

## **Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

Shilpa H. Arakeri<sup>1\*</sup>, Bharathi V. Sunagar<sup>2</sup>

### **ABSTRACT**

This paper examines the Locus of Control among management students. The study intends to compare male and female students on the dimensions of internal locus of control with external locus of control (others and chance). The data required was collected was based on Levenson's Locus of Control Inventory questionnaire with necessary modifications in the items made with respect to this study. The research on gender found that internality among females is more than male students. The ratio of internality when compared with externality-total (others + chance) was <1 among the students who have undergone the survey. The sample of the study included students of Management Studies. The findings of the study showed that the percentage of females influenced by externality-others is more than male students. The gender comparison of the influence of externality-chance showed that male students are more influenced by externality chance factors than the female students. The study did not support the past literature related to influence of internal and external factors among female students compared to male.

**Keywords:** *Locus of Control, Internality, Externality-others, Externality-chance*

Today is the day of competition, and in this era of tough changing world individuals and organizations need to change and adapt them to the new changing environment. If you have to survive, you have to stand different against the competitors. In our case, we discuss of students to have an upper hand in the changing world. In order to achieve this students need information, adaptations and a better learning environment which can have a considerable effect on the success of the student and also the institute. This is the era where institutions are struggling to ensure high quality outputs in terms of graduates being produced.

<sup>1</sup> Assistant Professor, Department of Management Studies, SDM College of Engineering & Technology, Karnataka, India

<sup>2</sup> Assistant Professor, Department of Management Studies, SDM College of Engineering & Technology, Karnataka, India

*\*Responding Author*

**Received: February 21, 2017; Revision Received: March 19, 2017; Accepted: March 23, 2017**

## **Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

In order to achieve this in the process of teaching and learning personality of student's played an important role. Educationalists have discussed that many factors influences the achievement of students. These factors can be either academic or non-academic. Dollinger, S. J. (2000). Students with higher internal locus of control believe that they control their own destiny like the more effort the more results. Gershaw D.A (1989). Students with higher external locus of control attribute their success or failure to luck or chance and teacher's bias or sometimes even God. Rotter, J. B (1954). People who consider themselves that they are able to control their outcomes are known to possess internal Locus of control, where as individuals who considers outcomes beyond their control possess external locus of control.

### **THEORETICAL BACKGROUND ON LOCUS OF CONTROL**

Control is an easy but also an interesting and a thought provoking word. We can find two types of people, one category belongs to those who think that they can control everything around them and another category are those who think that the world around them controls them. Control can be defined as the power to determine outcomes by directly influencing actions, people and events. We have to understand or investigate about what we can control and what we cannot.

When we put a word "Locus" behind the word "Control", the things become more interesting. Locus as defined is a position, point or place, or more specifically, a location where something occurs. A person's locus of control relates to whether a person's locus is controlled internally or externally. The term Locus of control in general for many people refers to cross-situational beliefs about what determines whether or not they get reinforced in life.

Rotter, J. B (1954) has suggested in his studies that most of our behaviors are always controlled by rewards or either retributions and the actions were the lying causes of our actions. The influence of our behaviors and our perceptions leads to our actions. "A locus of control orientation is a belief about whether the outcomes of our actions are contingent on what we do (internal control orientation) or on events outside our personal control (external control orientation)," as explained by psychologist Philip in his book on *Psychology and Life in 1985*.

Rotter (1966) believed that individuals with a strong internal locus of control rely on the accountability for everything happening around them lies in how they get reinforced finally lies with their own self. This type of individuals alleged that their success or failure purely depend on the effort they induce. But on the other side people with higher external locus of control their success or failure is purely due to luck, or by others. Rotter (1966) has conducted studies extensively on problems with respect to peoples understanding of locus of control. According to him locus of control will predict the people's behavior in different situations. But he also believes that some people in some specific situations who are externals behave like internals. According to Rotter these people behave like this due to continuous reinforcement but still they

## **Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

perceive that they have very little control over what happens to them. We can observe that personality plays a main role between a person and environment.

### **INTERNAL AND EXTERNAL LOCUS OF CONTROL**

As we understand that locus of control refers to the extent to which people feel how much they can control the actions happening in their lives. The query is whether you feel that you have control on the results or whether you believe that everything is out of your hands and that the things are completely dependent on external factors.

#### ***Internal Locus of control***

People who possess higher internal locus of control People possessing high internal Locus of control assume that their own effort and dedication can control and bring changes around them. These individuals think that future is merely one's own responsibility and what they do implicates the success or failure. This belief actually makes them strongly confident and these are more motivated to get results. According to Rotter (1990) states Internal Locus of control as "The degree to which persons expect that reinforcement or an outcome of their behavior is contingent on their own behavior or personal characteristics"

#### **People with internal locus of control**

1. These individuals take the accountability for their actions.
2. These people are very less affected by others thoughts.
3. These have a strong belief in their effectiveness.
4. They believe in hardworking and strive to achieve success.
5. Are confident, independent and aim in achieving greater success in the workplace.

#### ***External Locus of control***

People having higher locus of control have always a belief in their mind that they don't have any control over what is happening around them and other people will control their actions and these people have to simply obey them. Rotter (1990) has described that external locus of control as "the degree to which persons expect that the reinforcement or outcome is a function of chance, luck, or fate, is under the control of powerful others, or is simply unpredictable." If you are person who believes in having limited or no control on what happens then he is supposed to blame external factors for it. This category of people are having higher external locus of control. These set of individuals are very much passive and always look at the things as they happen and they feel they can do very little about it. These people are more likely to attribute their success to luck and not their own efforts.

## **Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

### **Individuals having external locus of control**

1. Blame the situations and others for the difficulties being faced in their lives.
2. Always associate their success is the result of luck /chance or others.
3. Don't believe that they can change their status quo with their own efforts.
4. Are helpless in difficult circumstances.

### **REVIEW OF LITERATURE**

According to Strauser, (2002) Locus of controls is one's belief in his or her abilities to control the things happening in their life. This belief reinforces the individual's life, be it success or failure. The success or failure of an individual may be the result of own attitudes or attributed to luck or chance Basm & Sesen (2006).(Rotter,1966) clearly states people feel their control is dependent on chance are more controlled externally and people having their own individual's control on their life are more likely to be having a belief in internal control. Sometimes when the environmental factors are not enough to explain the failures or success of an individual, locus of control facilitates and makes the things more clear. Having to mention, we can find people can be controlled either by external or internal factors (Taylor, 2006).

The people who have high internal locus of control feel that they can influence the events that affect their lives. They evaluate themselves having possessed with high power for the attitude and would go with the positive ego concept. They believe that they can direct their life in whatever way they desire according to Gulveren (2008). The two different types of attitudes regarding the determination of outcomes and rewards are; few people say that they can neither guess nor influence important events, the other category of people believe that they can do both.

The term that was developed to discuss such issues is called as locus of control. Rotter (1954) developed this term and has subsequently done great amount of research on this topic. This topic deals with the perception of people about situations and their effect on outcomes. People with low perception of such situations tend to have internal locus of control. These people believe that the external locus of control is produced by their own actions. Such people believe that situations produce outcomes rather than their actions. Internality and externality are the terms respectively used for internal and external locus of control. Internals are the individuals with high internality and externals are the people having high externality. Internals are effective and are adjusting.

People with higher score on internality are more sensitive and have a keen observation compared to people with high externality. Internals are more inclined towards solving the situations of uncertainty (Lefcourt & Wine, 1969).Internals are more susceptible to purposeful and incidental learning (Wolk & Ducette, 1984). It is rational to associate people with higher internality with different aspects of learning like being eager to get information, very curious, being aware of situations and their circumstances. In view of controlling the outcomes people of internality need

## **Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

information and would like to process it as fast as possible. (Crandall and Crandall, 1983; Harrison, 1968; Lessing, 1969) studies show that people with higher internality are highly academic oriented and these people are also risk takers but calculated (McClelland, 1961).

Neill, J. (2006) says people with internality are sometimes psychologically weak and very much unstable. If internal locus of control is matched with self-efficacy and their capabilities then an individual can have strong control over the events. Students lacking in competency and self-efficacy normally become phobic, nervous and unhappy. But individuals with external Locus of control are easy going, relaxed and always happy. Ghasemzadeh and Saadat (2011) have concluded that female students locus of chance control have higher scores than male students. Internal locus of control in students tends to have a positive influence with fulfilling educational goals of the students.

In spite of these discussions in the field of psychology, students having more internal locus of control are goal oriented and they are likely to get a better job compared to others. The question is whether the belief in luck or chance leads to situation or whether a situation leads to the beliefs. Studies reveal that, Locus of control is responsive to situations to some extent. Few interventions in psychology and education have been showing swings in internal locus of control (Hans, 2000; Hattie, Marsh, Neil & Richards, 1997).

Some research works have stated that male students have higher internal locus of control and few other studies have been contradicting. Research has also revealed that people become internal as they grow older. However, we should not forget the fact that internality is not always good and externality is not always bad. During some situations it is good to have external locus of control when an individual's competence is not strong in a specific area. Research has been oriented towards locus of control where (Lefcourt, 1966; Rotter, 1966) studies highlight about the extent to which a person is having control over the events in their lives.

Studies have been conducted in this area but literature reveals that no such study is conducted on measuring the locus of control of management students. This study concentrates to analyses the locus of control of management students comparing the internality and externality by luck and externality by chance among the male and female students.

### **RESEARCH METHODOLOGY**

The data for this study was sort from sample of 102 management students aged between 21-25 years from management department. The sampling technique adopted was convenient sampling and also care was taken to include both the genders and also in terms of academic achievers belonging to all levels (High, Medium, Low).

## Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students

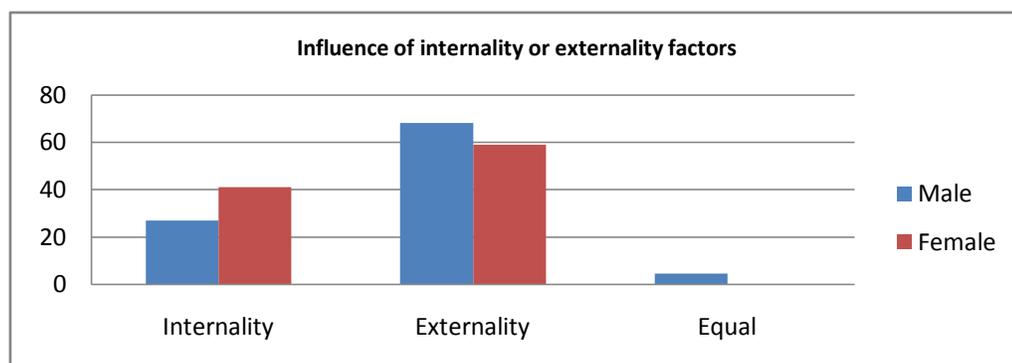
The data collected was based on Levenson’s Locus of Control Inventory questionnaire with necessary modifications in the items made with respect to this study. The questionnaire was given with the intention of obtaining the score of students on various factors like Internality (I), Externality- Others (E-O) and Externality- Chance (E-C). Then Externality- Others (E-O) and Externality- Chance (E-C) scores were added to obtain the Externality-Total (E-T) score. The questionnaire was distributed to the sample of the study to collect the responses. Simple descriptive statistical tools were used analysis the data. The possible gender differences and a comparison between internality, externality-others and externality-chance has been indicated in the study.

### Objectives

1. To study the Locus of Control of management students.
2. To compare the locus of control of male students with female students
3. To indicate the influence of externality-others and externality-chance on the students
4. To determine the influence of internality or externality factors on the students.

## FINDINGS

	Internality	Externality (Others+ Chance)	Equal	Total %
Male	27	68	5	100
Female	41	59	0	100



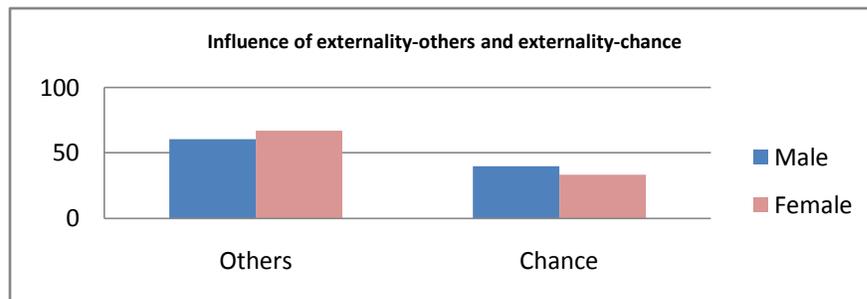
**Table 1 & Graph 1: Locus of control of male students with female students**

According to table 1 and graph , among 102 management student respondents, 68% of respondents feel that external factors including others and luck influence them more than internal factors related to self. 59% of female respondents are influence by external factors compared to 41% of females influence by internal factors. Very few percent of respondents say that both internal and external factors influence them equally. Based on the table 1 and graph 1, it is interpreted that, more percentage of females are influenced by internal factors than males. The

## Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students

influence of external factors is more among males than females. The externality factors include both influence by others and influence of the situation and luck.

	Externality-Others	Externality-Chance	Total %
Male	60	40	100
Female	67	33	100



**Table 2 & Graph 2: Influence of externality-others and externality-chance on the students**

Based on table 2 and graph 2 it is interpreted that, the influence of other people like parents, teachers and other people who study with them is more among female respondents than male respondents. But compared to female more percentage of male has feel that situational and luck factors influence them more in their college and the activities related to college.

Interpretation of scores is done in terms of ratios, I/E-O, I/E-C and I/E-total. The ratios are more than one among 99 respondents out of 102 when internality is compared with externality-others.

	I/E-O	I/E-C	I/E-T
<b>Ratio &gt; 1</b>	99	100	40
<b>Ratio &lt; 1</b>	3	2	62

**Table 3: Ratio of I/E-O, I/E-C and I/E-T**

This shows that 99 respondents have more internality than externality-others. 100 respondents have more than one ratio when the internality is compared with externality-chance. This shows that almost all the respondents have more internality than externality-chance.

In case of internality compared with externality-total the number of respondents having ratio more than one is less i.e., 40 out of 102. These figures show that the externality-total i.e., influence of other powerful people like parents, teachers, friends, classmates, pressure groups and the influence of luck, chance, situation, opportunities, etc. is more than the influence of self.

	Internality	Externality Others	Externality Chance	Externality Total
Mean	33.765	20.657	18.627	39.284
SD	3.517	5.808	6.870	11.580

**Table 4: Descriptive statistics of respondents**

**Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

Scoring	Internality (Influence of self)	Externality-Others (Influence of Parents, Teachers, friends, classmates, Pressure groups, etc)	Externality-Chance (Influence of Luck, chance, situation, opportunities)
<b>0-16</b>	Very little confidence in their efforts and will not utilize their potential.	Orientation of counter dependence.	Less belief in attributing the success or failure to luck, chance.
<b>17-20</b>	Lacks in self-trust, needs to examine his or her strengths by using feedback from others.	Independence Orientation.	Opportunistic, will try attitude.
<b>21-29</b>	Positive will do attitude, and believes in one's own self efficacy.	Realistic Dependence.	Does not recognize one's own ability. Puts effort but when fails blames on situation.
<b>30 and above</b>	High Internality, High Self Confidence.	Significantly dependent on others in achieving goal.	Very less confidence on themselves and always blame the surrounding for the outcomes.

*Table 5: Locus of control Continuum*

Locus of Control	Internality		Externality-Others		Externality-Chance	
	M	F	M	F	M	F
<b>0-16</b>	0	0	15	11	22	19
<b>17-20</b>	0	0	17	7	20	7
<b>21-29</b>	6	4	25	20	16	10
<b>30 and above</b>	57	35	6	1	5	3

*Table 5: Scores of students on Locus of control Continuum*

**CONCLUSION**

Future research can be carried out to examine the relationship between loci of control with academic performance of the students. A gender comparison study will also reveal how locus of control will influence both male and female students to achieve their academic goals. Present research was carried out to analyze the locus of control of management students and compare them across genders. The results show that female students are more influenced by internal factors than male students.

**Acknowledgments**

We the authors would like to thank all the respondents for spending time and providing information for this study. We would also like to thank all those who have been directly or indirectly facilitating us to carry out the research.

## Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students

*Conflict of Interests:* The author declared no conflict of interests.

### REFERENCES

- Basm, N. H. & Sesen. H. (2006). Politeness of employees and helping control the locus of the impact of behavior: A study in public sector. *Journal of the Institute of Social Sciences*, 16, 159-168
- Crandall, V. C. & Crandall, B. W. (1983). *Maternal childhood behaviors as antecedents of internal and external control perceptions in young adulthood*, Academic press, San Diego, 53-103
- Dollinger, S.J. (2000). Locus of Control and incidental learning: an application to college student success, *College Student Journal*, 01463934, 34, 4
- Gershaw, D. A. (1989). *Line on Life* [Electronic version]. Retrieved 5, 2004, (<http://www.azwestern.edu/psy/dgershaw/loI/ControlLocus.html>)
- Ghasemzadeh, A. & Saadat, M. (2011). Locus of control in Iranian University Student and its relationship with Academic Achievement. *Procedia Social and Behavioral Science*, 30, 2491-2496.
- Gulveren, H. (2008). Investigation of Relations between Internal-External Locus of Control Trait Anger, Anger Expression Styles and Intelligence in 12 Grade High School Students. Unpublished Master's Thesis, Maltepe University, Social Sciences Institute, Istanbul
- Haider & Naeem. (2013). Locus of control in Graduation students, *International Psychological Research*, 6, 15-20.
- Hans, T. (2000). A meta-analysis of the effects of adventure programming on locus of control. *Journal of Contemporary Psychotherapy*, 33-60
- Harrison, F.I. (1968). Relationship Between Home Background, School Success, and Adolescent Attitudes, *Merril-palmer Quarterly of Behavior and Development*, 14, 331-344
- Hattie, J. A., Marsh, H. W., Neill, J. T. & Richards, G. E. (1997). Adventure Education and Outcome Bound: Out of class experiences that make a lasting difference. *Review of Educational Research*, 67, 43-87
- Lefcourt, H. M. (1966). Internal versus external control of reinforcement: A review. *Psychological Bulletin*, 65, 4, 206-220
- Lefcourt, H. M. & Wine, J. (1969) Internal versus external control of reinforcement and the deployment of attention in experimental situations. *Canadian Journal of Behavioral Science*, 1, 167-181.
- Lefcourt, H. M. (1976). *Locus of control: Current trends in Theory & Research*. NJ: Lawrence Erlbaum Associates.
- Lessing, E.E. (1969). Racial Differences in Indices of Ego Functioning Relevant to Academic Achievement, *Journal of Genetic Psychology*, 115, 153-167
- McClelland, D.C. And David, C. (1961). *The Achieving Society*, Van Nostrand, Princeton, New Jersey

## **Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students**

- Neill, J.(2006). *What is locus of control?* Retrieved from <http://www.wilderdom.com/psychology/loc/LocusOfControlWhatIs.html>
- Rotter, J. B. (1954). Cited in Kirchner, M. J. (2003). The relationship between locus of control and academic achievement among at risk student, MA. Research psychology, *The University of Pretoria*.
- Rotter, J.B. (1954). *Social learning and clinical psychology*, NY, Prentice –Hall
- Rotter, J.B. (1966). Generalized expectancies of internal versus external control of reinforcements, *Psychological Monographs*, 80, 609
- Rotter, J.B. (1990). Internal Versus External Control of Reinforcement: A Case History of a variable, *American Psychologist*, April 1990, 490-493
- Strauser, D.R., Ketz, K. and Keim, J. (2002). The relationship between Self-efficacy, Locus of control and Work Personality, *Journal of Rehabilitation*, 68, 20-26
- Taylor, S.E., Peplau, A. L., and Sears, D. O. (2006). *Social Psychology*, Englewood Cliffs, New Jersey: Prentice Hall, 12
- Wolk, S. and DuCette, J. (1984). Intentional Performances and Incidental Learning a Function of Personality and Task Direction, *Journal of Personality and Social Psychology*, 29, 90-101

**How to cite this article:** Arakeri S, Sunagar B (2017), Locus of Control: Influence of Internality, Externality- Others, Externality-Chance among Management Students, *International Journal of Indian Psychology*, Volume 4, Issue 2, No. 94, ISSN:2348-5396 (e), ISSN:2349-3429 (p), DIP:18.01.156/20170402, ISBN:978-1-365-84229-0