



# Importance of Self Efficacy in developing Teacher's Commitment

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## Abstract:

*The quality of teachers' education can be improved only when the teachers' psychological wellbeing is focused upon for the improvement. Teachers' wellbeing is based on how they are treated as a teacher by family, students and the school authorities. Thus, it is important for the school leadership to know that the teachers' commitment is an important aspect to be studied and improved. Once the teacher is committed to the work, they find no difficulty in achieving the goals set. This commitment can be developed by increasing the self-efficacy factor among the teachers. While self-efficacy is developed through experiences. The teachers must be trained by providing such experiences that leads to strong self-efficacy. Thus, self-efficacy is important in developing teachers' commitment.*

**Keywords:** *Self-Efficacy, Teachers' Commitment, Self-Efficacy beliefs*

## 1. Introduction

The teacher has always been a main point of conversation when it comes to proving the quality of education. In 2010 Newsweek published a cover story called, "the key to saving American Education". The image was of a blackboard with a single phrase chalked over and over again in a child's loopy handwriting: We must fire bad teachers. We must fire bad teachers. We must fire bad teachers. (1)

We can see that the teachers are categorized into good and bad based on their teaching skill, behavior as well as teaching method. The self-efficacy component of Albert Bandura's social-cognitive theory is believed by many scholars to be a critically important theoretical contribution to the study of academic achievement, motivation, and learning.

Here in this article, we are going to see how self-efficacy beliefs help in the psychological wellbeing of the teachers. The teacher with high self-efficacy has been seen as someone who can overcome any depression and stress. Hence, based on the previous statement we can state that the teacher's wellbeing is based on the teachers is based on having strong self-efficacy.

The following are the reviews of past researches based on which conclusion is drawn out:

## 2. Research review

### **The relationship between self-efficacy and employee commitment among the perfusionists.**

By Gilber Gracias

Researcher collected data using survey instruments such as implied consent, demographic questions to collect age, gender, workload, experience, and education information; the OCQ which measures an employee's commitment and the WS-Ei, which measures a participant's work self-efficacy.

The collected data was analyzed by using SPSS. The findings indicated that the higher self efficacy scores, higher the commitment scores.

### **Self-efficacy as a predictor of commitment to the teaching pdrofession: A meta-analysis**

Steven Randall Chesnut Hansel Burley

Researcher collected data from 16122 preservice and in service teachers.

The collected data was meta analyzed and the findings suggested that the preservice and inservice teachers' self-efficacy beliefs influence their commitment to the teaching profession.

### **Exploring the Relationship between Self-Efficacy and Career Commitment among Early Career Agriculture Teachers**

McKim, Aaron J.; Velez, Jonathan J

Researcher collected data of agriculture teachers and analyzed using multiple linear regression analysis. The findings suggested that there was a need to build up self-efficacy experiences based on Bandura's theory.

### **Teacher and Collective Efficacy Beliefs as Predictors of Professional Commitment**

Herbert Ware & Anastasia Kitsantas

Researcher collected data of 26257 teachers and 6711 principals of public school by the use of 2 teachers efficacy scale

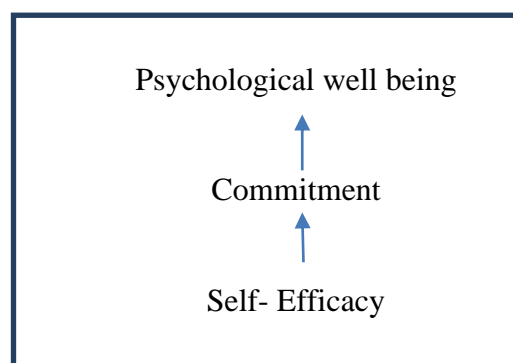
### **Teachers' Commitment and psychological well-being: implications of self-beliefs for teaching in Hong Kong**

Dennis M. McInerney, Fraide A. Ganotice, Ronnel B. King, Alexandre J.S. Morin & Herbert W. Marsh

Researcher collected 857 Hong Kong teachers in order to examine the relation between Teachers' commitment and psychological well-being. Regression analysis was used to find the result. The findings suggested that the affective and normative commitment positively predicted psychological well-being in the work place: interpersonal fit at work, thriving at work, feeling of competency, perceived recognition at work, desire for involvement at work and job satisfaction. Continuance commitment was a negative predictor of some outcomes.

### **3. Criticism of the related literature**

From the above-mentioned research reviews we can see that self-efficacy belief has direct effect on the commitment. Job satisfaction is based on the commitment to the job. Affective and Normative commitment affects the psychological well-being in the work place. This states that the Teachers self-efficacy beliefs helps in proper classroom management. Thus, from all the research reviews we can say that the self-efficacy beliefs from the base of good psychological well being of employees.



#### 4. Importance of Self Efficacy

An efficacious outlook produces personal accomplishments, reduces stress and lowers vulnerability to depression. Bandura has defined self – efficacy as, “the belief in one’s capabilities to organize and execute the courses of action required to manage prospective situations.” Self efficacious person has the capability to take the task and complete it. They are not afraid to commit to work and in case of any difficulties they work their way out.

Following are the characteristics of a person with strong self-efficacy:

- View challenging problems as tasks to be mastered
- Develop deeper interest in the activities in which they participate
- Form a stronger sense of commitment to their interests and activities
- Recover quickly from setbacks and disappointments

Following are the characteristics of a person with weak self-efficacy:

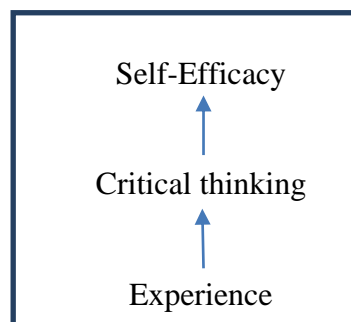
- Avoid challenging tasks
- Believe that difficult tasks and situations are beyond their capabilities
- Focus on personal failings and negative outcomes
- Quickly lose confidence in personal abilities

#### 5. Self Efficacy beliefs

- It is the thought that directs the course of action in a person. The beliefs of people create various types of scenarios. As a result, people having high sense of efficacy, can visualize success scenario and guide their own performance. In contrast to this, people having low sense of efficacy they can’t visualize and just they fail in their effort. This makes a person confident in his work. He knows where he is heading. That is why it is important to set proper objectives before starting work.
- The people with high self-efficacy have good goals set before them. They know how to motivate themselves to work. It is based on their self-regulatory behavior that they achieve success. Opposite to this view, people with less efficacy are not self- regulatory. They are not motivated by their situation. Thus, self-efficacy leads to motivation.
- A person with high self- efficacy has is known to have good sense of creativity. Such people are not afraid of any situation and problem. They can easily solve the problem and can cultivate problem solving skill among themselves. It is through this that they can achieve success. They can construct their own theories and can be self-motivated by their difficulties.

#### 6. Developing Self Efficacy

The theory of Self efficacy states that the failure of a person doesn’t define the person’s inability. It is based on person’s belief of overcoming the hurdles. It is based on the person’s view of a situation. It has been mentioned that a person learns from his experience. It is based on his experience that he will develop a belief. A belief is developed based on critical thinking and the foundation of critical thinking is experience. Thus, it is through experience that self-efficacy is developed.



## 7. Conclusion

Thus, we can conclude that the school leadership should focus on providing in-service training to the teachers such that their critical thinking increases which leads to self-efficacy development. Also, the psychological wellbeing of a strong self- efficacious person is better compared to the one with less self-efficacy. Thus, during the teachers' recruitment the self-efficacy level of the teachers must be checked.

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