

An Interconnected Model of Work-Related Behavioral Orientations and Self-Rated Performance among Garment Workers in Ho Chi Minh City, Vietnam

Tuan Phan Anh Ngo¹, Cong Sinh Nguyen², Jesús P. Briones³, Ngoc Huy Trinh⁴, & Huong Xuan Vu^{5*}

¹ *Faculty of Applied Sciences and Technology, Nguyen Tat Thanh University, Ho Chi Minh City, Vietnam*

² *Economic Faculty, Binh Duong University, Ho Chi Minh City, Vietnam*

³ *Graduate School, University of Batangas, Batangas, Philippines*

⁴ *Human Resources & Administration Department, Scientific Institute of Human Resource Management, Vietnam*

⁵ *Department of Psychology, Faculty of Tourism, Nguyen Tat Thanh University, Ho Chi Minh City, Vietnam*

Working in garment production requires highly coordinated work in demanding physical and time-based environments. In such settings, a cross-sectional study was conducted to explore the relationships between employees' perceptions of five different orientations (Responsibility, Discipline, Engagement-related orientation, Cooperation, and Adaptability) and their self-ratings of performance (measured in terms of three different dimensions, namely efficiency, effectiveness, and output quality) within 25 garment factories in Ho Chi Minh City, Vietnam, involving 384 production employees. In partial least squares structural equation modeling, adaptability showed the strongest unique associations with efficiency ($\beta = .448$) and effectiveness ($\beta = .463$), while responsibility was positively associated with all three performance domains. Meanwhile, discipline was strongly associated with responsibility, the engagement-related orientation, cooperation, and adaptability; responsibility was also linked with cooperation and adaptability. The engagement-related orientation did not show a unique association with any performance domain once the other four orientations were considered simultaneously. The model explained 52.4% of the variance in efficiency, 51.5% in effectiveness, and 30.0% in output quality. Taken together, the results suggest that self-rated performance is embedded in a broader configuration of self-regulatory, relational, and adaptive behavior rather than being explained by a single generalized attitude. Because the design was cross-sectional and all measures were self-reported, the associations are contemporaneous and should not be interpreted as causal.

Keywords: adaptability, garment workers, occupational psychology, self-rated work performance, work-related behavioral orientations

Author info: Correspondence should be sent to: Dr. Vu, Xuan Huong, Department of Psychology, Faculty of Tourism, Nguyen Tat Thanh University, Ho Chi Minh City, Vietnam; Email: vxhuong@ntt.edu.vn

North American Journal of Psychology, 2026, Vol. 28, No. 4, 2107-2119
© NAJP <https://doi.org/10.65696/001c.171642>

Access to Full Text

The full text of this article is available through institutional subscriptions via major academic databases and aggregators, including **EBSCO, ProQuest, and Cengage**. The *North American Journal of Psychology* is indexed in **Scopus** and **APA PsycINFO**, and access to full articles is typically available through university and research library systems.