

Job Combustion and its Relation to Self-Efficacy among the Educational Counselors in Palestinian Public Schools

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Abstract

The study aims to investigate the level of both job combustion and self-efficacy, investigate the relation between them, and the differences in each of them due to: gender, specialization, and years of experience, among educational counselors in the Palestinian public schools. The study used the descriptive Correlative method by applying the two parameters: job combustion and self-efficacy scales on a sample selected by cluster sampling technique from 7 regions: Hebron, Bethlehem, Nablus, Tulkarem, Jenin, Qalqiliya and Salfit, that was choosen randomly from the 13 regions in the West Bank. The sample included 374 counselors, which is 32.2% of the whole population in the West Bank governmental schools, 255 of them were females and the remaining were males.

The results found that the level of job burnout among educational counselors in Palestinian public schools was high, and that their level of self-efficacy was low. The results showed that there was a statistically significant correlation between the total degree of job combustion and its three areas (stress and emotion, Sagging feelings, lack of sense of personal achievement) and self-efficacy. The results of the simple regression showed that the regression model was statistically significant, so that job combustion and its fields were a predictor of self-efficacy. The results showed that there were no statistically significant differences at the level of significance ($\alpha \leq 0.05$) between the means of either the job combustion and its three areas or self- efficacy according to variables (sex, specialization, years of experience).

The study recommended for training programs that provide educational counselors with strategies and procedures that contribute to reducing the level of job combustion and enhancing self-efficacy, and the importance of enhancing their role by providing them with material and moral privileges and incentives. The need for officials of the Ministry of Education and Higher Education to investigate the facts on the causes of the spread of the phenomenon of occupational burnout among educators is also vital, so as not to lead to job burnout and thus decrease their effectiveness.

Keywords: job burnout, self-efficacy, educational counselors.