

عنوان مقاله:

Investigating the Relationship Between Collective Teacher Efficacy and Teachers' Withdrawal Intention

محل انتشار:

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خلاصه مقاله:

Teachers may come across a point in their career at which they would ponder upon choosing to stay or withdraw from their job. Several conditions in their organization would lead them to the ultimate decision. This study aims at providing enhanced awareness of one of the components that might lead instructors to their determination with respect to withdraw from or stay at their teaching position at an institution. Consequently, the link between collective instructor efficacy and withdrawal intention was scrutinized. Data was gathered through an online survey to collect information from Iranian EFL teachers using two questionnaires. The findings of this analysis noted that there exists a negative association between instructors' collective efficacy and withdrawal intention. As collaborative competence perceptions elevate in teachers, their withdrawal intent is likely to drop. Furthermore, another research question was whether it was possible for collective efficacy subscales to predict withdrawal intention or not. Instructional strategies and student discipline are subsets of collective efficacy. Student discipline was reported to predict to some extent variability in withdrawal intention. It was also concluded that headmasters and educational leaders need to focus on .collective efficacy as an asset to diminish the unfavorable attrition of staff members

کلمات کلیدی:

collective efficacy, self-efficacy, withdrawal intention, EFL teacher, teacher efficacy, teacher turnover

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