

# ROLE EFFICACY

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- Role?

A character assigned or assumed

The function assumed or part played by a person or thing in a particular situation.

- Efficacy?

The ability to produce a desired or intended result.

The power to produce an effect

The more we move from role taking to role making (taking initiative in designing the role more creativity to integrate various expectations), the more role is likely to be effective.

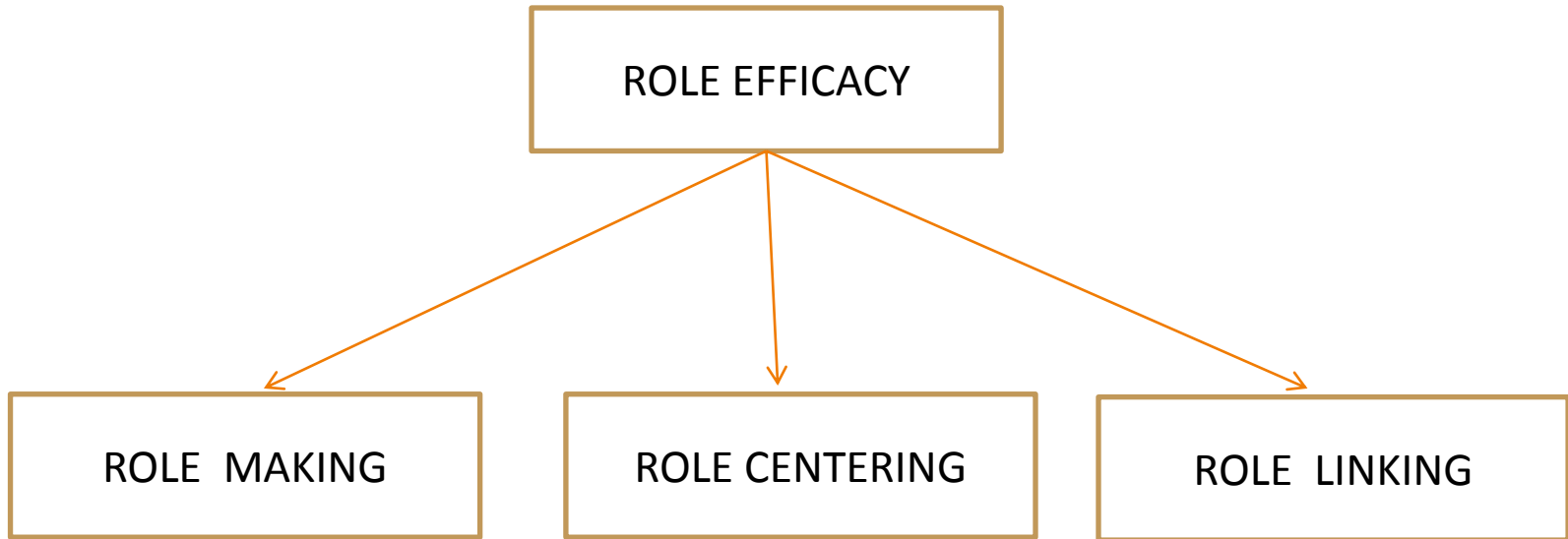
- Effectiveness of role therefore depends on potential effectiveness of individual, role and climate of the organization.
- This potential effectiveness can be called efficacy.
- Role efficacy can thus be seen as the psychological factor underlying role effectiveness

# DEFINITIONS

- Efficiency : - measured by a comparison of output with input  
(as in energy, time and money)  
- doing things right
- effectiveness : - ability to produce a decided decisive or desired  
effect  
- doing right things
- efficacy : - power to produce an effect  
- setting the right objectives

# Role efficacy has three main aspects

The more these aspects are present in a role, higher the efficacy is likely to be



# ROLE CENTERING

## Centrality:

how central I am to the organization

## Influence:

Ability to influence and use power

## Personal growth:

Opportunity to grow & develop

# ROLE MAKING

## Self-role integration:

How closely integrated role with self

## Pro-activity:

Ability to make initiative rather than responding

## Creativity

New and unconventional way of solving a problem

## Confrontation

Ability to face problems and find solutions



# ROLE LINKING

## Inter role linkage

Ability to link one's role with others

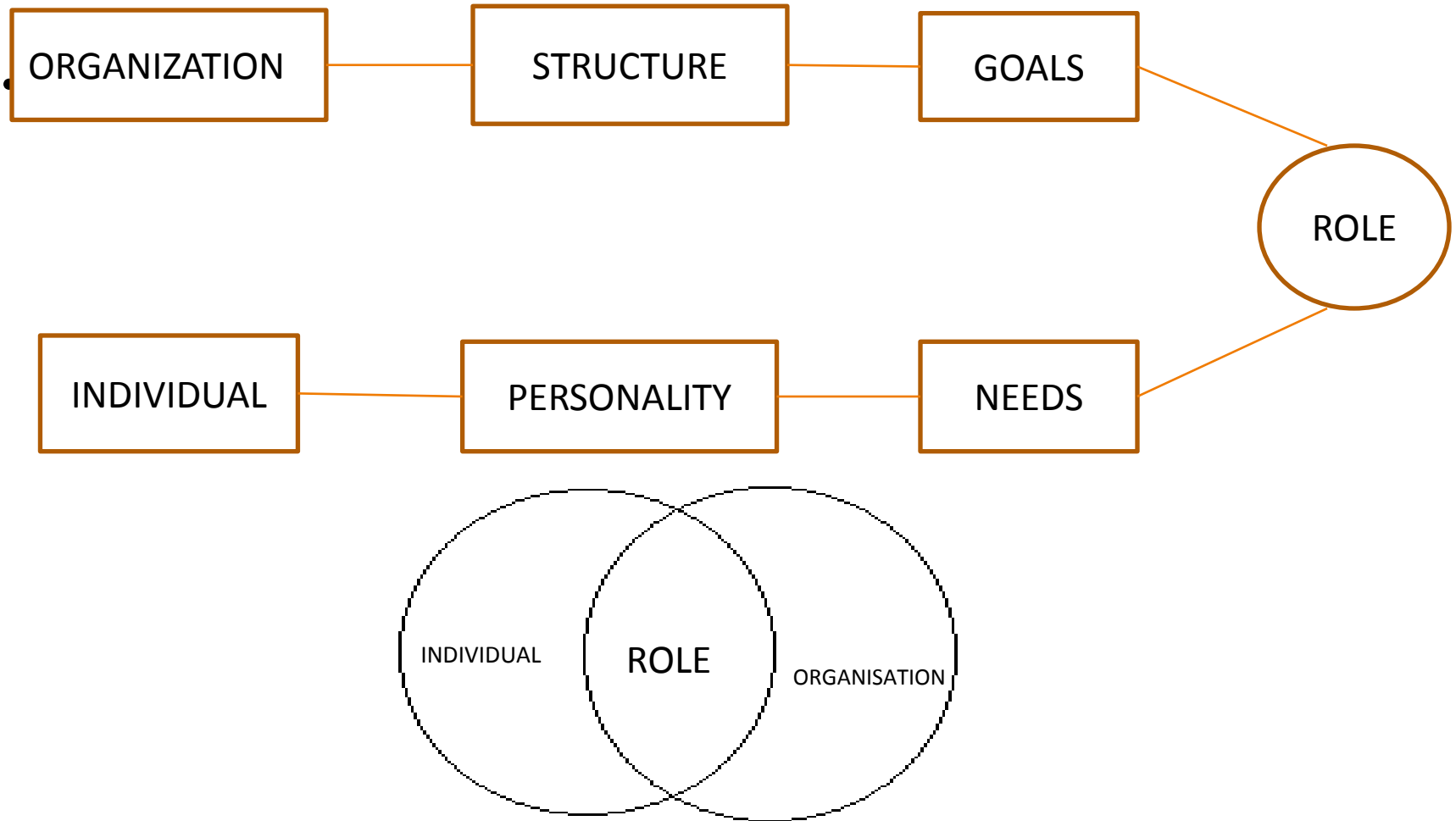
## Helping relationship

Free to solicit and give help

## Super Ordination

Disposition to serve larger

# ROLE IS THE INTEGRATING POINT OF INDIVIDUAL & ORGANISATION



# ROLE DERIVATION PROCESS

- Identify the stake holders
- Classify the stake holders
- Prioritize the stake holders
- Identify the expectations of stake holders
- Apply criteria for elimination
- Generate self expectation
- Collate expectation of both
- Finalize role

An office becomes a Role when it is actually defined by the expectations of Stake holders

OR

Role is not defined without the expectations of others

# APPROACHES TO ROLE



- Reactive
- Based on expectations of others
- Role taking

- Proactive
- Based on self expectations
- Role making

*Thank You*