MEASURING SOCIAL COMPETENCE, TASK COMPETENCE AND SELF-PROTECTION IN AN ORGANISATIONAL CONTEXT

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DECLARATION

This thesis contains no material which has been accepted for the award of any other degree or diploma in any university or other tertiary institution and, to the best of my knowledge and belief, contains no material previously published or written by another person, except where due reference has been made in the text. I give consent to this copy of my thesis, when deposited in the University Library, being made available for loan and photocopying subject to the provisions of the Copyright Act 1968.

Signed...................................(candidate)

Date............................................
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In Chapter 1, I describe social competence, task competence and self-protection in an organisational context. In Chapter 2, I review key self theories and relate them to the self-competence construct. In Chapter 3, I review the research on self-competence to show that there is a need for a construct of social competence and self-protection. I discuss the limitations of three self-competence theories: Bandura’s (1977) self-efficacy theory, Williams and Lillibridge’s (1992) self-competence theory and Tafarodi & Swann’s (1995) self-competence/self-liking theory. In Chapter 4, I present my self-competence model. I raise the research questions and specify my hypotheses. In Chapter 5, I describe the construction of Social and Task Competence Scale. I present evidence of the reliability and factor structure of the Social and Task Competence Scale. I concluded that scale revisions were needed. In Chapter 6, I present evidence of the reliability, factor structure and predictive validity of the revised Social and Task Competence Scale and Self-Protection Scale. I describe the results of an experiment that investigated the interaction of task setting, social competence, task competence and self-protection. I concluded that the measures predicted performance. In Chapter 7, I investigate the factor structure and reliability of the revised Social and Task Competence Scale and revised Self-Protection Scale. I provide evidence of the convergent and discriminant validity of these measures with reliable measures of self-competence, self-esteem, self-monitoring, personality and social desirability. In Chapter 8, I investigate the factor structure and reliability of the Social and Task Competence Scale and Self-Protection Scale after final revisions and show that these measures are acceptable for use in scientific research. I present evidence of their convergent validity with a valid and
reliable measure of emotional intelligence, and describe experimental results that supported the hypothesised relationships between perceived task difficulty, social competence, task competence and self-protection and task performance. In Chapter 9, I discuss the implications of my research for self-competence theory, self-regulation and self-esteem and the prediction of social and task performance in organisations.