



A Study on Self Efficacy of Social Workers in Ernakulam and Thrissur Districts

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Abstract

Social work is the most comprehensive of human service occupations and through time, has become recognized as the profession that centers its attention on helping people improves the social functioning. To fulfill this mission, social workers must possess a broad range of knowledge about the functioning of people and social institutions, as well as have a variety of skills for facilitating change in how individuals, organizations, and other social structures operate. In this new century, it is clear that the nature of employment and careers will be dramatically affected by such factors as globalization of the labor market. Social workers must, therefore, have a robust sense of efficacy to sustain the perseverant effort needed to succeed. Succeeding periods of life present new types of competency demands requiring further development of personal efficacy for successful functioning. The nature and scope of perceived self-efficacy undergo changes throughout the course of the life span The discussions in the above sections clearly point to the importance and diverse effects of self efficacy. However, not much research has been done in this area. So the present study is expected to assess the “Self Efficacy of Social Workers In Ernakulam and Thrissur Districts”.

Keywords: Self Efficacy- confidence- command- adaptability- personal effectiveness-positive

Attitude-individuality

Introduction

“A person with a high level of self-efficacy is able to do a task, handle an obstacle or a challenging situation with confidence. The lack of it blocks personal growth and affects self-esteem”. “In order to succeed, people need a sense of self-efficacy, struggle together with resilience to meet the inevitable obstacles and inequities of life”. Social work is a profession concerned with helping individuals, families, groups and communities to enhance their individual and collective well-being. It aims to help people develop their skills and their ability to use their own resources and those of the community to resolve problems. Social work is concerned with individual and personal problems but also with broader social issues such as poverty, unemployment and domestic violence.

Virtually all people can identify goals they want to accomplish, things they would like to change, and things they would like to achieve. However, most people also realize that putting these plans into action is not quite so simple. An individual's self-efficacy plays a major role in how goals, tasks, and challenges are approached. People with a strong sense of 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 and recover quickly from setbacks and disappointments.

Methods

Statement of the Problem

Self-efficacy is the belief that one is capable of performing in a certain manner to attain certain goals. It is a belief that one has the capabilities to execute the courses of actions required to manage prospective situations. It is important here to understand the distinction between self-esteem and self-efficacy. Self esteem relates to a person's sense of self worth, where as self-efficacy relates to a person's perception to their ability to reach a goal.

Earlier times social work was looked upon as a field of service, later social work has developed much and now it is looked upon as a complete profession. Social work in India going through a transition

period and it is facing all the problem that is the characteristics of such a situations. A very few literature have written about social work and social workers. There were very little studies conducted on social work professionals in the state and very rare studies have been done to find out the self-efficacy of social workers.

The social work profession has increased many folds in recent times. The concept has drastically changed from social service to social work. The growth and development of the world have resulted in many social and psychological problems where by increasing the scope of social work as a profession, this has resulted in the development of new fields or branches of social work. The profession has to get acceptance from the people. So that their status in the society moves up. The social workers in Kerala are getting good professional education, but social workers have not been able to make visible impact on people.

So the present study will be helpful to understand, the self-efficacy of social workers in their work and it will also help to understand the factors influencing self-efficacy. Here the, significance or importance of this study in self-efficacy is the greatest determinant of every persons success and failure especially social workers. Now a days people experience only easy success they come to expect quick results and are easily discouraged by failure. A resilient sense of efficacy requires experience in overcoming obstacles through perseverant effort. Some setbacks and difficulties in human pursuits serve a useful purpose in teaching that success usually requires sustained effort. And the nature and scope of perceived self-efficacy undergo changes throughout the course of the life span.

Scope of the Study

Perceived self-efficacy is concerned with people's beliefs in their capabilities to exercise control over their own functioning and over events that affect their lives. Beliefs in personal efficacy affect life choices, level of motivation, quality of functioning, resilience to adversity and vulnerability to stress and depression. Self efficacy influence an individual's thought patterns and emotional reactions. High self efficacy helps create feelings of serenity in approaching difficult tasks and activities. Conversely, people

with low self-efficacy may believe that things are tougher than they really are, a belief that fosters anxiety, stress, depression and a narrow vision of how best to solve a problem.

Academic scope of the study is, there were very few studies conducted on social work profession in the state and very little studies have been done to find out the self – efficacy of social workers. In this present study will be helpful to understand, the self efficacy of social workers in their work and it will also help to understand the factors influencing self efficacy.

And also this study will help to understand the social worker's problems and programmes in the particular field and also how the self efficacy affects these problems and programmes. These are another major scope of this particular study. As a social work student this study helpful to analyze and understand the social work profession and also this study will help to increase the perceived self efficacy beliefs.

In this current study, “self-efficacy of Social workers in Ernakulam and Thrissur Districts” can help to analyze the situation of the social workers in their current professional career. Because self efficacy means people's belief about their capabilities to produce designated levels of performance. And another important practical scope of the study is, this study focused social workers confidence level in their working atmosphere, personal effectiveness, positive attitude on their works, individuality, command and adaptability in their professional career, and also, how these elements are affects their career in positively or negatively. And the present study focused in three different sectors of the social work field that is Government sector, Non governmental organizations, and Government originated non-governmental organizations and also in these sections social workers performance related to their self efficacy. This is the practical scope of the present study.

Objectives

The general objective of the study is to understand the self efficacy of social workers working in Ernakulam and Thrissur Districts in three segments: Government sector, Government originated non governmental organizations (GONGO) and NGO's. Specific objectives of the study were as follows:

1. To study about the personal details of the respondents.
2. To study about the confidence level of the professionals working in the Government sector, NGO's and GONGO sector.
3. To study about the personal effectiveness of the respondents.
4. To study about the positive attitude of the respondents.
5. To study about the individuality of the respondents.
6. To study about the command and adaptability of the respondent.
7. To find out the effect of socio-demographic variables (age, sex, education, training, designation and remuneration) of self- efficacy of social workers.

Research Design

The descriptive design is selected for the present study. It involves collection of data in order to test the hypothesis or to answer questions concerning the current study of the subject of the study.

Sampling

In this study, Stratified Quota Sampling is used. It involves breaking up of the population with various sub groups or strata are relevant or ensuring better representation in the sample. A sample is taken from each stratum according to the overall sampling design.

Discussions and Findings

The major findings are as follows:

Table 1. Mean and SDs of Various Self efficacy variables

Efficacy variables	Means	SD
Confidence	15.47	1.56
Command	12.17	1.66
Adaptability	12.1	1.36
Personal effectiveness	16.23	1.67
Positive attitude	11.58	1.56
Individuality	7.07	1.72
Total Self efficacy	74.62	6.36

The table 1 shows that in the efficacy variable confidence, the mean score was, $M=15.47$, in command, the mean score was 12.17, in the case of adaptability mean score was $M=12.1$, in personal effectiveness the obtained score of the respondents was 16.23, in positive attitude the mean score was 11.58 and lastly in the case of individuality the mean score was 7.07. In the case of total self efficacy the mean score was 74.62. As per the norms individuals with high scores may be considered as to have very high level of occupational self efficacy and are likely to be high performers. In the present result the social workers obtained normal scores in confidence, command, adaptability, personal effectiveness, positive attitude, individuality and total self-efficacy which indicate that their level of self efficacy falls in normal range. Performing a task successfully strengthens our sense of self-efficacy. However, failing to adequately deal with a task or challenge can undermine and weaken self-efficacy (Bandura, 1994).

Conclusion:

The particular study “**Self efficacy of Social workers in Ernakulam and Thrissur Districts**” was intended to understand and formulate various factors which related to self efficacy among social workers. According to this particular study the Government sector has more self-efficacy than the GONGO sector and the Private sector. One of the major reason is they get more trainings, comfortable working atmosphere, job security and good remuneration than other sectors. This particular study is a humble effort to study the Self efficacy of social workers in Ernakulam and Thrissur districts and also what are the variables related to their self efficacy measurements. Definitely this study helps to know the situation about the self efficacy of the professional social workers. The data collected and the findings entered will make the formulation of theories much easier and quicker. The study was an eye opener to the various problems, which are prevailing in these particular segments. So definitely this particular study, '**Self Efficacy of Social Workers in Ernakulam and Thrissur**' can help the social work students to achieve self efficacy in their future professional career.

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