

## عنوان مقاله:

The Designing Structural Model of Relationships between Psychological Empowerment and Self-Regulating with Teachers Job Performance

## محل انتشار:

نشریه بین المللی علوم بهداشت، دوره 6، شماره 4 (سال: 1398)

تعداد صفحات اصل مقاله: 5

## نویسندگان:

Maryam Shamsifar - *Department of Psychology, Faculty of Literature and Humanities Sciences, Lorestan University, Khorramabad, Iran*

Hasanali Veiskarami - *Department of Psychology, Faculty of Literature and Humanities Sciences, Lorestan University, Khorramabad, Iran*

Masoud Sadeghi - *Department of Psychology, Faculty of Literature and Humanities Sciences, Lorestan University, Khorramabad, Iran*

Firooze Ghazanfari - *Department of Psychology, Faculty of Literature and Humanities Sciences, Lorestan University, Khorramabad, Iran*

## خلاصه مقاله:

**Aim:** The purpose of this study was to design and test a model of relationships of psychological empowerment and self-regulation with jobperformance of teachers. **Materials and Methods:** Correlation study design was performed through structural equation modeling, and theresearch population consisted of 1092 teachers of the second high school level of Khorramabad, Lorestan Province, Iran, of which 385 wereselected by multistage cluster sampling method. The research questionnaires were Spreitzer and Mishra psychological empowerment (1995), Yesim, Sungur, and Uzuntiryaki self-regulation (2009), and Patterson job performance (1970). **Results:** The results indicate that the modelis fitted with the data, and 0.112% of the variance of job performance variable is explained by the variables of psychological empowermentand self-regulation. The analysis of structural equation modeling showed the effectiveness of the proposed model. Findings showed the directeffects of psychological empowerment on job performance ( $t = 4.449, P < 0.01$ ), self-regulation on job performance ( $t = 4.577, P < 0.01$ ), andpsychological empowerment on self-regulation ( $t = 7.696, P < 0.01$ ). The coefficients of indirect effects of psychological empowerment on jobperformance through self-regulation were also significant. **Conclusion:** According to the results of this study, the education organization canplan to improve psychological empowerment and self-regulation of teachers .to deliver good job performance

## کلمات کلیدی:

Job performance, psychological empowerment, self-regulation, teachers

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/991871>



