

**IMPACT OF PERFECTIONISM AND SELF-EFFICACY ON JOB PERFORMANCE AND WORK  
ENGAGEMENT : GENMES AND BOOMERS**

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**ABSTRACT**

Hiring competent salespeople and keeping salespeople motivated and engaged to enhance job performance is a major objective for sales managers. This study tests the relationship between employee's self-efficacy, perfectionism, work engagement and job performance. In addition, given the entry of millennial (also called GenMe or Generation Y) to the workforce this study explores whether generation gap can moderate the relationship between perfectionism, engagement and job performance.

Responses from 483 French telecommunications salespeople ranging in age from 20 to 59 years were used in this study. Results show that work engagement is predicted by self-efficacy and perfectionism. Self-efficacy and perfectionism are positively related to job performance. Test for moderation by generation gap found support only for the path between perfectionism and job engagement. This path was stronger for GenMe's compared to boomers.

References available upon request