

The data contained in Table 7 reveals that because the obtained P (3.33) is higher than the significance level (0.05), there is no significant or meaningful relationship between the courses of study and self-efficacy of human resources in the educational organizations. In other words, all the subjects with different majors agree with the factors that affect self-efficacy of human resources in educational organizations.

Discussion and conclusion

The results in the presented study indicate that there is a significant and positive relationship between emotional and physical states, the use of verbal and social persuasion, alternative experiences, successful experiences of human resources in educational organizations and their self-efficacy. However, there is no significant or meaningful relationship between human resources' gender, the years of service, major of studies, and their self-efficacy. The results of the present study echo the results obtained in the following research.

In their study, Bandura, Reiz and Adamz (1982) found out that there is a significant relationship between others' verbal persuasion and self-efficacy of individuals. In this study it is also revealed that verbal persuasion can affect human resources' self-efficacy in educational organizations.

In this study successful and alternative experiences are underlined as effective factors for developing self-efficacy. Acunnien et al. (2009), also in their research, came to the conclusion that there is a significant relationship between human resources' work experience and their self-efficacy. In addition, Koslowsky et al. (2009), in their study, showed that there is a significant relationship between presenting successful models, teachers' group activities and their self-efficacy

Furthermore, Skinner and Croft (2009), in a research program, tried to investigate the planning techniques for improving students' self-efficacy, and the results of their study revealed that there is a meaningful and significant difference between the self-efficacy of those students who have experienced a workshop and those who have not.

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