

Research Paper

A Study on Self-Actualized and Non-Self-Actualized Men and Women on Locus of Control

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ABSTRACT

The Self may be known and experienced through the transcendence of the normal state of consciousness to a higher level of conscious functioning, known as the "peak" or mystical experience. The concerns about psychological elevation and transforming oneself due to dynamic changes in lifestyle, life perception, esteem, and quality of work-life have paved the way for this research. The present study's main objective was focused on psychological quality (Internal and External Locus of control) of self-actualized individuals and non-self-actualized individuals. The sample constitutes 150 men and 150 women from three different professional backgrounds. The subjects belong to three different professions located in the Bengaluru district. Along with the scales and questionnaires, a semi-structured information schedule was developed by the researcher was used to collect relevant data (age, gender, education, socio-economic status, etc.). The scales used were Self-actualization questionnaire developed by Jones & Crandall (1986), Locus of Control Scale developed by Dr. G K Valecha (1973). 't' test was used to analyse the results. The results obtained showed that there is a gender difference in self-actualized individuals, as well as in non-self-actualized individuals on Locus of control.

Keywords: *Self-Actualization, Non-Self-Actualization, Self-Esteem, Self-Confidence, Locus of Control, Psychological Wellbeing, Achievement Motivation*

In modern psychology, a new dimension of man's nature is becoming apparent. We can call it the Self. Constantly changing thoughts, emotions, and physical states are what comprise the empirical self. Thus, it is the central source and foundation of the empirical self. It is possible to know and experience the Self by transforming the "peak" or mystical experience is the transition from a normal state of awareness to a higher degree of functioning. Over hundreds of years, both Eastern and Western spiritual theoretical frameworks have created similar ways for achieving greater levels of consciousness. It is claimed that self-actualization achieved through the above-mentioned methods as a result, the individual's integration and progress are enhanced, as well as the healing of some types of neurosis. It can also lead to better creativity and interpersonal interactions.

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Defining The Self and Self-Actualization

The Self

We are gradually gaining a greater understanding of the psychological nature of man. William James first introduced this idea, then Carl Gustav Jung came up with a similar notion. In recent years, it has attracted the attention of a growing number of psychologists, especially those in the field of humanistic psychology. "Self" is what This new dimension could be referred to as.

"The self has been understood in many different ways," Wylie argues, referring to orthodox psychology. Two definitions emerge in particular: the self as subject or agency, and the self as an individual who is known to himself" (1961). The Self is neither of these things strictly speaking, though it is intimately linked to the first. It appears Homey refers to the real self as the central inner force, common to all human beings yet unique to everyone, which is the inner source of evolution (1950), differentiating it from not only the actual or empirical self but also the idealized, unrealistic self. Similar distinctions are made by O'Connell.

Self-Actualization

Self-actualization refers to those who work hard to make the best of who they are, i.e., striving for maximum thriving by continuously pursuing their goals. It is up to the individual agent to realize his or her potential for flourishing. It is simply the pursuit of living the best life that one is capable of by his or her aptitudes and state of affairs. Based on self-actualization, ethical standpoints discourse the most basic question in moral philosophy: how to live one's life well (V. Gerhardt 1999). The notion that self-actualization is best understood as a process of moral self-development exemplified by the statement "becoming who you are" is based on a focus on this fundamental ethical question paired with a dedication to seeing the best in ourselves.

Locus of Control

In personality psychology, locus of control refers to the degree to which an individual believes he or she can control events affecting him or her. Zimbardo in his 1975 book *Psychology and Life* defined locus of control as a belief about whether the outcomes of our actions are determined by what we do (internal control orientation) or by external factors (external control orientation).

In Psychology, the concept of locus of control refers to a person's belief about what causes good or bad results in his life, either in general or in a particular area such as academics or health. Additionally, it refers to an individual's generalized expectations regarding where control over subsequent events resides. That is, who is responsible for what occurs. Locus of Control formulation classifies the generalized beliefs, concerning who or what influences things along a bipolar dimension from internal to external control: "Internal control" is the term used to describe the belief that control of future outcomes resides primarily in oneself while "External control" refers to the expectancy that control is outside of oneself, either in the hands of powerful other people or due to fate/chance. Levenson's model asserts that there are three independent dimensions of Locus of Control: Internality, Chance, and Powerful Others. Rotter's conceptualization regarded Locus of Control as one-dimensional (Internal to External). According to Levenson's model, one can endorse each of these dimensions of Locus of Control independently and simultaneously. Someone might simultaneously believe that both oneself and powerful others influence outcomes, but that chance does not. The Locus of Control concept has been elaborated significantly since its introduction, and several context-specific instruments have been developed. Those with a high internal locus

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of control are more likely to have better control over their behaviour, are more achievement-oriented, and are more likely to try to influence other people than those with a high external locus of control. People who have a high Internal Locus of Control are more likely to assume their efforts will be successful. People with a high Internal Locus of Control are more likely to seek information and knowledge about their situation. Generally, Locus of Control develops as a result of family, culture, and past experiences leading to rewards. Families that emphasize effort, education, and responsibility produce the most internals. In contrast, most externals come from families with low socioeconomic status, where there is a lack of life control. According to psychological research, people with a more internal locus of control tend to be more achievement-oriented and to get better-paid jobs. The notion that Locus of Control is a stable, underlying construct of Personality may be misleading since research and theory indicate that Locus of Control is largely learned.

It can affect not only how you respond to life events, but also how motivated you are to take action. The belief that you control your fate encourages you to take action to change the situation when it becomes necessary, whereas the belief that you have no control over your fate discourages you from taking action.

Characteristics of Internal Locus of Control

- Take responsibility for their actions more often
- Tend to be less influenced by other people's opinions
- Do better at tasks when they are allowed to work at their own pace
- Have a strong sense of Self-efficacy
- Work hard to achieve things they want
- Feel confident in the face of challenges
- Tend to be physically healthier
- Report being happier and more independent
- Often achieve greater success in the workplace

Characteristics of External Locus of Control

- Blame outside forces for their circumstances
- Often credit luck or chance for any success.
- Don't believe that they can change their situation through their efforts

LITERATURE REVIEW

Philip O. Sijuwade's study. (1996) revealed that at least a portion of the elderly population would have difficulty adapting to the aging process in American society. In this study, additional insights were brought to bear on the adaptive part of the aging process. It has been observed that both groups of the elderly (institutionalized and non-institutionalized) have an externally oriented view of the social environment in which they live. Additionally, these results provide some support for Hamilton's (1985) contention that institutionalized elderly individuals are less self-actualized than those living in the community.

In 1983, Pauline McVicar and Al Herman developed a program to facilitate psychological growth among middle-aged women. Researchers examined the program's effects on participants in three areas: assertiveness, externality, and self-actualization at the end of the program and five months later. Five months later, the results showed a significant increase in assertiveness and self-actualization in the women. There was no change in locus of control; most of the women were internally oriented prior to the test and remained so.

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Flynn, Richard j (1985) reviews Abraham Maslow's theory of man's hierarchical fulfilment of his needs served as the theoretical framework for this investigation into the life satisfaction of men 65 years of age and older. According to Maslow, man's needs ascend from physiological needs to safety needs, defined in this study as health and financial satisfaction; love needs, defined in this study as sexual activity and measured by Calderwood's Sexual Experience Inventory; In this study, self-esteem needs were defined as internal locus of control, as measured by Rotter's Internal-External Locus of Control Scale; and self-actualization needs were defined as man's desire for self-fulfillment, as measured by Shostrom's Personal Orientation Inventory. In his hierarchy of needs theory, Maslow posited that the relative fulfillment of one need leads man to become aware of the existence of another need, ultimately leading to self-actualization through self-fulfillment. When a man is empowered to meet his needs more deeply, he also experiences greater satisfaction in life through self-actualization, a process of increasing self-possession.

Bordages (1989) reviews Maslow's (1954) theory that self-actualizing individuals operate independent of external expectations which is based on their undistorted perceptions of their own realistic abilities. In this study, subjects were assigned to high, medium, or low self-actualization categories according to their scores on the Personal Orientation Inventory. A test of Logical Reasoning Ability was given under three treatment conditions: high, low, and no expectations. Researchers found that high and moderate self-actualizing subjects demonstrated greater personal autonomy when compared to the subjects who were not self-actualizing, showed the most variation in their reasoning tests.

METHODOLOGY

Aim:

To study the difference between self-actualized men and women, and non-self-actualized men and women on Locus of control.

Objectives

To study the difference between self-actualized men and women on Locus of control.

To study the difference between non-self-actualized men and women on Locus of control.

Operational Definitions

The operational definitions were as follows

- **Self-actualization:** is one's deepest desires or one's worthiest capacities. It is a bringing of oneself to flourishing completion, an unfolding of what is strongest or best in oneself so that it represents the successful culmination of one's aspirations or potentialities.
- **Non-self-actualization:** Based on Buddhism, a nonself-cultivating process aims to minimize or extinguish the self and avoid desires, leading to ego-lessness or selflessness.
- **Locus of control:** is a belief about whether the outcomes of our actions are contingent on what we do (Internal control orientation) or on events outside our control (external control orientation).

Hypothesis

- There is a significant difference in locus of control between self-actualized men and self-actualized women.

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- There is a significant difference in locus of control between non-self-actualized men and non-self-actualized women.

Variables

- **Independent Variable:** Men and Women, Self-actualization and Non-self-actualization.
- **Dependent variables:** Locus of control

Research Design

- Cross-sectional (Ex-post facto design)

Inclusion Criteria

- Subjects were Professionals who possess knowledge and understanding of the English language.
- A minimum period of one year has been spent in the present profession.
- The subjects were chosen from the Bengaluru district.
- The sample includes both men and women, married and unmarried subjects.
- The population consists of subjects belonging to varied Religions, cultures, and family structures.

Exclusion criteria

- Professionals who are not willing to participate.
- Subjects who do not have one year of experience as a professional.
- Professionals other than Medical, engineering, and Teaching (Professors).

Tool Description

- **Self-actualization questionnaire developed by Jones & Crandall (1986)**
(Reliability: 0.32-0.71 Validity: 0.5)
Scoring in the Self-actualization questionnaire has 15 statements. For statements 2,5,6,8,9,11,13 and 14, the assigned point is 4 for an answer of 1, 3 for an answer of 2, 2 for an answer of 3, and 1 for an answer of 4. For all the remaining items, the assignments of points correspond to the answer (1 point for an answer of 1, 2 points for an answer of 2). A score of 15- 60 higher the score, the greater the likelihood the person is self-actualized.
- **Information Schedule**
The researcher developed the Information schedule exclusively for this study which included participants' details such as age, gender, education, and other personal details such as family background (Joint Family, Nuclear Family, and Extended family), order of birth.
- **Locus of control developed by Dr. GK Valache (1973)**
(Reliability: 0.49-0.83 Validity: 0.65)
A score of 1 was given for the following items: 2. a, 3.b, 4.b, 5.b, 6.a, 7.a, 9.a, 10.b, 11.b, 12.b, 13.b, 15.b, 16.a, 17.a, 18.a, 20.a, 21. a, 22.b, 23.a, 25.a, 26.b, 28.b, 29.a. There were 6 filler items 1, 8, 14, 19, 24, 27. Higher score indicates External locus of control and low score indicates internal locus of control. There were 45 statements in the questionnaire.

Sampling Technique:

In the present study, the researcher adopted a purposive sampling technique. There will be no bias in using purposive sampling since the respondents voluntarily participate in the survey.

Rationale Behind Selecting the Sample

Based on the screening and pilot study it was decided to draw a sample of 300 which includes both men and women from three different background Medical, Engineering, and Academics. The study tries to investigate is there any gender differences in psychological quality such as Locus of control.

The sample of the present study included both men and women professionals within the age range of 40-60 years in three different professions such as Medical, Engineering, and Academics under the jurisdiction of Bengaluru district.

Procedure

The data was collected from professionals (Doctors, Engineers, and professors) between the age range of 40 years to 60 years. Prior consent was taken from the Organizations before administering the scales and questionnaires. The administration of scales and questionnaires was personally done by the researcher during the working hours and when professionals had leisure time.

The rapport was established with all the participants and the objective and the relevance of the research were explained in simple language. Once the participants were willing to be a part of the study. Demographic details were taken and instructions were given to complete the questionnaires. The subjects were allowed to go through each item of the questionnaire thoroughly and makes them understood and if there are any expected doubts were cleared by the researcher. The statements were self-explanatory and were easy to understand. After they answer the questionnaire. The data was analyzed and the results are interpreted.

ANALYSIS OF RESULT

Table 4.1: Shows mean, SD, and ‘t’ value of Self-actualized men and Self-actualized women on Locus of Control scale.

| Scale | Self-Actualized Men (N=75) | | Self-Actualized Women (N=75) | | ‘t’ value | ‘p’ |
|------------------|----------------------------|------|------------------------------|------|-----------|-------|
| | Mean | SD | Mean | SD | | |
| Locus of Control | 8.84 | 1.35 | 8.16 | 1.59 | 2.82** | 0.005 |

***Significant at 0.01 level*

The mean score of the self-actualized men is 8.84 and SD is 1.35. For Self-actualized femem, the mean score is 8.16 and SD is 1.59. The obtained ‘t’ value is 2.82 and ‘p’ value is 0.005 which is lesser than the desired level of significance. The obtained results shows that there is a significant difference between the Self-actualized men and women on Locus of Control Scale.

Graph 4.1: Shows mean scores of Self-actualized men and Self-actualized women on locus of control scale.

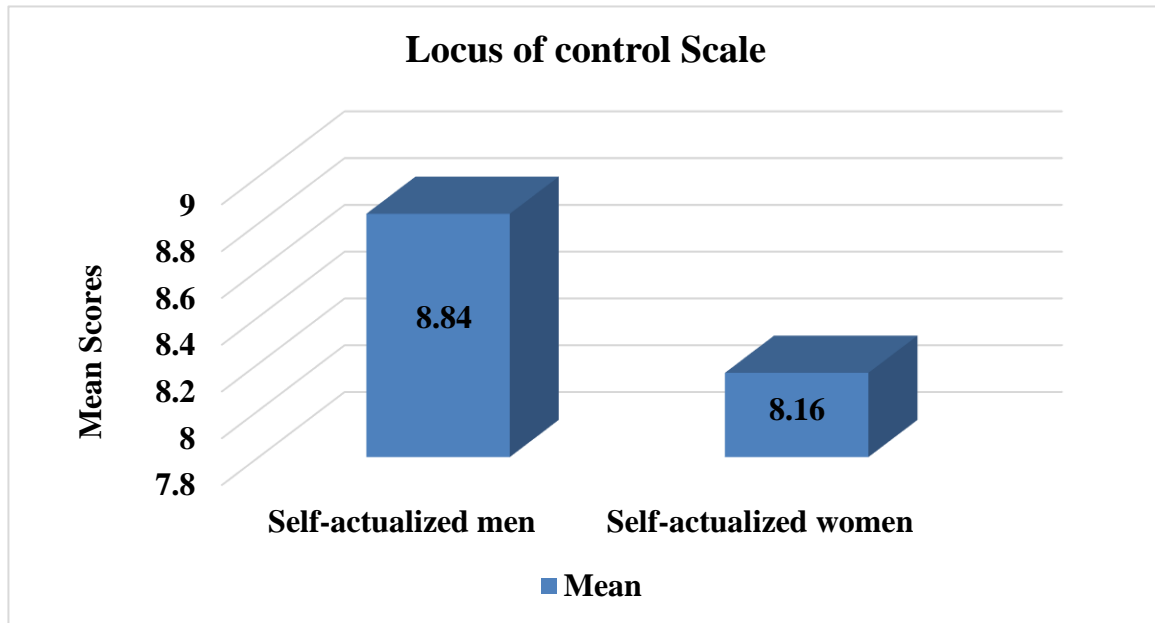


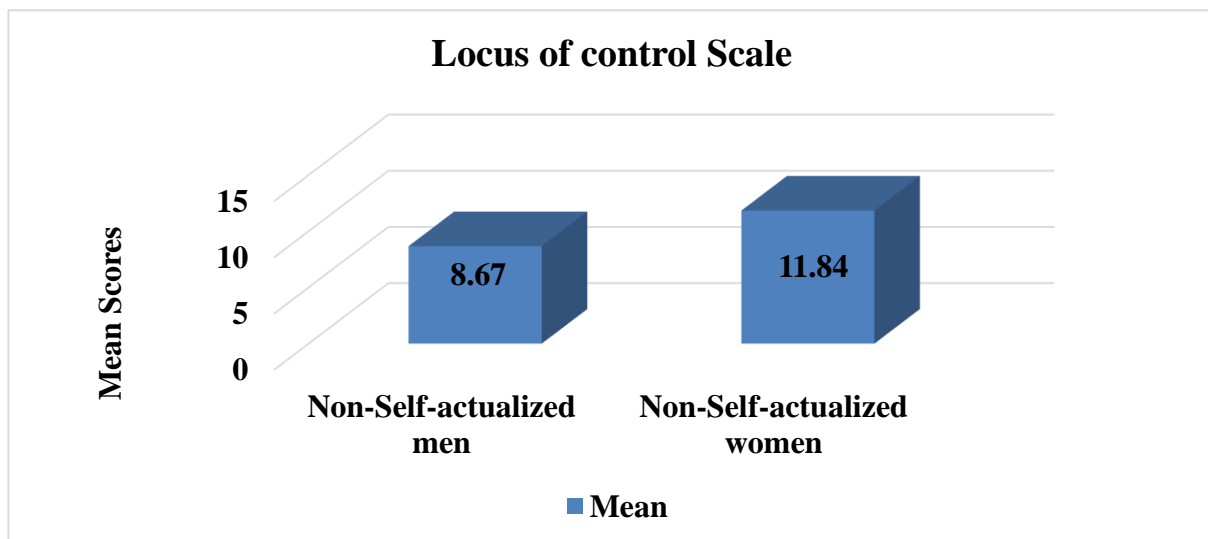
Table 4.2: Shows mean, SD, and 't' value of Non Self-actualized men and Non Self-actualized women on Locus of Control scale.

| Scale | Non Self-Actualized Men (N=75) | | Non Self-Actualized Women (N=75) | | 't' value | 'p' |
|------------------|--------------------------------|------|----------------------------------|------|-----------|------|
| | Mean | SD | Mean | SD | | |
| Locus of Control | 8.67 | 5.79 | 11.84 | 4.31 | 3.80** | 0.00 |

**Significant at 0.01 level

The mean score of the Non Self-actualized men is 8.67 and SD is 5.79. For Non Self-actualized women, the mean score is 11.84 and SD is 4.31. The obtained 't' value is 3.80 and 'p' value is 0.00 which is lesser than the desired level of significance. The obtained results shows that there is a significant difference between the Non Self-actualized men and women on Locus of Control Scale.

Graph 4.2: Shows mean scores of Non-Self-actualized men and Non-Self-actualized women on locus of control scale.



SUMMARY AND CONCLUSION

Summary

The present study aims to understand if there are any gender differences in Self-actualized and Non-self-actualized individuals. Current study focuses on the psychological quality of self-actualized and non-actualized individuals who are from three different professions (Doctors, Engineers, and professors) in terms of Internal and External Locus of control. The following are the major findings of the current study.

Related to the locus of control of Self-actualized and Non-self-actualized professionals differences found between Self-actualized male and female professionals, and also between Non-self-actualized male and female professionals and the same could be attributed to the professional's belief system and cultural background.

Conclusion

The first hypothesis of the study states that "There is a significant difference in locus of control between self-actualized men and self-actualized women". The obtained results indicate that there is a significant difference between the Self-actualized men and women on Locus of Control Scale.

The second hypothesis of the study states that "There is a significant difference in locus of control between non-self-actualized men and non-self-actualized women". The obtained results indicate that there is a significant difference between the Non Self-actualized men and women on Locus of Control Scale.

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Conflict of Interest

The author(s) declared no conflict of interest.

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