

7th World Conference on Educational Sciences, (WCES-2015), 05-07 February 2015, Novotel  
Athens Convention Center, Athens, Greece

## The Effect Of Production Management Course On The Self-Efficacy Of Employees

Salih Aka<sup>a\*</sup>, Gokhan Akyuz<sup>b</sup>

<sup>a</sup>*Institute of Social Sciences, Akdeniz University, Antalya, Turkey*

<sup>b</sup>*Faculty of Economics and Administrative Sciences, Akdeniz University, Antalya, Turkey*

---

### Abstract

Producing fast and accurate solutions effects efficiency of process in business. Thus, organizations need employees who have high self-efficacy. In the production management course, since various solution methods for the problems encountered in manufacturing and service industries are presented, the course contributes to sources which develop the self-efficacy. Therefore, this study aims to measure the effects of production management course on the self-efficacy of employees graduated from the Department of Business Administration. A survey was conducted to collect data. Factors of the self-efficacy and production management course were examined by statistical analysis. As a result, it was obtained that the factor of production management course explained 24 % and 17 % of variances of the self-efficacy factors.

© 2015 The Authors. Published by Elsevier Ltd. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

Peer-review under responsibility of Academic World Education and Research Center.

**Keywords:** Production Management, Production Management Course, Self-efficacy.

---

### 1. Introduction

Production Management is a function that combines production resources to product goods and services as quality demanded with minimum cost in the shortest time. Operational achievement of this function depends on working in coordination with marketing, finance, management and like these functions. Human resource comes to

---

\* Salih Aka Tel.: +90 242 310 6417; fax: +90 242 227 4454.

E-mail address: [salihaka@akdeniz.edu.tr](mailto:salihaka@akdeniz.edu.tr)

forefront as the basic requirement in ensuring this coordination and synergy. In order to achieve their corporate aims, organizations target to employ the employees responsible and entrepreneurs. On the operational and management level, the fast and accurate decisions taken by these employees affect many production factors such as cost, efficiency, flexibility. Thus, the attitudes toward work of employees are followed by production management.

One of the concepts that shape the attitudes toward work of employees is self-efficacy. The self-efficacy is one's belief to complete task with one's own ability (Bandura, 1977). This concept has positive effects on motivation but it is not itself of motivation (Snyder & Lopez, 2002). In addition, self-efficacy, as a measure of a person's mental capacity, separates from other motivation elements such as locus of control, self-concept, and outcome expectancy (Zimmerman, 2000).

The general self-efficacy scale is a tool used extensively in different fields (Sherer, et al., 1982; Schwarzer, et al., 1997; Chen, et al., 2001). Furthermore, there are also some self-efficacy scales in the literature for a particular field or a specific situation. Computer self-efficacy scale (Compeau & Higgins, 1995; Igbaria & Iivari, 1995), Internet self-efficacy scale (Torkzadeh, 2001; Hsu, et al., 2004), academic self-efficacy scale (Zimmerman, et al., 1992; Bandura, et al., 1996), literacy self-efficacy scale (Kurbanoglu et al., 2006), mathematics self-efficacy scale (Betz & Hackett, 1983) were developed for related fields directly.

The self-efficacy determines task finishing effort, interest, persistence and degree of difficulty of the chosen target (Gist, 1987). The relationship between the performance and the self-efficacy thanks to the dominant effect on the task timing and task difficulty make the self-efficacy worth consider by production management (Beattie, et al., 2014).

People with higher self-efficacy take a leading role in the entrepreneurship process (Mohd, et al., 2014; Cetin, 2011). This condition is consistent with the targets of production management course. The course provides that the students experience problems that they will encounter in the future, and the students learn the techniques to solve these problems. Therefore, the production management course contributes to sources which develop the self-efficacy. These sources are successful experiences, vicariously experiences, verbal persuasion, physiological and emotional state (Bandura, 1994).

The effect of the production management course on the self-efficacy of the students who have not yet graduated from the Department of Business Administration, and significant correlation between them was identified with a survey conducted earlier (Aka & Akyuz, 2014). However, in this paper, the effect of production management course on the self-efficacy of employees graduated from the Department of Business Administration was examined. Section 2 states the statistical techniques used, and the results obtained is presented in Section 3. As conclusion, Section 4 includes some evaluations in accordance with these results.

## 2. Methods And Sample

In the study, a survey consisting of 25 questions was designed. The survey consists of three parts. In the first part, there are questions of production management course, and in the second part, there are questions of the general self-efficacy scale. The Five-point Likert scale was used for these two parts. The third part includes demographic characteristics. The questions of production management course were designed to see benefits of theoretical knowledge and methods presented in the course to employees. The general self-efficacy scale adapted to Turkish by Yildirim & Ilhan (2010) was utilized for questions of self-efficacy. Demographic characteristics in the last section consist of the following elements: position, sector, gender, and age.

The survey was performed on total 111 people, including 59 women and 52 men taken the production management course. These people work as manager, experts, technical staff, academician, and consultant in different sectors such as construction, automotive, food, banking, finance, aviation, tourism, education, and public. In addition, the age distribution of employees is different. Groups generated according to demographic characteristics and, the rates in the sample of these groups are included in Table1.

Download English Version:

<https://daneshyari.com/en/article/1108987>

Download Persian Version:

<https://daneshyari.com/article/1108987>

[Daneshyari.com](https://daneshyari.com)