

Impact of Workplace Bullying on Intention to Leave: Study of Executive and above Employees in One of the Leading Fabric Printing Companies in Sri Lanka

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This study investigates how self-efficacy affects the academic performance of final-year management undergraduates in a selected state university in Sri Lanka. The study used a quantitative explanatory field study design and collected data from 253 participants through online questionnaires. SPSS 22.0 was used for data analysis on the collected material. Self-efficacy was measured through perceived control, competence, persistence, and self-regulated learning, while academic performance was self-reported through GPAs. The research discovered a strong positive correlation between self-efficacy and academic performance, with a correlation coefficient of 0.834 and a significance level of $p < 0.001$. Self-efficacy accounted for 69.5% of the variability in academic performance, which is consistent with previous studies, emphasising the significant impact of self-efficacy on student success. The study highlights how self-efficacy positively affects academic performance in management undergraduates, offering opportunities for interventions that can lead to improved academic performance and long-term career success. Additionally, the findings add to the knowledge base on factors that influence academic achievement, which can help instructors develop better teaching practices and guide student support initiatives. In future research, the researcher aims to improve the study by implementing more rigorous sampling techniques to enhance generalizability, employing longitudinal designs to establish causality and track the development of self-efficacy, and incorporating objective measures of academic performance for greater accuracy. Addressing these limitations will help to create more comprehensive research and generate deeper insights. Further research on how self-efficacy affects academic performance in management education, particularly in Sri Lanka, has the potential to enhance student success and prepare future leaders with the confidence and skills they need to excel.

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