

Considering Self-Esteem on Anger and Locus of Control in University Employees

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ABSTRACT

Background: Self-esteem refers to a person's evaluation of his/her worth, the best-known form is global self-esteem: general, dispositional and then, anger is an emotional state that may range in intensity from mild irritation to intense fury and rage. Locus of control (LOC) is a personality variable that reflects people's generalized expectancies for control of reinforcements of rewards. This paper intends to examine the relationship between self-esteem, anger, and locus of control. **Method:** The study was done using three questionnaires such as: Rosenberg self-esteem scale (RSES), State-Trait anger expression inventory (STAXI-2) and Locus of Control is a 13 item questionnaire developed by Rotter (1966), it measures generalized expectancies for internal versus external control of reinforcement. Study was conducted in 73 university employees at Azad Islamic university in Zahedan. Investigation used all data collected analyzed by SPSS version 21 software, the liner regression test was used. **Result:** Research indicated that anger decreased as self-esteem increased. Self-esteem was a significant predictor of locus of control. Also locus of control increased as self-esteem increased. Anger was found to be a significant predictor of locus of control then results indicated that locus of control increased as anger decreased. **Conclusion:** The current study was the first unique comparison study on the relationship between self-esteem, anger, and locus of control using Iranian university employee's sample. There is statistically significant difference between self-esteem with anger and locus of control, also anger related and predicted locus of control. Then, it had a number of limitations. The first limitation was in regard to the way the sample it was limited to university employees. It might be beneficial in the future to extend the sample to wider groups.

Keywords: *Self-Esteem, Anger, Locus Of Control*

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In psychology the term self-esteem is used to describe a person's overall sense of self-worth or personal value. In other words, how much you appreciate and like yourself. Self-esteem is often seen as a personality trait, which means that it tends to be stable and enduring. Self-esteem can involve a variety of beliefs about yourself, such as the appraisal of your own appearance, beliefs, emotions, and behaviours. Self-esteem can play a significant role in your motivation and success throughout your life. Low self-esteem may hold you back from succeeding at school or work because you don't believe yourself to be capable of success. By contrast, having a healthy self-esteem can help you achieve because you navigate life with a positive, assertive attitude and believe you can accomplish your goals.

Self-esteem refers to a person's evaluation of his/her worth, the best-known form is global self-esteem: general, dispositional, and consciously accessible self-evaluation, self-esteem is important. Although self-esteem was long assumed to dictate many life outcomes, the evidence is mixed: self-esteem level influences well-being and some psychopathologies, but not other outcomes (some of which are influenced instead by self-esteem fragility), then, understanding the complexities of self-esteem can be valuable for informing clinical treatment (Hepper, 2016).

Describing someone as 'angry' will bring up different visions depending on the listener's experience with this emotion. They might picture a grumpy grandfather complaining, a toddler throwing himself on the floor during a temper tantrum or a co-worker refusing to compromise. All three of these examples are apt; they all entail outward expressions of a feeling called anger.

Anger can be defined as a feeling of annoyance, displeasure or antagonism. Think of a time you felt angry. It may have been because of personal circumstances - maybe someone harmed you or you felt very frustrated because you had so much work to do. It may have even been related to something that didn't happen to you directly. All of us experience the feeling of anger from time to time, but how we express this emotion can vary widely from individual to individual. Let's take a look at a few ways this works. There are three types of angers, passive anger, aggressive anger, assertive angers.

In addition, anger is an emotional state that may range in intensity from mild irritation to intense rage, anger has physical effects including raising the heart rate and blood pressure and the levels of adrenaline and noradrenaline (Carrion et al, 2012). Anger and aggression are closely associated phenomena, but each can, and often does, occur in the absence of the other; therefore, each requires separate analysis, roles of anger in maintaining everyday social relations were some of the ways that anger can go awry, including crimes of passion; and the possible influence of anger on physical health as well as social well-being (Averill, 2012).

A locus of control is a person's belief about how much power one has over the events in one's life. According to psychologist Julian Rotter, who formulated the concept in the 1950s, the locus of control is a dimension of personality; it helps explain one's traits and behaviour. An

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internal locus of control is the belief that the course of one's life is largely up to oneself. Those with an external locus of control regard the events in their lives as occurring regardless of their own efforts. People who have an internal locus of control tend to be less influenced by others, more politically active, and more motivated to achieve. Many researchers believe an internal locus of control is more healthful than an external one.

Locus of control (LOC) is a personality variable that reflects people's generalized expectancies for control of reinforcements of rewards. Individuals who believe that they control rewards are internals and individuals who do not believe this are externals. LOC scales have been developed to be both general and domain specific, such as LOC in the workplace, whereas LOC relates more strongly to work-relevant criteria, such as job attitudes or performance (Saboe and Spector, 2015).

REVIEW OF LITERATURE

There were significantly positive correlations between self-esteem among anger coping strategies, research suggests that there should be more intervention in order to manage anger more properly and improve self-esteem in individuals (Chung and Sim, 2016). Self-esteem was identified as having the most negative impact on anger and depression in the university students. (Kim and Moon, 2016).

The investigation in university students who completed instruments, indicated that internal locus of control had correlation with self-esteem and these can predict hopelessness (Mutlu et al, 2010). Academic students had internal locus of control, and high self-esteem, there was a significant correlation between self-esteem, locus of control and academic achievement of the students (Hosseini et al, 2016).

Research shows anger rumination have direct significant relationship with and locus of control and those predicted depression. Internal locus of control and depression had a significant reverse relationship. Increasing levels of internal locus of control was accompanied with weaker relationship between anger rumination (Abdolmanafi et al, 2011). Self-control is positively and significantly related to locus of control and it lead to happiness (Ramezani et al, 2015). This paper intends to examine the relationship between self-esteem, anger, and locus of control. At the same time, it aims to investigate the links between three variables mentioned above. In this article, the following hypotheses have been constructed to address the aims of the research:

Hypothesis:

- (H1) There is a positive relationship between self-esteem and anger.
- (H2) There is a positive relationship between self-esteem and locus of control.
- (H3) There is a positive relationship between anger and locus of control.

METHODOLOGY

Participants

Of the university employees in Zahedan Azad Islamic University in Iran, total 73 participants were recruited. The random purposive sampling technique was used to collect data. The sample gender, 70.7% (N = 53) were females and 29.3% (N = 22) were males.

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Instruments

Rosenberg self-esteem scale (RSES), developed by sociologist Dr. Morris Rosenberg, the scale is a 10 point rating scale Likert items and four point rating scale ranging from strongly agree to strongly disagree the self-esteem scale widely used self-report instruments for evaluating individual self-esteem, was investigated using items response theory. Self-esteem measure widely used in social-science research. It is measures global self-worth by measuring both positive negative feeling about themselves. It uses a scale of 0-30 where a score less than 15 may indicate a problematic low self-esteem. The self-esteem scale score 15-25 is average scores. If the score is less than 15 may it is a low self- esteem, and if the score is more than 30 its means the respondent having a high self-esteem.

State-Trait anger expression inventory (STAXI-2) was developed and standardized for use by psychologists and qualified professionals with adolescents and adults ages 16 years and older in a wide variety of settings. Which measure the intensive of anger as an emotion and the disposition of experience angry feelings as personality traits. The instruments consist of six scales measuring the intensity of anger and disposition of experience of angry feelings. The inventory having 4 point rating scales that assess the inventory of anger at the particular movements and frequency of anger experience, expression, and control. The percentile results are shown graphically on a following page; the raw scores for each of the 57 items are reported in the Item Response Summary Table.

The Locus of Control questionnaire developed by Julian B. Rotter (1966). It consist of 13 items. It measures generalized expectancies for internal versus external control of reinforcement, people with an internal locus of control believe that their own actions determine the rewards that they obtain, while those with an external locus of control believe that their own behavior doesn't matter much and that rewards in life are generally outside of their control. Scores range from 0 to 13. A low score indicates an internal control while a high score indicates external control. The scale measures generalization expectation internal versus external control of instruments.

The all questionnaires were checked for completion of information and the responses were coded for entry in the computer. Questionnaire data analyses was performed with Microsoft the statistical package for the social science (SPSS-pc) software version gender was considering with frequency statistics and liner regression test to predict self-esteem, anger and locus of control, furthermore, all statistical tests were done to determine any significant difference at 5% level.

RESULTS

The Relationship between self-esteem and anger

Regression analysis (enter method) was used to assess whether anger has an effect on interpersonal self-esteem. The results of regression analysis are presented in Table 1.

Table 1

Linear Regression to Predict anger with self-esteem					
DV: anger	β	p	R2	$\Delta R2$	
	-.381	.001	.145	.136	

According to regression analysis, self-esteem was a significant predictor of anger. Self-esteem accounted for 2.84% of the variance in anger ($\Delta R2 = .136$, $F = 16.61$, $p = .001$). In regards to the beta coefficients, a positive correlation was found between self-esteem and anger ($\beta = -.381$, $t = -4.076$, $p = .001$). The results indicated that anger decreased as self-esteem increased. These findings support the research hypothesis that there is positive relationship between self-esteem and anger (H1).

Self-esteem and locus of control

In order to assess the role of self-esteem in locus of control, regression analysis was used. The results of regression analysis are presented in Table 2.

Table 2

Linear Regression to Predict locus of control with self-esteem				
DV: locus of control	β	p	R2	$\Delta R2$
	.661	.001	.437	.431

According to the analysis, self-esteem was a significant predictor of locus of control. Self-esteem accounted only for 2.307% of the variance in locus of control ($\Delta R2 = .437$, $F = 76.038$, $p = .001$). In regards to the beta coefficients, a positive correlation was found between self-esteem and locus of control ($\beta = .533$, $t = 8.720$, $p = .001$). The results indicated that locus of control increased as self-esteem increased. These findings support the research hypothesis that there is positive relationship between self-esteem and locus of control (H2).

Anger and locus of control

Simple linear regression analysis was used to measure the effect of anger on locus of control. The results of regression analysis are presented in Table 3.

Table 3

Linear Regression to Predict anger with locus of control				
DV: locus of control	β	p	R2	$\Delta R2$
	-.591	.001	.337	.331

According to regression analysis, which was conducted to find the role of anger in locus of control, anger was found to be a significant predictor of locus of control. Anger only accounted for 10.678% of the variance in locus of control ($\Delta R2 = .343$, $F = 49.89$, $p = .001$).

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In regard to the beta coefficients, a positive correlation was found between anger and locus of control ($\beta = -.591$, $t = -7.064$, $p = .001$). The results indicated that locus of control increased as anger decreased. These findings support the research hypothesis that there is positive relationship between anger and locus of control (H3).

DISCUSSION

The main aim of this study was to examine the relationship between self-esteem, anger, and locus of control within the samples of university employees. Moreover, the aim was to consider correlation and predict self-esteem, anger, and locus of control. The questions of “What is the correlation of self-esteem in anger and locus of control?”

The findings showed statistically significant relationship to exist between self-esteem and anger. This finding support the hypothesis regarding the There is a positive correlation was found between self-esteem and anger which indicated anger decreased as self-esteem increased. These findings support the research hypothesis that there is positive relationship between self-esteem and anger (H1). Self-esteem interacts with anger rumination to predict reactive aggression (Turner and Bradley, 2015). There is significant positive relationship between self-esteem and anger control (Arslan, 2009).

This finding support the hypothesis regarding a positive correlation was found between self-esteem and locus of control. The results indicated that locus of control increased as self-esteem increased. These findings support the research hypothesis that there is positive relationship between self-esteem and locus of control (H2). All self-esteem components have a positive and meaningful relationship with internal locus of control. In addition, all grades of self-esteem components could be predicted by internal locus of control (Saadat et al, 2011). The effects of self-esteem and work locus of control of 100 Florida bank employees based on their number of submitted and qualified referrals as a work productivity measure, the importance of self-esteem and locus of control in the workplace can help to understand organizational outcomes (Zogaj and Didona, 2012). The role of self-esteem and locus of control with indicating silence behavior as important variables in outcome of work attitudes (Amah and Okafor, 2008).

This finding support the hypothesis regard to the beta coefficients, a positive correlation was found between anger and locus of control. The results indicated that locus of control increased as anger decreased. These findings support the research hypothesis that there is positive relationship between anger and locus of control (H3) Anger and impulsivity were positively associated with aggression, internal locus of control for success was negatively associated with aggression (Deming, and Lochman, 2015). Anger and hostility that emphasized the instigating role of threats to self-esteem, stability of self-esteem was assessed through multiple assessments of global self-esteem (Kernis et al, 1989). Self-esteem an adjust aggression tactics. (Wyckoff et al, 2016).

CONCLUSIONS

The current study was the first unique comparison study on the relationship between self-esteem, anger, and locus of control using Iranian university employee's sample. There is statistically significant difference between self-esteem with anger and locus of control, also anger related and predicted locus of control. Then, it had a number of limitations. The first limitation was in regard to the way the sample it was limited to university employees. It might be beneficial in the future to extend the sample to wider groups.

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