significant positive relationship between financial self-efficacy (FSE) and workplace performance among employees of medium-sized enterprises.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.638 ^a	.407	.403	2.48614	.407	103.089	1	150	<.001	1.790

a. Predictors: (Constant), financialsatisfaction

b. Dependent Variable: workplaceperformance

Table -4 (A)**ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	637.183	1	637.183	103.089	<.001 ^b
	Residual	927.133	150	6.181		
	Total	1564.316	151			

a. Dependent Variable: workplaceperformance

b. Predictors: (Constant), financialsatisfaction

Table -4 (B)**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	8.131	.934		8.701	<.001	6.284	9.977
	financialsatisfaction	.554	.055	.638	10.153	<.001	.446	.662

a. Dependent Variable: workplaceperformance

Table -4 (C)

From **Table -4 (A)** $R = 0.638$: this indicates a strong positive correlation between financial satisfaction (FS) and workplace performance. $R^2 = 0.407$, this means that 40.7% of the variance in workplace performance can be explained by financial satisfaction (FS). This is a high explanatory power, showing that financial satisfaction (FS) significantly contributes to workplace performance. Adjusted $R^2 = 0.403$, this value is very close to R^2 , meaning the model is stable and the predictor (financial satisfaction (FS)) is a strong contributor. Durbin-Watson = 1.790, Since this value is close to 2, there is no serious autocorrelation in the residuals, indicating that the model does not suffer from major independence issues. **Table -4 (B)** the ANOVA analysis F-statistic = 103.089, $p < 0.001$, this high F-value with a significant p-value indicates that financial satisfaction (FS) is a strong predictor of workplace performance. The regression model as a whole is highly significant. **Table -4 (C)** coefficients analysis unstandardized coefficient (B) = 0.554, this means that for every one-unit increase in financial satisfaction (FS), workplace performance increases by 0.554 units, holding other factors constant. Standardized Coefficient (Beta) = 0.638, this shows that financial satisfaction (FS) has a strong positive effect on workplace performance. t-value = 10.153 with $p < 0.001$, this indicates that financial satisfaction (FS) is a highly significant predictor of workplace performance confidence interval for B (0.446 to 0.662), Since the confidence interval does not include zero, it supports the claim that financial satisfaction (FS) has a positive and significant effect on workplace performance, Since financial satisfaction (FS) has a significant positive effect on workplace performance ($p < 0.001$), **the study accepts the H2, Financial satisfaction (FS) has a significant positive effect on workplace performance among employees of medium-sized enterprises.** This confirms that financial satisfaction (FS) is a strong and significant predictor of workplace performance among employees of medium-sized enterprises. This suggests that organizations should consider strategies to enhance employees' financial satisfaction (FS) to improve overall workplace performance.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.445 ^a	.198	.193	3.32912	.198	37.066	1	150	<.001	1.858

a. Predictors: (Constant), Financialselfefficacy

b. Dependent Variable: financialsatisfaction

Table – 5 (A)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	410.807	1	410.807	37.066	<.001 ^b
	Residual	1662.456	150	11.083		
	Total	2073.263	151			

a. Dependent Variable: financialsatisfaction

b. Predictors: (Constant), Fiancialselfefficacy

Table – 5 (B)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	7.962	1.462		5.445	<.001	5.073	10.851
	Fiancialselfefficacy	.454	.075	.445	6.088	<.001	.307	.601

a. Dependent Variable: financialsatisfaction

Table – 5 (C)

From the **Table - 5 (A)** $R = 0.445$, indicates a moderate positive correlation between financial self-efficacy (FSE) and financial satisfaction (FS). $R^2 = 0.198$, financial self-efficacy (FSE) explains 19.8% of the variance in financial satisfaction (FS), adjusted $R^2 = 0.193$, the adjusted value is slightly lower, suggesting that the model is still a good fit but may have some limitations in generalizing. Durbin-Watson = 1.858, since this value is close to 2, there is no serious autocorrelation in the residuals, indicating that the model does not suffer from major independence issues. In **Table 5 (B)** F Change (37.066, $p < 0.001$), the model is statistically significant, indicating financial self-efficacy (FSE) has a significant impact on financial satisfaction (FS). Durbin-Watson (1.858), suggests no significant autocorrelation in residuals. The ANOVA F 37.066, $p < 0.001$, the model is statistically significant, confirming that financial self-efficacy (FSE) significantly predicts financial satisfaction (FS). **Table – 5 (C)** coefficients constant ($B = 7.962$, $p < 0.001$), the baseline financial satisfaction (FS) score when financial self-efficacy (FSE) is zero. Financial self-efficacy (FSE) ($B = 0.454$, $p < 0.001$, $\beta = 0.445$): The positive B coefficient (0.454) suggests that for every 1-unit increase in financial self-efficacy, financial satisfaction (FS) increases by 0.454 units. The significance level ($p < 0.001$) confirms a strong and significant positive impact. the 95% confidence interval (0.307, 0.601) does not contain zero, reinforcing the reliability of the hypothesis. **The hypothesis H3 is supported, that Financial self-efficacy (FSE) significantly and positively impacts financial satisfaction (FS) among employees of medium-sized enterprises, and hence accepted it.** While financial self-efficacy (FSE) explains a moderate proportion (19.8%) of financial satisfaction (FS) variance, other factors may also contribute to financial satisfaction (FS).

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics				Sig. F Change	Durbin-Watson
						F Change	df1	df2			
1	.673 ^a	.453	.445	2.39725	.453	61.603	2	149		<.001	1.853

a. Predictors: (Constant), financialsatisfaction, Fiancialselfefficacy

b. Dependent Variable: workplaceperformance

Table – 6 (A)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	708.039	2	354.020	61.603	<.001 ^b
	Residual	856.276	149	5.747		
	Total	1564.316	151			

a. Dependent Variable: workplaceperformance

b. Predictors: (Constant), financialsatisfaction, Fiancialselfefficacy

Table – 6 (B)

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients			95.0% Confidence Interval for B	
Model		B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound
1	(Constant)	5.609	1.152		4.868	<.001	3.332	7.886
	Financialselfefficacy	.210	.060	.238	3.511	<.001	.092	.329
	financialsatisfaction	.462	.059	.532	7.866	<.001	.346	.579

a. Dependent Variable: workplaceperformance

Table – 6 (C)

From the **Table - 6(A)** $R = .673$, Indicates a strong correlation between the predictors (financial satisfaction (FS) and financial self-efficacy) and workplace performance. $R^2 = .453$, Suggests that 45.3% of the variance in workplace performance is explained by financial satisfaction (FS) and financial self-efficacy. Adjusted $R^2 = .445$, A slightly lower value that adjusts for the number of predictors. $F(2,149) = 61.603$, $p < .001$: The model is statistically significant. Durbin-Watson = 1.853: Indicates no major autocorrelation issue. In **Table 6(B)** the ANOVA $F(2,149) = 61.603$, $p < 0.001$, the regression model is highly significant. Both financial self-efficacy (FSE) and financial satisfaction (FS) significantly predict workplace performance. In **Table 6(C) Financial satisfaction (FS)** ($\beta = 0.532$, $p < .001$) has a stronger impact on workplace performance than financial self-efficacy (FSE) ($\beta = 0.238$, $p = .001$). Since financial self-efficacy (FSE) is still significant ($p = .001$), but its effect size ($\beta = 0.238$) is weaker than financial satisfaction (FS)'s ($\beta = 0.532$), this suggests **partial mediation**. Financial satisfaction (FS) partially mediates the relationship between financial self-efficacy (FSE) and workplace performance. To confirm the mediation more formally, the study conducts the Sobel Test **Z value is 4.44948291, standard error 0.04285442, and P value 0.00000861**. The value **4.44948291** is quite higher than the 1.96 standard value with statistics, **the study accepts H4: Financial satisfaction (FS) mediates the relationship between financial self-efficacy (FSE) and workplace performance among employees of medium-sized enterprises.**

Conclusions

Financial self-efficacy (FSE) Directly Enhances Workplace Performance (WP):

The study confirms **H₁**, demonstrating a significant positive relationship between financial self-efficacy (FSE) and workplace performance ($\beta = 0.475$, $p < 0.001$). Employees who feel confident in managing their finances are likely to perform better at work, likely due to reduced stress and increased focus on tasks. **Financial satisfaction (FS) is the Strongest Predictor of Workplace Performance:** **H₂** is strongly supported, with financial satisfaction (FS) explaining **40.7%** of the variance in workplace performance ($\beta = 0.638$, $p < 0.001$). This highlights that employees who feel financially secure and satisfied are more motivated, productive, and committed to their roles. **Financial self-efficacy (FSE) Drives Financial satisfaction (FS):** **H₃** is validated, as financial self-efficacy (FSE) significantly predicts financial satisfaction (FS) ($\beta = 0.445$, $p < 0.001$). Employees with higher confidence in their financial management skills report greater satisfaction with their financial situation, which aligns with their ability to achieve stability and reduce monetary stressors. **Financial satisfaction (FS) Mediates the FSE-WP Relationship:** The Sobel test ($Z = 4.45$, $p < 0.001$) confirms **H₄**, indicating that financial satisfaction (FS) **partially mediates** the link between financial self-efficacy (FSE) and workplace performance. While FSE directly improves performance, its impact is amplified through the pathway of increased financial satisfaction (FS).

Suggestions

Enhance Financial Wellness Programs, Prioritize Equitable Compensation, Support Career Development, Tailor Interventions for Subgroups, focus on younger or lower-income groups who might need targeted support, and explore gender-specific financial challenges (e.g., wage gaps, and caregiving responsibilities) to design inclusive policies. For Future Research, include more women, younger employees, and lower-income workers to improve generalizability, Test variables like job autonomy, organizational culture, or mental health to identify other factors influencing workplace performance. Use Advanced Analytical Methods: Apply structural equation modeling (SEM) to validate the mediation model more robustly. Test interaction effects (e.g., FSE \times FS) to identify synergistic boosts in performance. Financial satisfaction (FS) is the cornerstone of workplace performance in medium-sized enterprises. By fostering financial self-efficacy (FSE) and addressing satisfaction through equitable policies and targeted support, organizations can unlock significant productivity gains. Future research should focus on underrepresented groups and contextual factors to build a holistic understanding of these dynamics.

Questionnaire

Section 1: Demographics

1. Age: _____
2. Gender: _____
3. Employment Status: _____
4. Income Level: _____

5. Education Level: _____

Section 2: Financial self-efficacy (FSE)(Lown's Financial self-efficacy (FSE)Scale)

6. I am confident in my ability to manage my finances effectively.
7. I can handle financial challenges without feeling stressed.
8. I feel capable of making informed financial decisions.
9. I am comfortable discussing financial matters with professionals
10. I believe I can save money consistently.

Section 3: Financial satisfaction (FS) (Consumer Financial Protection Bureau (CFPB) Financial satisfaction (FS) Scale)

11. I am satisfied with my current financial situation.
12. My financial situation allows me to meet my needs
13. I feel financially secure for the future.
14. My financial status does not negatively affect my well-being.
15. I am satisfied with my ability to manage financial obligations.

Section 4: Workplace Performance (Author's construct)

16. I am productive in my job role.
17. My financial situation does not affect my work performance.
18. I feel motivated to perform well at work.
19. I manage workplace stress effectively
20. I can focus on my work without financial distractions.

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