The Mediation Effect of Effective Leadership Behavior on the Relationship between Leadership Self-Efficacy and Managerial Job Performance

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Abstract— **Background: The study on leadership and what makes it effective can never be over emphasized, it was observed that since the beginning of the 19th century, there was proliferation of research studies on the leadership phenomenon aimed at enhancing the ability to predict effective leadership in organizations**
Aims: - This study attempts to examine the relationship between leadership self-efficacy and managerial job performance and whether effective leadership behavior mediates the relationship.
Methods: Quantitative data using questionnaire was collected among the branch managers of the banks.
Results: The result shows that LSE influences the managerial performance. The result shows that hypothesis H1 is hereby supported. The result of the mediation test shows that LSE is significantly related to managerial job performance. Hierarchical regression analysis was conducted using the Baron and Kenny (1986) method (four steps of mediation analysis). And the result shows partial mediation had occurred.
Conclusions: The findings of this study on the relationship between LSE and managerial job performance are in concord with previous studies. Further, future studies should consider the other dimensions of interest.

Index Terms— **Leadership, Self-Efficacy, Managerial Job Performance, Effective Leadership Behavior**

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