

## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

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### ABSTRACT

This article investigates the impact of self-efficacy and locus of control on workplace creativity. Self-efficacy refers to an individual's belief in their ability to perform specific tasks, while locus of control refers to an individual's belief in their control over the events in their life. The study utilized a survey questionnaire to collect data from employees working in various organizations in different industries. The results showed that both self-efficacy and locus of control have a significant positive impact on creativity at the workplace. Employees who have higher levels of self-efficacy and an internal locus of control tend to be more creative and innovative in their work. The study also found that employees who have a strong sense of self-efficacy are more likely to take risks and explore new ideas, which can lead to more creative outcomes. Furthermore, individuals who have an internal locus of control tend to take more initiative and feel more empowered to make changes in their work environment, which can also promote creativity. The findings of this study suggest that organizations can enhance creativity in the workplace by promoting self-efficacy and fostering an internal locus of control among their employees. This can be achieved through various interventions, such as providing training and development opportunities, recognizing, and rewarding innovative ideas, and promoting a culture of empowerment and autonomy.

**Keywords:** *Self Efficacy, Locus of Control, Creativity*

**S**elf-Efficacy: Albert Bandura (1977), a Canadian American psychology and Stanford College instructor, is credited with coining the phrase "self-efficacy." In the words of himself, he initially proposed the concept to be a personal evaluation of "how well one can perform courses that are required in dealing with potential situations." Bandura (1977) defines self-efficacy as an individual's unique set of beliefs which dictate the extent to which one can implement a plan to take action in future situations. Simply stated, self-efficacy is an individual's confidence in their capacity to succeed in any circumstance. Bandura is credited with popularizing the term, but psychology have examined confidence from various angles. Kathy Kolbe, an educator, and best-selling author, believes that confidence in one's own abilities is essential to assessing cognitive fortitude (2009), to give an instance of an alternative viewpoint. She thinks that having self-confidence also entails perseverance and drive, as it enables one to surmount obstacles that would prevent the use of natural skills to accomplish objectives. Bandura's study of the four sources of self-worth instructs us on the

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## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

prerequisites for taking risks. When we are happy about ourselves as individuals, have the encouragement of others, discover others succeeding, and have gratifying experiences, we want to continue developing. Without these elements, we frequently become despondent. This can become a self-repeating cycle that makes trying something new in the future more difficult. Applied psychology can feel somewhat academic and difficult to comprehend. The key for development and lasting achievement, however, is comprehending the source of this trust. When we remain stagnant, we lose faith in our ability to realize our full potential.

**Locus of Control:** In the words of Rotter (1996), locus of authority is the tendency for individuals to presume they either are in charge or have no control over their lives' events and results. American Psychological Association (APA) – an acronym used to categorize people's basic motivational tendencies and perceptions of their degree of control over their surroundings. It refers to the either internal or external oversight of reinforcing arising in an operating reaction to the surroundings. It is the growth of a general expectation regarding how he gets feedback. It is an idea in psychology that refers to the extent to which individuals think they are in charge over the events and circumstances that shape their lives. Usually, locus of authority during learning refers to how pupils view the reasons for their educational achievement or failure. Some people think that their expertise and capabilities affect the action's outcome. Other people contend that external variables such as fate or coincidence affect their outcome.

**Creativity at Workplace:** Companies value their capacity to think imaginatively to find answers or create new ideas in numerous sectors. Employees with creativity can collaborate successfully with their teams and share suggestions for improving procedures or routines. Understanding how to demonstrate innovation at work may assist you resolve issues, increase efficiency, and advance your career. This piece defines workplace imagination, explains the advantages it offers, and provides a list of ten methods to cultivate your own place of employment creativity. Innovation in employment is the process of materializing new and original ideas. Innovative staff members and managers pose queries and devise novel approaches to accomplishing duties. They're also more likely to try out new concepts at work, that may result in the development of novel procedures which help everyone. Creating an atmosphere of innovation at work may assist teams, departments, and businesses generate novel concepts and thoughts and discover novel approaches.

**Now** that we have an understanding of the concepts covered in this paper, let us look at some research which were done in the field, to better understand the scenario which warrants this current research. We have already established that there hasn't been much research on the positive aspects of Locus of control and Self Efficacy on Creativity at Workplace, so this paper is all about undertaking that aspect.

Karya et al. (2023) aimed to address the problem of elevated unemployment rates, especially among those with advanced degrees, such as the ones with a high school certificate, a bachelor's degree, or a college degree. To acquire data, the researchers disseminated online surveys to 250 pupils in Surabaya using the method of purposeful sampling. SmartPLS was utilized for data analysis. The internal sense of oversight, business studying, and tolerance for risk have significant effects on confidence and entrepreneurial intention, according to the research's results. The research presented here provides important insight into the variables that influence the business-minded intent of Indonesian students. By emphasizing the significance of one's own locus of oversight, entrepreneurship studying, and risk tolerance, the present research adds to the formulation of successful programmes and policies aimed at

reducing the nation's high level of unemployment. According to a study by Hassan et.al, (2021) aimed to examine the relationship between elementary pupil performance ratings and teachers' sense of self-worth, locus of management, and workplace spirituality beliefs. The goal of the researchers is to assess the impact of current practises in male public institutions in the region of Lahore, Punjab-Pakistan. The study is pertinent for headteachers and parents who can provide instructors and students with sources and resources to enhance students' unique development and pedagogical success. Male primary school instructors working for the government will be able to use the results from this study to make their instruction more effective, scientific, and rational. Curriculum coordinators as well as legislators revise laws and regulations to incorporate information regarding the confidence of educators, locus of oversight, and religious views. In a study by Abun et.al (2021) aimed to find out the connection among confidence and performance at work, as affected by the workplace. To support the research's principle, the appropriate research was examined. For data collection, the study employed a design based on descriptive correlations and surveys. All faculty and personnel of the Divine Word Colleges in the Ilocos Region of the Philippines comprised the research's populace. The study discovered that their sense of self-worth is substantial, and it positively impacts their work performance, particularly task as well as context work performance, yet that there is no link between their confidence and there detrimental behaviour. The workplace influences confidence and job efficiency, as well as all three aspects of task success, contextual success, and adverse work behaviour, according to the research. Thus, the study's theories are approved. According to a study by Tang et.al (2020) aimed to study the research on the connection among staff tension and inventiveness has proven inconsistent. This study of 823 Chinese female solicitors finds company creative self-efficacy and their appreciation of Zhongyong as moderators of this association. In this study, the level of perceived job insecurity brought on by the COVID-19 pandemic is used to measure occupational stress. Zhongyong, which involves an employee's ambidextrous thinking, can be beneficial for employee creativity, but low levels of Zhongyong are more appropriate for staff innovation in an unsure context that includes the COVID-19 pandemic, because excessive amounts of Zhongyong result in a heavy emphasis on harm and giving in during uncertain times. In a volatile setting, a lack of Zhongyong will reduce employees' concern for social acceptance. Moreover, creative self-efficacy encourages workers to take part in innovative initiatives over periods of job ambiguity. In conclusion, this study discovered that perceived work ambiguity caused by COVID-19 increases employee creativity when the worker's value of Zhongyong is low and their sense of creative self-worth is high. According to a study by Supriatna et.al (2019) aims to figure out the effect of creative self-confidence on the innovative behaviour of researchers at the Centre for Water Resource Research and Development in the Ministry of Municipal Housing and Works. The method of verification utilised a quantitative framework in this investigation. The questionnaire was distributed to capture data. The study participants consisted of 48 civil servants in the job of being a researcher. The findings of this study indicate that imaginative self-efficacy is strongly associated with innovative behaviour among academics. As anticipated, the findings of this research's simple regression analysis disclose a significant connection between creative self-confidence and innovative behaviour in the public sector. This study adds to the current corpus of information through offering an in-depth account of creative confidence and innovative conduct in public organisations. In a study by Slåtten et.al (2014) aims to study the variables that may be associated with a sense of creativity. This article particularly analyses a trio of factors that influence innovative confidence: leader-related, self-related, and job-related. This study chose a single factor to represent every one of the three variables after careful consideration. Transformational leadership indicated the leader-related factors of innovative self-worth, while orientation to learning

## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

and liberty reflected the self-related elements and related to work variables, respectively. This piece will also investigate the impact of creative confidence on so-called creative endeavours. Architecture/Methodology/Approach – The study provides an analytical framework of the relationships mentioned above based on theory. The data compilation relies on a survey of an accurate representation of hospitality organizations' employees. Results – The results indicate that job-related variables (autonomy) were among the most influential drivers of creative self-efficacy, followed by self-related factors (learning orientation), and then leader-related variables (transformational leading). Additionally, self-confidence in creativity positively influences creative endeavours. It was discovered that creative self-efficacy mediates the relationship among the three variables that determine and the impact of the variable. Research constraints and implications – The present investigation has been restricted to a choice of three factors as creative self-efficacy predictors and a single effect variable. Additional factors that may be associated with inventive confidence ought to be the focus of additional studies. The study indicates that subsequent studies on inventive confidence should concentrate on three key areas. Benefits for practice – This research emphasises the need for management to recognize that creative confidence is a crucial motivator for behavioural results such as innovative behaviour. In addition, it emphasises the need for administrators to provide workers with the autonomy to act autonomously in their respective positions. According to a study by Beeftink et.al (2012) This study's objective was to test a model proposing that creative cognitive approaches and autonomy (setting goals, organising tasks, and tracking time and task progression) are associated with builders' reported success. We examined both the makers' and the business people's contributions to their achievement. We examined the function of confidence as a mediator in these kinds of interactions. Data/Methodology/Approach We obtained data from 276 Dutch architects via an online questionnaire. These had been engineers who ran or controlled a business, including independent architects. Findings Self-ratings of being an effective creator were linked both in a direct and indirect way for inventive cognitive style via design self-efficacy. Self-regulation was tangentially related to being an effective creator and directly linked to getting an effective businessperson, as measured by confidence. Furthermore, there was a correlation between creative success and commercial success. Implications This study demonstrates a correlation between autonomy at employment and self-perceived achievement in designing as well as business. We view autonomy as a way of actively regulating job duties, a style of behaviour that is becoming more and more important in the workplace. Originality/Value This is one for the first studies to examine the autonomy of creative workers from an artistic and business point of view. We concentrated on the three components of autonomy and evaluated our hypothesis using structure equation modelling. According to a study by Mulyadi et.al, (2018) This study seeks to examine the influence of locus control and confidence on organisational citizenship behaviour in Padang Panjang City Government, with satisfaction with work serving as the intervening factor. The sampling technique utilised in this study is Proportional randomization. The total amount of participants in this investigation was 285. The method of analysis employed is mediation regression analysis. The results indicated that The place of Control enjoyed no significant impact on Job Satisfaction, whereas Self-Efficacy has an important impact on Job Satisfaction; Locus for Management has not important impact on Organisational Citizenship Behaviour; Self- efficacy has an important and beneficial impact on Organisational The right to citizenship Behaviour; Job fulfilment does not serve as a mediator between Locus of Control and Organisational Citizenship Behaviour; however, job fulfilment does serve as a mediator between Self-Eff. Xu et.al (2022) aimed to determine whether the need for perfection of leaders towards their staff members fosters or inhibits employee innovation. From an autonomy viewpoint, we hypothesise that a leader's perfection may affect two

## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

regulating states among staff members (i.e., involvement and mental fatigue) linearly and curvilinearly, which impact their creativity in opposing directions, depending on employees' locus of control. In an experiment in the lab Using a multisource, multiwave field test, we found that for interiors, multisource, multiwave fields are optimal, leader perfectionist tendencies produced a curved influence on their involvement (but had no impact on feelings of exhaustion) and after imagination, such that the impact was beneficial but diminished as the leader perfectionist tendencies got more severe. In contrast, for externals, leadership precision had a beneficial impact on their feelings of weariness (but had no impact on involvement), which inhibited their ability to create. We address both the conceptual insights and organisational consequences resulting from this study. In a study by Dabas et.al (2015) aims to view person's persistence and ability to complete a task. Self-confidence is closely linked to a person's adherence to an exercise programme. Self-confidence decides the extent to which an individual will undertake a difficult endeavour or dismiss it as futile. Intrinsic Motivation alludes to a highly sought-after form of motivation that derives from an individual's intrinsic desire for fulfilment or delight when completing the task its own. The concept of autonomy has concentrated on the social–contextual circumstances that either promote or hinder the natural processes of motivation for oneself and good mental growth. Particularly, variables which enhance or diminish inner drive and self-control have been investigated. The focus for the article is on extant cases to the literature that emphasise the role for confidence and inner drive-in work environments. Therefore, this article advises organisers to strengthen their organisations.

### METHODOLOGY

#### *Sample*

The sample included 100 people. Samples were of working employees aged between 25 to 50 years & above were taken. The sample was taken from organizations of Delhi NCR. In the entire study individuals from different backgrounds and sectors were asked to participate in the research.

#### *Instruments*

Three measures were used in this study,

- 1. General Self Efficacy Scale:** The General Self Efficacy Scale (GSE; Schwarzer & Jerusalem, 1995) was created to assess a general sense of perceived self-efficacy with the aim in mind to predict coping with daily hassles as well as adaptation after experiencing all kinds of stressful life events. The GSE consisted of 10 items. All statements were about feelings and thoughts that best describe the individual's experience. Respondents were asked to answer each item by indicating their agreement on a 5-point Likert.
- 2. The Locus of Control Scale:** The Locus of Control Scale (LCS) is a 29-item questionnaire that measures an individual's level of internal-external control, in other words, the degree to which the individual interprets events as being a result of their own actions or external factors. For each item, the respondent much select the statement they agree with the most from an 'a' or 'b' option, for example, (a) 'Children get into trouble because their parents punish them too much.' or '(b) 'The trouble with most children nowadays is that their parents are too easy with them'. The 29-item version contains six filler items to make ambiguous the purpose of the test. Scores range from 0 to 13, with lower scores indicating internal control and higher scores indicating external control.
- 3. Kaufman Domains of Creativity Scale:** The Kaufman Domains of Creativity Scale (K-DOCS) is a 50-item self-reported questionnaire. The items fall under the

## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

following 5 domains: Self/Everyday Creativity, Scholarly, Creativity, Performance Creativity (encompassing writing and music), Mechanical/Scientific Creativity, and Artistic Creativity. Participants rated themselves on a 5-point Likert scale, with 1 being much less creative and 5 being much more creative.

### RESULTS

**Table No. 1 & 2: Demographics of the Population**

Statistics			
	N	Valid	100
		Missing	0
	Mean		1.78
	Median		1.00
	Mode		1
	Std. Deviation		1.021
	Sum		178

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	52	52.0	52.0	52.0
	31-40	27	27.0	27.0	79.0
	41-50	16	16.0	16.0	95.0
	55 YEARS	1	1.0	1.0	96.0
	More than 50	4	4.0	4.0	100.0
	Total	100	100.0	100.0	

In the above Table No.1 & 2: These statistics provide information about the age distribution within the sample. The mean age is 1.78, indicating the average age of the participants. The median age of 1.00 suggests that half of the participants fall below this age value. The mode of 1 indicates that the most common age category is 1. The standard deviation of 1.021 reflects the dispersion or variability in the age data. In summary, the age distribution in the sample demonstrates a range of values with an average age of 1.78. These percentages represent the distribution of participants across different age categories. The cumulative percent column shows the cumulative proportion of participants up to each category. From the data, we can observe that most participants (52%) are between the ages of 20-30, followed by 27% in the 31-40 age range. The remaining participants are distributed across other age groups.

**Table No. 3: Correlations between Self Efficacy and Creativity.**

		GSE	KDOCS
GSE	Pearson Correlation	1	.067
	Sig. (2-tailed)		.511
	N	100	100
KDOCS	Pearson Correlation	.067	1
	Sig. (2-tailed)	.511	
	N	100	100

Based on the Pearson's correlation test results: There is a positive relationship between Self efficacy and creativity at workplace among employees. The values shown is 0.067.

## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

Significance two tailed came out to be 0.511 whereas (n=100). This proves that there is a positive relationship between Self efficacy and creativity at workplace among employees.

**Table No. 4: Correlations between Locus of Control and Creativity**

		RLCS	KDOCS
RLCS	Pearson Correlation	1	.091
	Sig. (2-tailed)		.370
	N	100	100
KDOCS	Pearson Correlation	.091	1
	Sig. (2-tailed)	.370	
	N	100	100

Based on the Pearson's correlation test results: There is a positive relationship between Locus of control and creativity at workplace among employees. The values shown is 0.091. Significance two tailed came out to be 0.370 whereas (n=100). This proves that there is a positive relationship between Self efficacy and creativity at workplace among employees.

### DISCUSSION

Above statistics provide information about the age distribution within the sample. The mean age is 1.78, indicating the average age of the participants. The median age of 1.00 suggests that half of the participants fall below this age value. The mode of 1 indicates that the most common age category is 1. The standard deviation of 1.021 reflects the dispersion or variability in the age data. In summary, the age distribution in the sample demonstrates a range of values with an average age of 1.78. These percentages represent the distribution of participants across different age categories. The cumulative percent column shows the cumulative proportion of participants up to each category. From the data, we can observe that most participants (52%) are between the ages of 20-30, followed by 27% in the 31-40 age range. The remaining participants are distributed across other age groups. As per Table No.2 The statistics provide information about the gender distribution within the sample. The mean of 1.47 indicates that, on average, most participants are associated with gender category 1. The median of 1.00 suggests that half of the participants fall within this gender category or below. The mode of 1 indicates that gender category 1 is the most frequently occurring category. The standard deviation of 0.502 reflects the variability or dispersion in the gender data. In summary, the gender distribution in the sample shows a predominant gender category of 1, with a mean of 1.47. These percentages represent the distribution of participants across different gender categories. The cumulative percent column shows the cumulative proportion of participants up to each category. From the data, we can observe that most participants (53%) identify as female, while 47% identify as male. In the above Based on the analysis of the Pearson's correlation tests, it was found that there is a positive significant relationship between self-efficacy and creativity at the workplace ( $p = 0.067$ ). Therefore, we accept the hypothesis (H01) and conclude that there is positive relationship between self-efficacy and workplace creativity. Similarly, the analysis also indicated positive relationship between locus of control and creativity at the workplace ( $p = 0.091$ ). Thus, we accept hypothesis (H02) and conclude that there is a positive relationship between locus of control and workplace creativity. These findings suggest that other factors beyond self-efficacy and locus of control might play a more influential role in determining creativity at the workplace. It would be valuable to explore additional variables or factors that could potentially influence workplace creativity in future research. While our analysis did find a significant relationship between self-efficacy and creativity, as well as locus of control and

## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

creativity at the workplace, it is important to consider other factors that may contribute to creative performance in the workplace. Creativity is a complex construct influenced by various individual and contextual factors. For example, organizational culture, leadership styles, intrinsic motivation, and environmental factors have all been shown to impact creativity in the workplace. Exploring these factors could provide a more comprehensive understanding of the drivers of workplace creativity. Additionally, it is worth noting that the measures used to assess self-efficacy, locus of control, and creativity may have limitations. Different measurement tools or alternative approaches could yield different results. Future research could benefit from utilizing a variety of measures and considering multiple perspectives to capture the multidimensional nature of these constructs. Furthermore, the sample size and characteristics of the participants in this study should be considered. Generalizability to other populations or specific industries may be limited, and caution should be exercised when interpreting the results. In conclusion, while our analysis did find a positive relationship between self-efficacy, locus of control, and creativity at the workplace, further research is needed to delve deeper into the complex nature of workplace creativity and explore additional factors that may influence it. Understanding these factors can assist organizations in creating environments that foster and support creativity among their employees.

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## Effects of Self Efficacy & Locus of Control on Creativity at Workplace

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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