



## Research Paper

# Investigating the relationship between professional ability and job involvement, emphasizing the mediating role of job self-efficacy

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**Abstract**

The present study was conducted with the aim of presenting a model of examining the relationship between professional ability and job involvement, emphasizing the mediating role of job self-efficacy. The type of research is applied in terms of purpose and descriptive-survey in terms of data collection method. The statistical population of the research was made up of 258 employees of the General Directorate of Education of Gilan province. 155 people completed the relevant questionnaires using simple random sampling method. The face validity of the measurement tool was evaluated and confirmed using the opinion of human resource management experts, reliability using Cronbach's alpha, and construct validity using confirmatory factor analysis. In order to analyze the data, SPSS and Smart PLS software were used. The research findings showed that professional ability has a positive and significant effect on job self-efficacy and job involvement with an impact factor of (0.66) and (0.43). Job self-efficacy has a positive and significant effect on job involvement with an impact coefficient (0.27). Job self-efficacy plays a mediating role in the effect of professional ability on job involvement. The proposed research model also had a good fit (GOF=0.547) in the target society. The general result of the research showed that the current model can be used as a standard for human resource managers so that they can influence the performance of employees in a better way.

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## Extended Abstract

### Introduction

One of the indicators that can play a significant role in improving the job performance of employees is the level of job involvement. High job involvement shows the experience of meaningfulness, enthusiasm, pride and immersion in work and a pleasant feeling towards work. In this situation, over time, a person becomes attached to his job. People with low job involvement are usually at a higher level in terms of job burnout, psychopathy, and extroversion (Alipour Monfared & Alipour Monfared, 2016). Job involvement is related to job resources, including social support from colleagues and supervisors, performance feedback, leadership, job control, task variety, learning and growth opportunities, and training facilities. In addition, employees with high job involvement are more important to their jobs (Taştan & Türker, 2016). It seems that one of the indicators that can play an important role in the level of employee engagement is professional ability. Human resources are a valuable asset for the organization. Professional ability as one of the conditions The basic and important aspect of achieving any task and job performance is the ability of a person to perform a specific task, in a certain situation or in a special work (van de Mortel et al, 2020). acquire the necessary skills and abilities in various fields. In such a situation, the employees of the education departments should be able to improve their knowledge and method skills in line with the scientific developments and in accordance with the needs of the learners and the society, and from continuous learning situations. to use life to improve their professional abilities (Amani et al, 2020). Another factor that plays a decisive role in the level of job involvement of employees is their benefit from job self-efficacy. Bandura (1997) in cognitive theory- Socially, self-efficacy is defined as the feeling of competence, sufficiency and ability to cope with life and people's perception of the level of skill they have in their lives; Therefore, self-efficacy has an effect on the level of people's engagement with problems to achieve the desired goals and causes effort, effort and persistence in the face of problems (Guillén, 2021). This structure is based on successful experiences, substitution experience, verbal persuasion, state Emotional and physiological forms are not informative, but they are raw data that become informative through cognitive processing (Mohammadi & Malek Mohammadi, 2016). According to the history of studies related to management, we find that the investigation of factors and variables related to the job of employees of knowledge-based organizations goes back many years. Currently, the investigation and recognition of factors affecting job involvement is considered one of the important management programs in the education sector, so that related factors such as recruitment, education, training and retention of employees can be improved by the human resources management of the program. According to the special features of the education system, in this research we seek to answer the question whether there is a relationship between professional ability and job involvement with the mediating role of job self-efficacy of the employees of the General Department of Education in Gilan province. ?

### Theoretical framework

Professional abilities are not only simple skills, but visible ways to achieve effective performance. They come from the inherent ability, the result of the development and growth of the person at any time, somewhat dependent on the environment, and allows the person to have an efficient performance. Of course, different definitions of the concept of professional abilities have been presented, Pluming and Fiser (2005) believe that a person's ability is a summary of the required performance and capacity and potential (Mirhossseini et al, 2019). Self-efficacy over choices. And the decision-maker of people is influential. People tend to participate in things that they are confident in their ability to do, therefore, self-efficacy by introducing the potential abilities of learners to themselves, confidence in doing things and persistence in dealing with assignments and Correct decision-making promotes them (Burić & Moe, 2020). Self-efficacy or competence refers to the degree to which a person can perform job tasks skillfully and successfully. Self-efficacy is a personal belief that a person feels that they can perform assigned tasks successfully. Irandoost, 2020). Job engagement refers to positive psychological conditions in an individual that prompts him to actively engage in his role and organization. Harter et al. (2003) defined employee engagement as a combination of emotional and cognitive variables in the work environment, including satisfaction. , have defined happiness, prosperity and positivity (Pirouz et al, 2020). Brown (1996) states that



employees who have high job involvement gain more knowledge about their job and this knowledge about work also increases job satisfaction. Therefore, job involvement positively affects the motivation and effort of employees in relation to a high level of role in job performance (Rajabi Farjad & Farkhojaste, 2021).

(Kassem & Ibrahim, 2022), in a research they conducted on nursing at Mansoura hospital in Baghdad, concluded that professional ability had a significant impact on nurses' work engagement. (Kamdron & Randmann, 2022), in their research, evaluated The relationship between psychological empowerment and professional job development of public secondary school teachers in one of England's schools, considering the mediating role of job conflict, and acknowledged that there is a significant relationship between psychological empowerment and professional job development with the mediating role of job conflict. Research results (Zhou et al, 2021) who related the professional ability of Tokyo elementary school teachers with job involvement with the mediating role of job commitment indicated that there is a significant relationship between the professional ability of teachers and their job involvement through the mediating role of job commitment.

### Research Methodology

The current research is applied in terms of purpose and descriptive-survey in terms of data analysis. The statistical population of the research was made up of 258 employees of the General Department of Education of Gilan province. The statistical sample size was calculated as 155 people based on Cochran's formula. The numbers were selected as a statistical sample by simple random sampling method. To test the research hypotheses, first, the Kolmogorov Smirnov test was used to check the normality of the data distribution, and then the structural equation technique was used using the SmartPLS statistical software. became.

### Research Findings

The results of the first hypothesis test showed that the statistical significance between the variables of professional ability and job self-efficacy is equal to (25.407) and indicates that the relationship between professional ability and job self-efficacy is significant at the confidence level (95%) . Also, the path coefficient between these two variables is equal to (0.661) and shows the positive impact of professional ability on job self-efficacy. The results of the second hypothesis test showed that the statistical significance between the variable of job self-efficacy and job involvement is equal to (613.5) and shows that the relationship between job self-efficacy and job involvement is significant at the confidence level (95%). Also, the path coefficient between these two variables is equal to (0.270) and shows the positive effect of job self-efficacy on job involvement. The results of the third hypothesis test showed that the statistical significance between the variables of professional ability and job involvement is equal to (884) 8.8) which is greater than (1.96) and shows that the relationship between professional ability and job engagement is significant at the confidence level (95%). Also, the path coefficient between these two variables is equal to (0.436) and shows the positive impact of professional ability on job involvement. The results of the fourth hypothesis test showed that the significance level is equal to 0.001 and less than 0.05. And the confidence interval does not include zero. This shows that job self-efficacy plays a mediating role in the effect of professional ability on job involvement.

### Conclusion

The current research was conducted with the aim of presenting a model of job conflict based on professional ability, taking into account the mediating role of job self-efficacy in the General Department of Education of Gilan province. The present research is in line with the results of (Zhou et al, 2021), (Sany et al, 2020), (Kassem & Ibrahim, 2022), (Pirouz et al, 2020). Employees who have high levels of professional ability have knowledge and research skills and their level of specialized learning is at a high level. The skill of such people in cultivating creativity and problem solving of employees is at a high level. They update knowledge. Self and the ability to adapt and judge their own knowledge with new findings, opinions and theories are capable and the amount of knowledge and skill of using technology in their learning process is at a higher level than other colleagues. They manage the atmosphere of the work environment and They use the best methods of performing job



duties. In this regard, people recognize the specialized weaknesses in their jobs and try to fix them. This requires continuous training and receiving feedback from organizational managers. Such an organization can pay attention to the fact that there is always the possibility of growth and promotion of competent employees. It exists in this organization, and job reputation and prestige in this organization can be a tool to improve the training conditions of employees.

While identifying the job requirements of the employees individually, the managers of the General Education Department of the province are trying to provide specialized training to the employees to perform their assigned jobs, receive individual feedback from them and provide suitable working environment conditions for them. to develop their individual self-efficacy. The managers of different departments should continuously try to meet the occupational and organizational needs of the employees of different departments. This will improve the working conditions of the employees and develop their individual self-efficacy.