

## **The mediating effect of self-efficacy on the relationships between learning organization and career advancement among academic employees in Hamadan, Iran**

### **ABSTRACT**

The aim of this study was to determine relationship between career advancement and learning organization through mediating effect of self-efficacy among academic employees in two public universities in Hamadan, Iran. A survey using a self-administered structured questionnaire was done among 307 randomly selected academics. The results show that learning organization and self-efficacy were significantly related to academic career advancement ( $P < 0.05$ ). The findings show self-efficacy has partially mediated the relationship between career advancement with learning organization ( $P < 0.05$ ). Therefore, universities may strength their academic self- efficacy to increase career advancement.

**Keyword:** Learning organization; Career advancement; Self-efficacy; Academic employees; Iran