

Research Services

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Self-efficacy

Differences awareness focus.

Part 1: Differences:

When it comes to the concept of effectiveness as an assessment, it is impossible to disagree that the effectiveness (most often) means the efficiency of any process and those results to which he led. For example, how the working process builds an employee; What efforts it is attached, and what are the results of his work. In the educational process, the result of effectiveness may be considered the performance of students, their assessments, etc.

But in the working sphere or the scope of training, the evaluation of the effectiveness is of a dual character. In fact, a number of quite objective questions may arise:

- Who evaluates efficiency?
- How does it appreciate (for what criteria / objectively - subjectively)?
- What are they evaluated (the process / result / or something else)?
- Is the assessment system objective?

Basically, these are factors of reverse subjectivity when you do not assess yourself, and someone evaluates you. You, your activities and your processes. And sometimes the results (although this item rather refers to more objective indicators).

Well, it is clear to work with the results, this may be a profit that an employee brought or not (that is, it is effective at this work or not); Does the employee perform some scheduled indicators as it is embedded with colleagues and customers and so on. In the educational process, too, quite everything is transparent: there are ballrooms of estimates that often serve as a measure of the effectiveness of the student and the teacher.

However, even the most round excellent student may not be the most effective student, since its excellent points may not mean at all that he learned the material, and not just came him to evaluate it. It is effective in obtaining an assessment, but perhaps not so effective in obtaining real knowledge that can be applied in practice (in reality).

The same thing in the workshop; Even if the employee is an indicator of productivity (which reflects the number), this does not mean that it is effective (which reflects the quality). But here it depends on what the indicators are waiting for the leadership.

But in any case, the effectiveness is a kind of system of assessing how a person copes with those or other tasks, difficulties, situations, and so on. But more often, efficiency is estimated from the external environment. Outside inside. And then, if a person disagrees with any assessment, he will return to the issues described above. And as you know, all this can be extremely negatively affecting self-esteem, self-actualization, personality potential, etc.

Self-efficacy in human psychology involves the conscious ability of a person to cope with specific and complex situations and influence the effectiveness of the activity and functioning of the person as a whole. This definition introduced Albert Bandura. In his opinion, people aware of their self-efficacy make more efforts to fulfill complex affairs than people experiencing serious doubts in their capabilities. In turn, high self-efficacy associated with expectations of success usually leads to a good result and thus contributes to self-esteem. On the contrary, low self-efficacy associated with the expectation of the failure usually leads to failure and thus reduces self-esteem. From this point of view, people who consider themselves unable to cope with complex or dangerous situations are likely to pay excessive attention to their personal disadvantages and constantly reduce themselves with self-criticism about their own incompetence. Confidence in the inability to succeed weakens motivation and prevents how to build behavior. And on the contrary, people who believe in their ability to solve the problem will probably be persistent in achieving their goals, despite the obstacles, and they will not be inclined to indulge in self-criticism

Here we are already talking about assessing yourself and your personal effectiveness. The awareness of the assessment does not occur outside inside (from the head, teacher, parents, society), and from the inside out. Processes, activities, elections are not regulated by someone; On the contrary, self-regulation occurs, which is built on three components: self-observation, self-esteem (evaluating themselves) and self-escalation. Keyboard here is a mustache. In self-efficacy, the processes of assessment, self-imministration and performance of activities proceed from the very personality.

This is the main difference of self-efficacy from the concept of efficiency. What I did in order to, and nothing happened that led me to