

**LIBRARY**  
INSTITUTE OF PROFESSIONAL PSYCHOLOGY  
BAHRIA UNIVERSITY KARACHI CAMPUS  
KARACHI

# **EFFECT OF GENDER AND YEARS OF EXPERIENCE ON TEACHERS' EFFICACY**

**A thesis**  
**Presented to the Institute of Professional**  
**Psychology,**  
**Bahria University, Karachi**

---

**In Partial Fulfillment**  
**Of the Requirements for the**  
**Degree of Bachelor of Science**  
**(BS)-Psychology**

---

**By**

**RUKHSANA KOUSAR**  
**AND**  
**SUMMAYA GHAFOOR**

**May, 2012**

**INSTITUTE OF PROFESSIONAL PSYCHOLOGY**

**BAHRIA UNIVERSITY**

**KARACHI CAMPUS**

**APPROVAL SHEET**

**SUBMISSION OF HIGHER RESEARCH DEGREE THESIS**

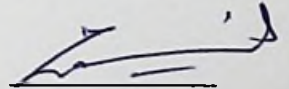
Candidates Name: RukhsanaKousar and SummayaGhafoor

Discipline: Psychology

Faculty/Department: Institute Of Professional Psychology

*I hereby certify that the above candidates work, including the thesis, has been completed to my satisfaction and that the thesis is in a format and of an editorial standard recognized by the faculty/department as appropriate for examination.*

Principal/supervisor:



Date: 17<sup>th</sup> May 2012

The undersigned certify that

1. The candidate presented at a pre completion seminar, an overview and synthesis of major findings of the thesis, and the research is of a standard and extent appropriate for submission as a thesis.
2. I have checked the candidate's thesis and its scope, format and editorial standards are recognized by the faculty/department as appropriate.

DEAN/HEAD OF FACULTY DEPARTMENT.....

*Faiz & Fadh*

DATE.....

*17<sup>th</sup> May 2012*

## TABLE OF CONTENT

APPROVAL SHEET.....	i
AUTHENTICACTION.....	ii
ACKNOWLEDGEMENT.....	iii
DEDICATION.....	IV
ABSTRACT.....	1
INTRODUCTION.....	2
METHOD.....	12
RESULTS.....	14
DISCUSSION.....	20
REFERENCES.....	23
APPENDIX.....	34
APPENDIX A.....	35
Permission letter	
APPENDIX B.....	37
Consent form	
APPENDIX C.....	39
Demographic information	
APPENDIX D.....	42
Teachers' efficacy scale	

## ABSTRACT

The present study aimed at determining the effect of gender and years of experience on teachers' efficacy. It was hypothesized that there would be a significant difference among novice (0-6years experience) and experienced (7 and above years' experience) teachers' efficacy. It was also hypothesized that there would be a significant difference among male and female teachers' efficacy. For this purpose a total sample of 128 teachers' (64males and 64 females) were taken from different government and private schools of Karachi holding at least a bachelor or a master degree. Data collection was done using a consent form, a demographic information sheet, and a short form of Teachers Efficacy Scale by Anita Woolfolk Hoy (1993).

T-test was calculated for the statistical analysis and results obtained were found to be non-significant for the years of experience on both the factor of teachers' efficacy i.e. Teaching Efficacy (TE) and Personal Efficacy (PE) at  $P>0.05$ , stating that the teachers' efficacy is independent of the years of experience. Whereas gender had a slightly <sup>non-</sup>significant effect on one of the factor of teachers' efficacy scale i.e. Teaching Efficacy (TE) but was found to be non-significant for the other factor that is Personal Efficacy (PE). Furthermore, the mean scores also showed that males had scored higher on Teaching Efficacy (TE) factor as compared to females i.e. 12.00 and 10.73 respectively. Further research could look into the reasons behind these findings with different lengths of experience and with a larger sample size in order for the results to be reliable.