

INVESTIGATE THE RELATIONSHIP BETWEEN JOB AUTONOMY AND SELF-EFFICACY (CASE STUDY: TECHNICAL AND VOCATIONAL EDUCATION STAFF OF SOUTH KHORASAN PROVINCE)

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Abstract

The present study was to investigate the relationship between occupational self-efficacy among the independence staff the Technical and Vocational education in the province of South Khorasan. Method of research was descriptive of Correlation. Statistical research community includes Technical and Vocational training for all staff in the South Khorasan Province into the number of (N=270) people which is based on the number of sample size formulas Cochran and stratified random sampling proportional to size the number of (n=159) people were selected as the sample size. Data collection questionnaire of job autonomy and self-efficacy Bandura's questionnaire (1977), was adapted from Saragih Questionnaire (2011); That its formal validity and content using the comments of several thematic experts confirmed their validity coefficients and also to arrange for career independence (0.90), employee self-efficacy (0.92), was confiscated. Analysis of the data from this research using SPSS, version 19, on two levels of descriptive statistics and inferential statistics (Pearson correlation Coefficient, Variance Analysis, and step by step Regression) was done. The findings showed that between independence and self-efficacy with its dimensions ($r=528$, $P < 0.5$), there was a significant relationship. The results showed that between self-efficacy and career independence includes independence in dimensions of job task ($r = 0.440$, $P < 0.5$); independence in power ($r = -0.034$, $P < 0.5$), independence in planning, ($r = 0.549$, $P < 0.5$); ($r=558$, $p < 0.5$) there was a significant relationship.

Keywords: *Job Autonomy, Self-Efficacy, Autonomy in the Power, Independence, Independence in the Job Task Planning*

1- Introduction

In the today world With the development of industry and technology and in dire need of machine industries and the retraining and education or job applicant lacks the skill and the employed manufacturing, commercial and agricultural sectors, this task is responsible for technical and professional education system was laid. The effect will be to claim that role and dare to teach professional and technical production, employment creation, productivity and value added service in the world has caused this, maintain in a short time, your place builds on the country level. In the first decades of the 20th century, professional education, technical and human resources training with a practical approach to the attention of many countries to achieve the target, but are subject to the Organization's effectiveness and efficiency and effectiveness of the organization is also dependent on human resources and staffs it. Of this addressing issues affecting staff such as independence, job satisfaction, self-efficacy and etc.

2- Expression of Problem

Without a doubt, one of the most important factors in any community, human resources productivity is its dynamic stages that prosperity of any society in improving human resources and it lies [1].

One that is in line with the expansion of human resources and the effectiveness and efficiency of the staff of the organization is to raise the independence of a career in the organization. The job has been a multidimensional concept of independence, are having their freedom of action in choosing and working method has been defined [2].

In fact, freedom of action to the independence of the employees in the Organization, planning and scheduling work reference [3] and various modes such as planning, decision-making, and the task of the power.

Job independence as one of several important characters in order to be considered a career in design. Job to a degree of independence of the remarkable freedom that gives the person a job to be able to plan his work and it can be said to have freedom. For very special job means independence, freedom and choices inherent in the work of numerous Cheung stresses that impact on the independence of working a job has a work rate and goal setting. People with job independence, freedom, work and working processes setting of speed control and evaluation procedures are more work to do. In addition to career independence lead to improve the performance of the job. Because a individuals, creative and talented in your fall comments.

Employees who feel they have more job autonomy, thus their work efforts and their decisions can be specified. So they will feel more satisfaction. Job autonomy allows people less prone to stress factors and they will be able to be how to determine their tasks.

Self-efficacy is the ability to control the person gives up on the monitor and be persistently. The world today needs a man that is powered by the force of the elegance and vigilance in the new solutions using modern facilities and their trust of the force that caused the illusion and the judgment is positive about their capabilities [4].

Self-efficacy is one of the most important and the most important axis dimension bandura theory is to control people beliefs about life, their hand will be applicable. high level of self-efficacy in person do things, is more successful and promising.

In the shadow of the person's self-efficacy judgments about capability, capacity and its ability to carry out specific assignments can be specified.

Hence the question many researchers joined their minds have been made up, which is why a country that in terms of raw resources and facilities in terms of lower than other countries, and progress has been different arenas (social, economic, cultural, etc.) is going forward? What causes lag factor and other countries has been to not function correctly? Researchers have struggled to find answers to these questions have the same answer, and they

all did, and the development of human resources, have achieved. Modern organizations for survival in the world of finance, they need variable based on intellectual capital and intangible, are his (human resources). Therefore, human resources play an important role than financial and physical resources in determining competing world pioneers.

Organizational resources in recent decades are very most importance is this importance can be outlined as follows:

1) Due to the larger and more complex organizations, the size of the tasks he has to the stroke in bureaucracy and low color can become by virtue of the role of humans in the organization.

2) Location of some organizations has caused to human resources that have the ability and more talent is note working better.

3) Revised staff value system so that they may be your destiny and the Organization have to say numbers and/or letters.

4) With the level of knowledge and education of human resources in organizations, they also have increased expectations.

5) today, human resources, job and life in his work about the thought of the future, his work is concerned and is looking for a job, the producer needs to satisfy him and his job is willing in there that growth and development.

As a result, at the present time the competition among the organizations to attract and maintain a capable and efficient staff with the aim of establishing a sustainable competitive opportunity, is a serious consideration in these conditions and long-term success of the Organization depends on small and large actions of employees shall be capable and efficient.

According to the material that was said today the problem is the lack of autonomy in many organizations is that usually the work force because they believe there is no monitoring on the job duties he or she is absent, his job and the results of its oblivious to them.

Hence the necessity of technical and vocational training for the young population of the country away from making the inertia, ignorance and lack of knowledge and awareness and necessity of public activities to deal with widespread unemployment and the role of this kind in its guidance to use the vast country is quite clear. Generally, technical and professional training has specific features that are important to place these features, for this training is created. These features include: training and the supply of skilled manpower to respond to the needs of sustainable development, being specialized training and being productive with their work, improving and broadening the technical and professional expertise needed for agricultural and industrial jobs, create skills and prevent an increase in the level of the unemployed community [5].

Therefore, due to the importance and the role of employees in carrying out activities and tasks in the Organization, the association between occupational self-efficacy and independence of working personnel has been the target of research outcomes. Because the employees as valuable resources for their jobs and the Organization are considered potentially duties that will be performed in the job, you must be rich in diversity and innovation, they should work with their importance and significant results, as well as a variety of job skills, should be used to provide the personnel and career should be made so the nature and characteristics of the cause of independence and self-efficacy is to provide the staff.

Hence the researcher in this studies once again to review the relationship between the occupational self-efficacy and pedagogy. Independence because according to the behavioral aspects of what was said in this organization to work staff who are working is of special importance. Including the behavioral aspects can be pointed to career independence. Obviously this feature a variety of implications in the workplace a figure that addressing it

because of the Organization's activities is an important issue and as a challenge that has been faced with the researcher.

Today, the gap between Nations and communities, knowledge and ignorance is. Therefore, the main challenge, the challenge of human wisdom and resources.. Human resources as the most important, most expensive and most valuable resource with organizational capital and will be considered. Man is the only element that has intelligence as organizational factors, the role of coordinator of the other main factors are in between.

Expression that can be used to easily and without the expertise of independent persons, and good access to organizational goals, is a member. Hence, the fundamental role in the development of human resources, and the dynamics of expansion or destruction are destroyed, and organizations. The importance of human resources as the most important factor in any organization that has long been the operational chain to prove and the entities that were successes have had an eye, paying attention to the issue of its titles have been placed front.

Now experts believe the real needs of employees if management is properly understood and not given them money and managers are able to satisfy the Organization's efficiency in the reduction of the dogma because interest and positive attitude to work and effort trying to cause more jobs and thus reduce the cost gets [2]. In General, the necessity of this study can be used as outlined below:

- Previous research with study in relation to the present study, the research was important to the relationship between self-efficacy and independence of the staff work with occupational outcomes has been.

Recognition of the importance of independence and job-role with predictions for the potential possibility of camera provides that managers through investing in this business and self-efficacy enhancement consequences later ' because they provide job satisfaction.

- In the event that such concepts as well as the independence of the staff to be introduced it as such job they can take away your ability to act in those jobs, freedom and independence enjoyed, increased the level of services offered, decreased the stress of working pressures and increase the efficiency and performance of the work.

- The amount of staff with job characteristics, educational aspects, dimensions and scope of job satisfaction, job stress and job performance, they can be placed in different jobs.

- With the identification of each of the dimensions of the job, for the recognition of the independence of the managers that will be provided according to the type of dimensions, independence, more effective planning in conjunction with the development of the next to do it.

3- Hypothesis of Research

There is a relationship between job autonomy and its dimensions with self-efficacy.

There is a relationship between independence on duty of job autonomy with self-efficacy.

There is a relationship between independence on power of job autonomy with self-efficacy.

There is a relationship between independence on planning of job autonomy and its dimensions with self-efficacy.

4- Methodology of Research

The aim of the research and how applied is descriptive and correlation. The statistical community in this study includes all technical and professional teaching staff of South

Khorasan Province, which is the number of 270 people. Based on the sample size formula Cochran (1959) was used as statistical samples. Information gathering tool researcher job autonomy and self-efficacy questionnaire standard bandura (1977) derived from the questionnaire Saragih (2011) questionnaire validity coefficients, respectively. Has been reported in the following table:

Table 1-total reliability coefficients of questionnaire for job autonomy and self-efficacy

Questionnaire	Coefficient of reliability
Job autonomy	0.90
Self-efficacy	0.92

According to the findings of table 1- questionnaire validity coefficients to arrange job independence (0.90), employee self-efficacy (0.92) was calculated to show the accuracy of measuring instruments used in this study.

Table 2-total reliability coefficients of job autonomy dimensions questionnaire

Questionnaire	Coefficient of reliability
Independence on job	0.90
Independence Power	0.92
Independence in planning	0.85
Independence in decision-making	0.88

5- Findings of Research

There is a relationship between job autonomy and its dimensions with self-efficacy.

Table 3- correlation between job autonomy and scale of self-efficacy

Criterion factor	Self-efficacy			
Statistical Indicators	Correlation coefficient	Square of the correlation coefficient	Significance	
Job autonomy	0.528	0.279	0.001	
Independence on job	0.440	0.194	0.001	
Independence Power	-0.034	0.001	0.678	
Independence in planning	0.549	0.301	0.001	
Independence on decision-making	0.558	0.311	0.001	

Findings of Table 3- show that correlation between job autonomy and independence in the dimensions of job task planning, independence, independence in making decisions with meaningful self-efficacy. I.e. between the occupational self-efficacy of independence ($r = 0.528$) there is a significant relationship. Based on the coefficient of determination (r^2) 27.9% of the variance of independence has been shared with career self-efficacy. Therefore, the first hypothesis that between job autonomy and independence in the dimensions of job task planning, independence, autonomy in decision making, there is a relationship with self-

efficacy can be verified. The relationship between self-efficacy with independence in the next power is not significant.

6- Discussion and Conclusions

Self-efficacy is the belief that this person in achieving particular goals to move in bringing powerful psychological transitions resources and motivation is. Career self-efficacy, autonomy model to an individual having their cognitive resources to prepare for achieving specific targets has been defined.

In fact, a sense of self-efficacy in the shadow of merit, adequacy and functionality in a person's life with the strategies to follow to meet the performance criteria of the t and keep increasing. Those who have high incomes of their work, the aim of the challenge is controversial and above on your own, just the most believe hard work and persistence; show more.

Self-efficacy is significantly higher than that is influenced by the characteristics of intelligence, under the influence of personality traits such as self-confidence (self-esteem), and Kenya in bringing under control (its-led) is self-efficacy people, their motivation through the control surface of the restoration and the duration of the pressure foot in front of the barricades are determined.

When you deal with the people wishing to have their desires, their capabilities, and to decrease your speed to low level solutions they carry tons of people with a strong self-confidence, about the ability to overcome the challenge, more efforts are applied. Whatever be your personal fast-efficient higher than the Super Bowl from the failure and recovery faster will convince others. In this judgment, the concepts of the importance of the subjects' students have been very special, this morning on the ability of individuals to the survey effort and will affect the effect to them.

Self-efficacy with regard to human thinking and feeling different. Your individual application can be a relatively coherent belief in different domains and functional positions in a particular domain or have. This is the concept of the overall ability of the individual to the trust of a wide range of questions, desires or new positions. General self-efficacy on the basis and under the clear ability and individual, effective for the next coming with many positions on stress at the moment. Since a person's sense of self-efficacy in doing assignments include pleasant that are successful with learning and motivation in all assignments related to this people can expect people with higher self-efficacy perceptions have higher career independence.

The concept of self-efficacy for enormous, the staff for proper accountability and they are ready in the challenge to be in comparison with the increases, individuals with low self-efficacy, people with high self-efficacy is likely higher for personal judgment, participating in challenges and increasing efforts of enthusiastic and also degrade when the environmental threat facing the less people are nervous in front of their people, the non- The expertise of supervisors have different duties from the tendency and challenge of the work environment very soon advance and empty shoulder and suffer from anxiety, ... Why a relationship that encourages active job requires independence between the employees and the Organization's job to the quality of life of employees, their independence largely depends on the work. Hence the relationship between these two variables will be foreseen.

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