

Correlation between Locus of Control and Big Five Personality Factors among Public and Private Services Officers

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ABSTRACT

The aim of present study was correlation between Locus of control and big five personality factors among public and private services officers. The total number of samples was 200, selected from various public and private services from Baramati, Daund and Indapur Talukas. Two scale namely NEO-FFI: short form developed by Costa and McCrae (1996) and Levenson Locus of control scale prepared by Sanjay Vohra (1992) were use. Mean, standard deviation and Pearson correlation coefficient are used for statistical analysis of data. Correlation between internal locus of control (individual control) and neuroticism, extraversion, openness to experience and agreeableness these three factors were found insignificant. Result found that internal locus of control and conscientiousness negatively correlated. In case of external locus of control (Powerful others) and personality factors, correlation between external locus of control and neuroticism, extraversion conscientiousness were insignificant. Correlation between external locus of control (Powerful others) and openness to experience found significant, and openness to experience positively correlated in it.

Keywords: *Internal and External locus of control, Neuroticism, Extraversion, Openness to experience, Conscientiousness, Agreeableness Public and Private Services officers*

Government or public services in India are long ago receiving a special attention or importance. At the same time, high positions are importance in institution and organization, to appoint to these posts candidates have to face various competitive examinations to become administrative officers. Many students are trying to pass such exams, only few of them are selected for the post. Working as an officer in a particular field requires different qualities and skills. According to previous studies, a person can work effectively in higher position if she/he has certain qualities or personality factors such as conscientiousness, openness to experience agreeableness. The main purpose of this investigation is to find out what personality traits are present in the personality of person working in higher position and whether they have a positive and negative relationship with each other?

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The concept of locus of control derives from Rotter's (1954; 1966; 1990) theory of cognitive social learning and it relates to an individual's perception of whether one has or does not have control over events in his/her life. A person who attributes control to internal factors such as ability, skills, or effort is said to have an internal locus of control and is called an internal. On the other hand, a person who attributes control to external factors such as luck, fate, chance, or powerful others is said to have an external locus of control and is called an external. In addition, people with an internal locus of control perceive contingencies between their actions and resulting behavioural outcomes, which externals do not perceive.

It refers to the extent to which a person believes that they can influence their life. In terms of attributing successes or failures individuals are divided into two groups: 1) those usually attributing their success or failure to their own behavior (effort or ability), 2) those usually attributing their success or failure to luck or difficulty of tasks. People in the first groups believe they can control the outcomes, finding themselves effective in their own destiny and assume responsibility for the consequences of their behavior, whereas people in the second group imagine they have little control on what happens to them and ascribe the responsibility of outcomes to external factors. These individuals are known to have external control (Schultz, 1990). This approach was first proposed by Rotter in his studies on social learning in 1954. The big five personality traits were proposed by American psychologists, Costa and McCrae (1992). They believed that personality traits explain the differences in individual behaviours. This model received great attention for research proposes for empirical support for many contexts and in clinical setting (Clark, 2007; Widiger, & Trull, 2007). According to Clark (2007), the five-factor model of personality is widely accepted as representing the higher-order structure of both normal and abnormal personality traits". Personality has been defined by Ryckman (2008) as a "dynamic and organized set of characteristics possessed by a person that uniquely influences his or her cognitions, motivations, and behaviors in various situations". Personality is related to individual differences and it shapes how a person will act, think and feel. As being relatively stable and lasting organization of an individual's character, temperament, body and intellect personality is the main determinant of one's adjustment to environment (Eysenck, 2013). According to the Atkinson and colleagues (1996) personality recognizes the way of interaction with physical and social surroundings. It is also can be labeled as specific patterns of thoughts, feelings and behaviors. Although personality is one of the most comprehensive concepts, researchers and psychologist have built a consensus on basic dimensions of personality and developed a well accepted personality structure. Personality can be characterized by a hierarchical system which assumes that there are five major and universal factors of personality, also known as "the Big Five". These factors which summarized in the acronym OCEAN, are Openness to experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism (Costa & McCrae, 1985, 1992; Digman, 1990; McCrae & John, 1992). John and Srivastava (1999) claimed that the Big Five classification did not replace all previous systems about personality factor. Contrarily this classification may reflect the different systems of personality description in a common framework thus it plays an integrative role. Openness to experience makes a distinction between being open to new experiences and being conventional. Individuals who are open to new experiences are willing to be open-minded to new ideas and approaches (Costa & McCrea, 1985). They are curious, creative, insightful, original, imaginative, and not uncreative. Openness to experience is associated with intellectual curiosity, experiencing new ideas, aesthetic sensitivity, and wide interests and having unusual thought processes (McCrea & Costa, 1997). Conscientiousness dimension makes a distinction between being conscientious and being careless.

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Conscientious individuals have high level of organization, persistence, and motivation in goal-directed behavior and may delay gratification. They are punctual, hardworking, reliable, responsible, efficient and not lackadaisical (McCrea & Costa, 1987). Conscientiousness is associated with self-discipline, productivity, ethical behavior, high aspiration level and achievement striving (Allen, Greenlees & Jones, 2011; Burger, 2006; Costa & McCrea, 1985; McCrae & John, 1992). Extraversion dimension of personality makes a distinction between being extraverted and being introverted. Individuals who are high in extraversion have more interpersonal interactions and tend to experience more positive emotions.

They are sociable, outgoing, energetic, talkative, active and not sober. Extraversion is associated with being self-assured, assertive behaviors and excitement seeking. Agreeableness makes a distinction between being good-natured and being cynical (McCrea & Costa, 1997). Agreeable individuals have pro-social orientation towards others and are not antagonist in thoughts, feelings and actions. They are compassionate, forgiving, kind, trusting and not selfish. Agreeableness is associated with being cooperative and behaving in a giving way. Lastly, neuroticism dimension makes a distinction between being emotionally stable and being emotionally unstable. Individuals who are high in neuroticism are likely to have more psychological distress and experience more negative emotionality. They are anxious, hostile, tense, touchy and not calm. Neuroticism is associated with unrealistic ideas, self-defeating, maladaptive coping responses, and vulnerability to psychological problems (Allen, et al., 2011; Burger, 2006; Costa & McCrea, 1985; McCrae & John, 1992). Previous literature on personality is closely related with positive individual traits and human strengths such as wellbeing, life satisfaction and forgiveness (Diener & Lucas, 1999; Schimmack, Oishi, Furr & Funder, 2004; Walker & Gorsuch, 2002). Guiterrez, Jimenez, Hernandez and Puente (2005) indicated that extraversion and neuroticism dimensions of personality are strongly associated with subjective well-being and they found a positive correlation between openness to experience and the positive and negative components of affect.

Objective of the study

- To study locus of control and big five personality factors of public Services officers.
- To study big five personality factors and locus of control of private Services officers.
- To find out the relationship between internal and external locus of control and big five personality factors among public and private services officers.

Hypotheses

- There would be significance correlation between internal locus of control and big five personality factors among public and private services officers.
- There would be insignificance correlation between external locus of control and big five personality factors among public private services officers.

METHODOLOGY

Participants

The sample consisted of 200 out of it 100 public services officers and 100 private services officers between the age group of 30 to 40 years selected. All sample selected the purposive sampling method from various public and private services from Baramati, Dound and Indapur Taluka.

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Instruments

1) NEO-five factor Inventory (NEO-FFI) (Costa & McCrae, 1996): Costa and McCrae published the Neuroticism Extraversion openness five factors Personality inventory in 1985. The NEO-FFI is a 60 –item version that provides a brief, comprehensive measure of the five domains of personality. NEO-FFI can be administered individually or in group too. Internal consistency values range from .74 to .89. This inventory yields scores of five facets of personality neuroticism, extraversion, and openness to experience, agreeableness and conscientiousness.

2) Locus of control (LOC) scale (Levenson, 1981): This scale is Likert Type Scale, with multiple choice responses. Responses range from Strongly Agree, Agree, Undecided, Disagree and Strongly Disagree. It is an Indian adoption of locus of control inventory standardized by Sanjay Vohra (2002). The scale consists of twenty-four statements 8 each for P- powerful others, C- chance control and I-individual control. P = Belief about control by powerful others. High scores indicate that other people control your outcomes. C = Belief about chance control. High scores indicate that unordered chance, or random events control your outcomes. I = Belief about individual control. High scores indicate you believe that your outcomes are controlled by you that your current situations and your rewards are direct outcomes of things you control

Statistical analysis

For the present study Mean, and S.D. used as a part of descriptive statistics. To find out the correlation between big five personality factors and locus of control among public and private services officers Pearson correlation coefficient was used.

RESULTS

Table 1: Statistical indices of Internal and External Locus of control big five personality factors.

factors	N	Mean	S.D.
Internal Locus of control (Individual control)	200	18.62	5.010
External Locus of control (Powerful others)	200	24.84	5.553
Neuroticism	200	21.03	5.71
Extraversion	200	32.78	5.49
Openness to Experience	200	31.86	4.91
Agreeableness	200	29.71	5.37
Conscientiousness	200	34.90	5.90

Table 2: Pearson Correlation matrix test to examine the correlation between internal and external locus of control and its dimension with big five personality factors.

Factors	Powerful others	Chance control	Individual control	Neuroticism	Extraversion	Openness	Agreeableness	Conscientiousness
Powerful others	1							
Chance control	.386	1						
Individual control	-.202	-.357	1					
Neuroticism	-.091	-.058	.093	1				

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Factors	Powerful others	Chance control	Individual control	Neuroticism	Extraversion	Openness	Agreeableness	Conscientiousness
Extraversion	.078	.022	-.132	-.243	1			
Openness	.166	.37	-.126	-.045	.187	1		
Agreeableness	.062	-.081	.088	-.031	.039	.188	1	
Conscientiousness	.097	.118	-.335	-.288	.122	.064	.023	1

** Correlation is significant at the 0.01 level

* Correlation is significant at the 0.05 level

The present study focused on the two important psychological construct big five personality factors and locus of control. The descriptive and inferential statistics of the obtained sample show in table no. 1 and 2. The table number one show that the Mean and standard deviation of big five personality factors and locus of control of public and private services officers. The sample's mean score for all the five factors fell in the average range.

Table no. 2 indicating that Pearson correlation between all factors of locus of control with big five personality factors. Correlation between internal locus of control (individual control) and neuroticism found insignificant ($r=.093$, $p>0.05$). Correlation between internal locus of control (individual control) and extraversion found insignificant ($r=-.132$, $p>0.05$). Correlation between internal locus of control (individual control) and openness to experience found insignificant ($r=-.126$, $p>0.05$). Correlation between internal locus of control (individual control) and agreeableness found insignificant ($r=.088$, $p>0.05$). Correlation between internal locus of control (individual control) and conscientiousness found significant ($r=-.335$, $p<0.001$). It indicating that internal locus of control (individual control) and conscientiousness negatively correlated.

In case of External locus of control (Powerful others) and personality factors, correlation between external locus of control (Powerful others) and neuroticism found insignificant ($r=-.091$, $p>0.05$). Correlation between external locus of control (Powerful others) and extraversion found insignificant ($r=-.078$, $p>0.05$). Correlation between external locus of control (Powerful others) and openness to experience found significant ($r=.166$, $p<0.05$). It indicating that external locus of control (powerful others) and openness to experience positively correlated. Correlation between external locus of control (Powerful others) and agreeableness found insignificant ($r=.062$, $p>0.05$). Correlation between external locus of control (Powerful others) and conscientiousness found insignificant ($r=-.097$, $p>0.05$). Due to limitation of the study we avoid other correlation between other variable and to make simplicity in the present research. The weak relationship between locus of control and Conscientiousness is also paradoxical in the context of previous research which suggests that internals tend to be self-motivated, competent, responsible, creative, innovative, achievement oriented, develop long-term plans, and pursue innovative corporate strategies, and empirical findings linking Conscientiousness to internal locus of control (Spector, 1982; Miller et al, 1982; Nwachukwu, 1995; Morrison, 1997).

CONCLUSIONS

- There are insignificant correlations found between internal locus of control and neuroticism, extraversion, openness to experience and agreeableness and conscientiousness negatively correlated with internal locus of control.
- There are insignificant correlation found between external locus of control (powerful others) and extraversion, neuroticism, agreeableness and openness to experience positively correlated with external locus of control.

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Conflict of Interest

The author(s) declared no conflict of interest.

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