

Sources of Social Self-Efficacy Expectations: Their Measurement and Relation to Career Development

Steven L. Anderson and Nancy E. Betz

The Ohio State University

The present study resulted in the development of a measure for the four sources of self-efficacy expectations postulated by Bandura's (1977, 1997) theory in the domain of social behaviors. The four sources subscales were internally consistent and related as postulated to relevant criterion measures and theoretical constructs. Examination of the degree to which the four sources of social self-efficacy were empirically (as opposed to theoretically) distinct provided conclusions similar to those of previous research on the sources of mathematics self-efficacy expectations, most importantly the clustering of Past Performance, Emotional Arousal, and Social Persuasion (all direct learning experiences) distinct from Vicarious Learning, an indirect learning experience. © 2001 Academic Press

One of the most visible areas of research in vocational behavior is that on applications of Bandura's (1977, 1997) self-efficacy theory to the study of career development and decision-making. In brief, Bandura's theory postulates that one's beliefs concerning competence in specific behavioral domains influence choice, performance, and persistence in endeavors requiring or utilizing those behavioral competencies. Moreover, Bandura's theory asserts that the initial development of self-efficacy expectations springs from four experiential sources: personal performance accomplishments, vicarious learning or modeling, emotional arousal (anxiety), and social persuasion and encouragement. These sources of efficacy information are especially important because they form the theoretical foundation of the design of counseling interventions, which can increase and strengthen self-efficacy percepts.

One domain with potentially important implications for both personal and career development is that of social self-efficacy expectations, defined herein as confidence in one's ability to engage in the social interactional tasks necessary to initiate and maintain interpersonal relationships in social life and career activities. Theoretically, social self-efficacy expectations should affect social approach versus avoidance behavior, and performance and persistence in social situations. Social self-efficacy expectations have been reported to relate to academic performance

Address correspondence and reprint requests to Nancy E. Betz, Department of Psychology, Ohio State University, 1885 Neil Avenue Mall, 110 Townshend Hall, Columbus, OH 43210-1222. FAX: 614-292-4537. E-mail: betz.3@osu.edu.

in first-year college students (Ferrari & Parker, 1992), career indecision (Betz, Schifano, & Kaplan, 1999; Temple & Osipow, 1994), and career decidedness (Tuck, Rolfe, & Adair, 1995). Niles and Sowa (1992) reported significant relations of social self-efficacy to career decision-making self-efficacy and three scales from Kumboltz' (1988) Career Beliefs Inventory—flexibility, motivation, and preference—such that higher social self-efficacy was associated with beliefs that facilitate the career development process. Considerable recent research (e.g., Blustein, Walbridge, Friedlander, & Palladino, 1991; Felsman & Blustein, 1999; O'Brien, 1996) has resulted in the conclusion that the capacity for close interpersonal relationships in adolescents is related to more advanced career development and decisional processes. For example, Felsman and Blustein (1999) found that adolescents who reported greater levels of attachment to peers and who had the capacity to experience intimate relationships reported greater levels of environmental exploration and greater progress in committing to career choices.

Social self-efficacy expectations may also relate to problems of psychological adjustment, which themselves detrimentally affect career development. For example, social self-efficacy expectations have also been related to psychological problems of social anxiety (Connolly, 1989; Sherer & Adams, 1983) and depression (Bandura, Pastorelli, Barbaranelli, & Caprara, 1999; Ehrenberg, Cox, & Coopman, 1991; McFarlane, Bellissimo, Norman, & Lange, 1994), both of which have also been found among career-undecided individuals (e.g., Larson, Heppner, Ham, & Dugan, 1988; O'Hare & Tamburri, 1986). And shyness, shown in research by Hamer and Bruch (1997) and Phillips and Bruch (1988) to be negatively related to career exploration, perceived career options, vocational self-concept crystallization, and career maturity, is likely also related to social self-efficacy expectations. Thus, social self-efficacy expectations, whether considered directly or indirectly in their relationships to shyness, depression, and social anxiety, are likely an important part of career development in young adults. For this reason, research on their development and consequences is necessary.

Little research on self-efficacy expectations has focused on their sources, in contrast to considerable research focused on correlates or outcomes of self-efficacy. The major exception to this is the work on the sources of mathematics self-efficacy expectations done by Matsui, Matsui, and Ohnishi (1990) and Lent and Lopez and colleagues (e.g., Lent, Lopez, & Bieschke, 1991; Lent, Lopez, Brown, & Gore, 1996; Lopez & Lent, 1992). Lent and Lopez and colleagues constructed 10-item self-report measures of the four sources of mathematics efficacy expectations. Using these measures in research has led to several theoretically and practically important sets of findings. First, the research has supported the strength of personal performance, versus the other background sources of self-efficacy expectations, in the prediction of self-perceived efficacy or competence. These findings coincide with Bandura's (1997) postulate and findings from other areas of psychology (Bandura, Adams, & Beyer, 1977; Gist, 1989) that enactive mastery experiences (performance accomplishments) are the most influential source of efficacy information. Second, research on the factor structure of the sources

متن کامل مقاله

دریافت فوری ←

ISIArticles

مرجع مقالات تخصصی ایران

- ✓ امکان دانلود نسخه تمام متن مقالات انگلیسی
- ✓ امکان دانلود نسخه ترجمه شده مقالات
- ✓ پذیرش سفارش ترجمه تخصصی
- ✓ امکان جستجو در آرشیو جامعی از صدها موضوع و هزاران مقاله
- ✓ امکان دانلود رایگان ۲ صفحه اول هر مقاله
- ✓ امکان پرداخت اینترنتی با کلیه کارت های عضو شتاب
- ✓ دانلود فوری مقاله پس از پرداخت آنلاین
- ✓ پشتیبانی کامل خرید با بهره مندی از سیستم هوشمند رهگیری سفارشات