

## **The effect of job characteristics and self-efficacy on teachers' efficiency Physical education of Tabriz city**

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### **ABSTRACT / EXECUTIVE SUMMARY**

Knowing the effective factors in the efficiency and optimization of the physical education lesson from the teachers can help to improve the planning, implementation and evaluation of this lesson. It is clear that not paying attention to the opinions of this influential group can double the existing problems in the field of physical education in schools of East Azarbaijan province. The purpose of this study was to investigate the effect of job characteristics and self-efficacy on the efficiency of physical education teachers in Tabriz city. The current research is applied in terms of purpose and descriptive in terms of method, which was conducted as a survey. The statistical population will be made up of all the teachers of East Azarbaijan Province, whose number is 27722 according to the announcement of the General Department of Education of the province. The size of the population investigated by inquiry from the General Department of Education of East Azarbaijan province was 27722 people and the sample size was 384 people from this society. Therefore, according to the prediction made and taking into account a percentage for the non-return of questionnaires, a larger number of questionnaires were distributed, and in the end, a valid questionnaire was collected during the research period by sending it to teachers online. And finally, 286 questionnaires were analyzed completely and flawlessly. In order to study and investigate the objectives of the research, out of four questionnaires of demographic information, teachers' self-efficacy questionnaire was prepared by Feltz et al., and Hockman and Oldham's job characteristics questionnaire (1975) and standard employee efficiency questionnaire were prepared by Hajizadeh in 2014 according to the standard. The existence of questionnaires and its frequent use in numerous researches, the validity of the questionnaires was confirmed and their reliability was also confirmed by conducting a test on 30 members of the research community and calculating Cronbach's alpha coefficient of 0.901, 0.969 and 0.977 respectively. To analyze the data at the level of descriptive statistics from frequency tables and graphs and percentage of frequency, mean and standard deviation and at the level of inferential statistics from Kolmogorov Smirnov tests to determine the normality of data distribution and one-sample t-tests, Pearson correlation and structural equations to test research hypotheses. SPSS version 24 and SmartPLS version 3 statistical packages were used. The obtained results showed that according to the results of the sample T-Tech test, job characteristics and efficiency among the teachers of Tabriz city are in a good condition. The results obtained from the research hypotheses showed that a direct and significant relationship was observed between job characteristics and efficiency, and a direct and significant relationship was observed between job characteristics and the feeling of self-utility. Finally, the findings showed that according to the path coefficient and T values, it can be said that job characteristics and self-efficacy have a direct and significant effect on the efficiency of physical education teachers in Tabriz city ( $P < 0.05$ ).

**Keywords:** Job characteristics, sense of self-efficacy, efficiency, teachers

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## **1. INTRODUCTION**

Investigating the factors affecting the effectiveness of physical education lessons shows that physical education teachers and others should pay attention to physical education lessons.

From another point of view, job characteristics are also considered as a complementary factor of empowerment (Ebrahimpour et al., 2019). Increasing the synchronization of the speed of social changes with changes in the compatibility of tasks with tasks causes that some changes in the environment cause alienation in one's job and as a result creates a certain behavior in the organization that is associated with the work environment. (Seyd Javadin, 2017). In this regard, understanding the needs of people and the role that human resources play in the use of the work environment has attracted the attention of many psychologists and efficient managers (Iran Nejadparizi and Sasan Gohar, 2016).

In this way, job models specify how I can do jobs or design them so that they design their work and consider their job important, in other words, they feel that they matter. If people feel more engaged in their work in the organization, their effectiveness will increase. It should be mentioned that in order to describe this model, which has the ability of a higher degree for the growth and progress of the work and they believe that it takes them from a certain amount to succeed in the work (Meshbaki, 2016).

Not having a specific program for different academic courses, presenting this lesson as homework, lack of special physical education facilities and spaces, special exercises for female students for appropriate participation in physical education classroom, most teachers, only part of the problems and problems before the lesson.. Physical education. In order to solve such problems, the competence of educational agents to implement physical education lessons in schools is identified and measures are taken to improve it (Regan, 2008).

Knowing the influencing factors in the efficiency and optimization of the physical education lesson from teachers can be a great help in planning, implementing and evaluating this lesson. It is clear that paying attention to the opinions of this influential group can double the problems in the field of physical education in schools of East Azarbaijan province.

Considering the review of previous researches and the advantage of coping skills and self-esteem in various sports fields and influencing the performance and execution of athletes' movements, it raises questions in the mind as to whether the variables of self-efficacy and coping skills can be referred to as . Predictive results for the results of occupational characteristics and efficiency of physical education teachers? And if there is a relationship, self-efficacy and performance skills are used as determinants of job characteristics.

## **2. ANALYSIS**

Job efficiency is one of the most important research topics among the concepts that psychologists and organizational and management behaviors have studied in different organizational situations. The importance of efficiency in the job of teachers is, on the one hand, due to the role that this structure played in education, and on the other hand, it is the meeting place and common concept of many scientific fields of psychology, sociology, management, even economics. And. It is politics.

Physical education is an educational process in which physical activities are used to help students acquire skills, knowledge and positive attitude in the desired growth, general acquisition and opportunities to perform physical activities. (Wilcox, 1987).

The issue of feeling of self-usefulness is one of the most important factors in the development of education and the results of the research show that the feeling of self-usefulness is a central and essential factor in the psychological adjustment and success of students. Self-efficacy in

teachers can be a predictive factor in students' success. In short, self-efficacy theory states that when there are necessary skills and sufficient stimuli, self-efficacy can predict performance. According to Bandura (1977), the level of the feeling of self-interest has influenced what is expressed by the behavior, determines the selection of activities, the amount of effort that is made, and shows the duration of the survival of this effort in stressful conditions. People with high self-efficacy are more involved, have a higher level of effort, show more persistence and have better achievements (Feltza, 1999).

Examining the state of physical education in the country's schools also shows that this lesson is not in a good condition in terms of quality and efficiency, and a lot of research has been done in this field, which proves this.

The current research is applied in terms of purpose and descriptive in terms of method, which was conducted as a survey and data collection was done in the field. The statistical population of the research was made up of physical education teachers of East Azarbaijan Province. In this research, the obtained information was analyzed using the methods of descriptive statistics and inferential statistics. The statistical population will be made up of all the teachers of East Azarbaijan Province, whose number is 27722 according to the announcement of the General Department of Education of the province. In this research, efficiency means usefulness, usefulness, efficiency and productivity (Elam, 2009). In the current research, the standard questionnaire of employee efficiency made by Hajizadeh in 2014 includes 17 items and four components of equality, alignment, speed in work and use of equipment and facilities. The questionnaire was designed based on a five-point Likert scale (very little to very much).

### ***2.1.ALTERNATIVES, RECOMMENDATION AND DISCUSSION***

Table 1. This is an example of a table layout. Shows the dimensions of the text area. Note that a minimum number of horizontal rules and (usually) no vertical rules are used.

Table 6. The results of the T-Tech test of samples (occupational characteristics and its components)

According to the results of the table between the efficiency of teachers of Tabriz city and the variety of skills of job characteristics ( $p=0.01$ ,  $r=0.46$ ), the efficiency of teachers of Tabriz city and the identity of job characteristics ( $p=0.01$ ,  $r=0.51$ ), the efficiency of Tabriz city teachers and the importance of job characteristics ( $p=0.01$ ,  $r=0.62$ ), the efficiency of Tabriz city teachers and the independence of job characteristics ( $p=0.01$ ,  $r=0.66$ ), the efficiency of city teachers Tabriz and job characteristics feedback ( $p=0.01$ ,  $r=0.73$ ), a direct and significant relationship was observed.

Correlation test results table job properties. The number of correlation coefficients at the significant level Feeling of self-usefulness 286 0.43 0.01

According to the results of the table, a direct and significant relationship was observed between the self-efficacy of teachers in Tabriz and job characteristics ( $p=0.01$ ,  $r=0.43$ ). In the structural equation model, factor loadings are calculated by calculating the correlation value of the questions of a variable with the structure related to the question itself. If this value is equal to or greater than  $\pm 0.300$ , it means that the variance between the variable and its questions is greater than the variance of the measurement error of that construct, and the reliability of that measurement model is acceptable. If the path coefficients are above 0.600, it means that the independent variable has a strong effect on the dependent variable, if it is between 0.300 and 0.600, it means a moderate effect, and if it is below 0.300, it has a weak effect, and we have to remove that question.

### **3. CONCLUSION**

There are very few fields that can create interest, pleasure and excitement in the participants. Global changes and developments in the categories of contemporary life have made physical education and sports an inevitable necessity. The growing role of sports in strengthening national identity and national pride is of particular importance. Sports as a social phenomenon has permeated and penetrated the context of the human world and has affected more than the lives of humans. HTHI said you can't, and it's a characteristic thing for Bila Bila Bila Bila Bila. Self-esteem is one of the best psychological constructs that is believed to have a significant impact on achieving results in sports competitions. In summary, self-efficacy theory states that when skills and need drivers are present, feelings predict self-efficacy. According to Bandura (1977), the level of comfort affects what he says, the activities of choices, the amount, the effort that is made and the duration of these conditions in stressful situations. People with high self-efficacy are more engaged, have higher levels of search, show more persistence, and make better referrals. Feltza (1999).

In the research conducted by Nicholas, Pullman and Levy in 2010, the research results showed that there is a significant and positive relationship between self-efficacy, coping skills and individual performance.

Martin (1987) states that athletes who care more about good performance appear in sports with more self-efficacy and less anxiety and may perform with their maximum strength (cited by Ebadian, 2009). Balagor and Barai (2006) in their research on the effects of self-utility on the performance of athletes concluded that self-utility is positively related to performance levels and is a significant predictor of different athletes' performances. In the research conducted by Hazelwood and Burke (2011) for the relationship of self-utility and the psychological structures of sports, to predict the performance of athletes, they reached the point that performance can be predicted more accurately when all kinds of variables evaluate the range of human movements. Also, Nichols, Holt, Pullman, and James (2000) reported that athletes have the highest stress levels on competition days. Neon Hoys et al. (2011) state that the more experienced athletes are, the more useful coping strategies they choose. From another point of view, job characteristics are also considered as a complementary factor in empowering employees (Ebrahimpour et al., 2019). Nowadays, the synchronization of the speed of social changes with the change in the adaptability of employees to jobs has caused some changes in the work environment to alienate employees from their jobs, and as a result, certain behavior occurs in the organization, which is often associated with a decrease in motivation in the work environment. (Seyd Javadin, 2017). In this regard, understanding the needs of employees and the role that human power plays in the productivity of the workplace has attracted the attention of many psychologists and efficient managers (Iran Nejadparizi and Sasan Gohar, 2016). So that the job characteristics model determines how jobs can be designed or redesigned so that employees consider themselves and their jobs important and, in other words, feel important. If people feel that their job is more important in the organization, the effectiveness of their activity will increase. It should be noted that this model is effective for explaining the behavior of people who have a high level of need for growth and development and believe that their ability is more than what is needed for success at work (Meshbaki, 2016).

Considering the existence of a significant positive relationship between job characteristics and self-efficacy of physical education teachers in Tabriz city, therefore, teachers who are interested and loyal to the organization have a higher job performance, their desire to stay in the organization is higher, they are less absent, and they have a higher work motivation. And their agreement and cooperation with organizational changes is more. In this way, school administrators can realize the desired goals by knowing the level of commitment of their physical education teachers and changing the factors affecting it.

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