

A Study on Factors Affecting the Self-efficiency of Human Resources in Educational Organizations

Abstract

This study was done with the aim of investigating the factors affecting the self-efficacy of human resources in educational organizations.

The research population, composed of all the administrators of educational units in Karaj, in the school year of 2010–2011, amounted to 750 participants. The sample included 254 subjects, selected according to stratified random sampling on the basis of Morgan's table for determining the sample size. The data collection tool was a questionnaire prepared by the researcher himself and its validity was confirmed by 30 experts, and its reliability was calculated on the basis of Cronbach's Alpha and was 0/86.

The obtained results of data analysis reveals that there is a significant and meaningful relationship between emotional states and physical development, the use of verbal or social inducements, the use of an alternative experience, and an emphasis on successful experiences of human resources in educational organizations, and their efficacy.

Key words: self-efficacy, human resources, educational organizations, emotional states, verbal inducements, alternative experiences, successful experiences.

Introduction

Human beings from the beginning until today, have always tried to know themselves, their abilities and talents by which they could, in turn, change their environment. Meanwhile, self-analysis was more considered. Self-analysis not only