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