

## Effective Factors on the Self-Efficacy of Educational Managers

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### Abstract

Many behaviors of the mankind are excited and controlled by self-influence mechanisms. Among self-influence mechanisms, nothing is more important and more comprehensive than believe to the personal self-efficacy. (Bandura, 1997). If a person believe that can not obtain the expected results, or reach to this belief that can not prevent from unacceptable behaviors, his/her excitement for doing the task will be reduced. This study, has conducted on the notice to the concept of self-efficacy and the idea of the famous psychologist Albert Bandura and the perception of the mankind from self-efficacy and introducing the resources of creation and changing the belief system of self-efficacy, that include the enactive mastery experiences, vicarious experiences, social or verbal persuasion affective and physiologic states. Effects of self-efficacy beliefs on the motivator processes such as selection, effort and perseverance, excitation and encountering with stressful factors. The stages of self-efficacy include the childhood, adolescence, middle ageing and senescence that Bandura noticed to them and in senescence course the self-efficacy belief pose in very low level. This study conduct the individuals (managers) in order to enabling their beliefs by offering some solutions for conquering to the weaknesses and achieving to the high efficacy and success and control in their lives.

**Keywords:** Effective, self-Efficacy, Education, Managers

### Introduction:

The human always has the absolute wish of the lighting, eternity, absolute completeness, the right prosperity and the fact. And, always has found his/her right and divine ego familiar with

this ideals and meaning, and meanings, and his/her most important hopes in the life has been the self-construction, becoming himself and training his/her unique and nonpareil talents.

Socrates, the famous philosopher of the 5th century B.C. establish his philosophy with the short and meaningful phrase "know yourself" and believed that if the thought and mind do not pay attention to the ego, and do not test the ego, the real philosophy will not be realized. And also, Islam prophet (P.B.U.H), anybody will recognize himself will recognize his God.

One of the greatest approaches of the Education and training of each country is the selection of capable individuals; individuals that recognize their capabilities and have the right perception of them. Undoubtedly, such people will find the logical solutions in confronting with problems and will use the proportional objective with their capabilities and will show more stability in confronting with problem; and instead of determent of difficult positions will welcome to the difficult situations and will sense more pace. Such people prevent from their devaluation and in the failures, instead of reduction of their self-efficacy, increase their efforts; and they believe that their efforts has relation with the result and will search for the new situations. (Rio John Marshale, Translated by Seyyed Mohammadi, 2007).

The role of the feedback in the individual's belief to his/her capabilities should not be ignored. Feedback and acknowledgment of the results of the task, inform the people from the result of their performance and provide the comparing possibility with the favorable performance and provide the background for the reform.

self-efficacy beliefs are the tools that determine the ability of doing the tasks, in order to the individuals, knowledge and skill and describe, why the people with the similar knowledge and skills have different performances.

### **The concept of self-efficacy**

self-efficacy has derived from the social cognition theory of the famous psychologist Albert Bandura (1997) that notice to the individual's beliefs and judgments in doing tasks and responsibilities. Social cognition theory is based on the three dimensional pattern of the behavior, environment and individual. This pattern emphasis on the mutual relation between the behavior environmental effects and individual factors (cognitive, sentimental and biologic factors) that notice to the individual's cognition for describing the psychological functions. Based on this theory, individuals in three dimensional system affect on themselves motivation and behavior.

Poorafkari (2006) knows the individual beliefs about the ability for coping with different situation, as self-efficacy.

### **Perception of the self-efficacy**

The perception of the mankind from the self-efficacy is the vast and include the followings:

1. What are the activities of the people?
2. How long they resist against the barriers.
3. How are the people's emotional reactions, when they forecast a situation or during its occurrence? It is apparent that the thought, motivation emotions and behavior of the human, in loneliness that rely on his/her capability, differ from his/her behavior in the loneliness that he/she has the insecurity or none-competency situation. The perception of human from self-efficacy affect on the individual's thought, motivation, performance and emotional excitation (Schultz, 1990, 3, Translated by Karimi et al. 2005).

Many of behaviors of the human are excited and controlled with self-efficacy mechanisms. Among self-efficacy mechanisms, nothing is more important and more comprehensive than

belief to the personal self-efficacy. (Bandura, 1997). If an individual belief that can not achieve to the expected results, or reach to this belief that can not prevent from unaccepted behaviors, his/her motivation for doing task, will be reduced. However, there are other factors that operate as stimulator of the human behavior, but all of them are the follower of the individual's belief.

- **Sources of creation and change of the self-efficacy belief of employees (managers).**

Bandura (1997) suggests that, the belief of the people to the themselves self-efficacy, compose the major part of their self-knowledge. And he has recognized four major source for changing the system of self-efficacy beliefs. These sources are:

- Enactive mastery experiences
- Vicarious experiences
- Persuasion verbal or social
- Physiological and effective states

- **The effects of self-efficacy on motivational processes**

**1. Selection:**

self-efficacy beliefs are related with the objectives (It means that people with high self-efficacy, select more complicated objectives that require more efforts).

**2- Effort, perseverance and performance:**

The people with high self-efficacy level have more efforts and perseverance in the tasks and in comparison with the people with low self-efficacy, show the better performance.

**3- Emotion:**

People with high self-efficacy in comparison with the low self-efficacy people have the better mood in doing their tasks. (It means that they experience less depression and anxiety).

**4- Coping with stressful situations**

The people with high self-efficacy can cope more with stressful and disappointing situation, in comparison with the low self-efficacy people.

If the people be sure that they can do difficult tasks, they try more seriously for success. The people that who have not personal efficiency in the special situation (educational, relational, occupational, etc), can be learnt that rely on their ability more, in order to success and so amplify their being valuable sensation and the possibility of their success. (Haljin and witborne, 2003, translated by Seyyed Mohammadi, 2008).

**The stages of the development of self-efficacy**

**Childhood:**

The personal efficiency grows gradually.

**Adolescence:**

The experiences of adolescence transition, such as coping with requests and pressures, from sexual acknowledgement to selection of university and job. In situation that require the compatibility, adolescents should Croat the new competencies and new assessments of their capabilities. Bandura recognized that the success of this transitional stage between childhood and adulthood depend on the personal performance level that create during the childhood years.

**Adulthood:**

Bandura divide the adulthood to the beginning years and middle years. The beginning years require the more compatibilities with subjects such as marriage, parenthood and occupational upgrading. And also middle years are stressful, while the people reassess their

life and confront with their limitations and emphasis on themselves personal performance, again.

**Senescence:**

The assessment of the personal performance in senescence is difficult. With reducing , bodily and mental capabilities, retirement from the active job, and determent from the active life, require the new course of the assessment. (schutz; transtated by Seyyed Mohammadi, 2004).

- **Self-efficacy and tducational managers**

As noted initially to the self-efficacy definition: It is the perceived capability of the individual in compatibility with certain situations and judgment about their capabilities about doing a task or compatibility with a certain situation. And now, in the educational systems, self-efficacy is one of the effective factors on the performance of many managers, such as educational managers that their constructive capability of many of them, organize by cognitive, social, sentimental and behavioral skills in order to realization of the different objectives.

- **Solutions for conquering to the weaknesses and achieving to the high self-efficacy, control and success in life**

1. Posing in the exposure of successful experiences by considering some accessible objectives and by this, increasing the possibility of performance attain.
2. By posing the person in exposure of the appropriate patterns that practically, are successful and increasing his/her vicarious experiences.
3. Providing verbal or social persuasion, in order to success, has several methods; such as it can said that “I have the ability of successful performance”.
4. By strengthening the physiologic excitation via food regime sport activities, powr and vital energy can be increased.
5. Seeking the unknowns, welcome to the changes and accept that “the beauty of life is in its changes”.
6. Having attachment sense to congeners, none-arrogance and none selfish senses.
7. Mobility and dynamism in coping with injustice and finding a creative solution and keeping the pace.

**Conclusion**

The linkage and relation with principals of the neighbor schools and creating linkage and relation between home and school, teachers and students and between the school personnel local society, that operated via agents of parent and community center, in order to using the great available capacities of the local society, is one of the most important tasks of the managers because it is the provider of the transferring the embarrassed and costly management to the active and planner management, and prevent from the repeating and everydayness, certainly, the authorities of the managers will be increased. Therefore, devolution should be appropriate with the capability, experience, knowledge and other competencies of the managers.

If a manager has no such capabilities, he/she should reach himself/herself to the acceptable rate in this context, rapidly. And if some managers, do not have the appropriate capability and capacity, should give their position to the eligible managers. Even, very talented people that have weak belief to themselves use their capabilities less, and therefore the self-efficacy sense enable people to do extraordinary tasks by using skills in confronting with the barriers.

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