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Research Paper

Relationship Between Internal Locus of Control and Selection of Type of Occupation (Service Class or Entrepreneur)

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ABSTRACT

This study aims to reveal empirically the relationship between internal locus of control and type of occupation (service class or entrepreneur). The population in this study was divided into two groups of 18 each. One group consisted of a service class and another of entrepreneurs. The sample used was 36 adults through random techniques. The data was collected using the Rotter, Julian B's Locus of Control Scale (LCS). The data analysis technique uses the Unpaired (Two-sample) t-test technique. The results showed no significant positive relationship between the internal locus of control of service class and entrepreneurs. The treatment of data revealed that there is no significant effect of locus of control on current occupation at 0.01, where the calculated value t=1.52 is less than the table value t(34)= 2.750. Similarly, there exists no significant effect of locus of control at 0.05, where the calculated value t=1.52 is less than the table value t(34) = 2.042. This study concludes that an internal locus of control is not a reliable predictor of whether an individual chooses a career as an entrepreneur or within the service sector.

Keywords: *Locus of Control, Entrepreneur, Service class*

Entrepreneurship is set to play a crucial role in the modern era in providing job opportunities and innovation in current global market. Entrepreneurship can lead to higher returns and a meaningful career for those interested in pursuing this exciting path of innovation and self-driven success (Kuckertz & Wagner, 2010). It can facilitate economic development such as an improvement in the quality of life, new job opportunities, enhanced sector productivity, increased economic growth, greater social mobility, and so on. Entrepreneurial development has proven to be a success in improving the welfare of the nation as a whole.

In India, the launch of the Startup India initiative in 2016, has brought a remarkable transformation in the country's startup ecosystem. Driven by technological advancements, policy reforms, evolving consumer behavior, and a demand for personalised solutions the number of startups have grown from 442 to over 1,40,000 today.

Unicorns, startups valued at over $1 billion, have been pivotal in this journey, with 113 unicorns contributing a combined valuation of $350 billion as of January 2024. These

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unicorns have catalysed investment, talent development, and socio-economic impact, including job creation and technological innovation. Startups have contributed 10-15% to GDP growth since 2016, creating over 12 million jobs and attracting significant venture capital investment, including $20 billion in 2022 alone (The New Indian Express, 2024).

One of the first steps to starting an entrepreneur is having entrepreneurial intentions. The entrepreneurial intention represents the individual's commitment to starting a business (Delialioglu & Yildirim, 2007; Zapkau et al., 2015). Entrepreneurial intent is described as the awareness and belief that individuals use to start new businesses soon. It is a state of conscious mind based on experience that directs attention to starting an independent business (Do Paço et al., 2011). The commitment to starting new businesses and the tendency to act as the main strength enable individuals to create new businesses. Entrepreneurial intent can also be described as an individual's state of mind for starting a new business or creating innovation in an existing organisation (Remeikiene et al., 2013).

One of the factors that positively influence an individual's intention and trust in entrepreneurship is the internal locus of control. More extensive research on entrepreneurship has explored the significant positive effects of internal locus of control on entrepreneurial intentions (Shane & Nicolaou, 2015). The results of several studies have found that internal locus of control can act as a positive predictor of entrepreneurial intentions. There are however, several studies that have proved otherwise!

Internal locus of control is the individual's perception that an event depends on the behaviour or characteristics inherent in the individual (Zaidi & Mohsin, 2013). The individual's belief in having full control over the results they get through their ability, effort, or skill and that individual behaviour will determine events in his life defines an individual having an internal locus of control. Every individual has the responsibility to succeed and fail in learning. Individuals with an internal locus of control also think that extraordinary experiences are caused by stable behaviour or individual characteristics (Sohrabi et al., 2016).

Internal locus of control is extremely vital for the working class with stress at work becoming the headline of news stories and the talk of the day.

Over the past few months, several tragic incidents have drawn attention to the impact of high-pressure work environments in Indian workplaces. In October 2024, a 42-year-old Bajaj Finance employee, Tarun Saxena, died by suicide, leaving a note describing extreme work pressure and mental harassment from senior colleagues. He detailed his inability to meet recovery targets, sleepless nights spanning over 45 days, and relentless stress due to managerial pressure to achieve goals or resign.

Similarly, in Tamil Nadu, a software engineer, Karthikeyan, ended his life citing depression caused by work-related stress.

Another heartbreaking case involved Anna Sebastian Perayil, a 26-year-old Ernst & Young (EY) employee. In a powerful letter, Anna's mother criticized a work culture that prioritizes overwork, revealing that her daughter routinely worked late nights and weekends, leaving little room for personal recovery.

These incidents highlight the urgent need to re-evaluate workplace policies and foster cultures that prioritize mental health and employee welfare. This also tells us the role of internal locus of control in harnessing inner strength to deal with the workplace stress.

Rotter (1966), in his theory of Locus of Control, highlighted people's tendency to perceive power as either residing within themselves (internally) or being controlled by others or external situations (externally). The theory, initially conceptualized in 1954, proposed that individuals with an internal locus of influence believe their initiative and abilities are the primary determinants of the outcomes of their actions. Conversely, those with an external locus of control assume their actions have little effect on future results, attributing outcomes to factors beyond their control (Landy & Conte, 2004; Martin et al., 2005).

When applied to entrepreneurs, those with an external locus believe that their survival or success chances are determined by market and institutional forces they cannot control. Conversely, entrepreneurs with an internal locus of control believe that success is determined by his or her efforts and abilities. The idea is that internal locus of control fosters entrepreneurial intentions of an individual.

Internal locus of control is seen as a cultural trait with certain cultures engendering more of it than others (Mueller and Thomas, 2001). This has been used to explain why some countries have more innovative entrepreneurship than others.

Family upbringing is also considered a determinant of locus of control (Schultz & Schultz, 2005). Children who receive promised rewards for their efforts and consistent discipline for wrongdoing are more likely to develop an internal locus of control. Some argue that children raised by single mothers are more likely to develop an external locus of control. Age is another factor influencing locus of control, which tends to shift from external to internal as individuals grow older.

However, instability due to external forces such as war, economic depression etc. leads to disruption in development of the trait.

One issue with locus of control theory is that many people who believe they control their own success (internal locus of control) still choose careers outside of entrepreneurship. However, the Theory of Planned Behaviour suggests that personality traits shape intentions, which then fully explain the link between traits and entrepreneurial actions.

In addition, below are a few more findings associated with locus of control and work behaviour.

1. Locus of control and absenteeism: The impact of locus of control on absence is an interesting one. Internals believe that health is substantially under their control through proper habits. They manage their health more responsibly and have better health habits. This reflects in lesser incidents of sickness, and, in lower absenteeism.
2. Locus of control and attitude towards change: Chen & Wang (2007) found that Locus of control can significantly predict participants' commitment to a specific change. Participants who believe they control their own lives willingly accept and support change (high affective and normative commitment), while those who believe in external forces stick to change mainly because they feel they must (high continuance commitment).

3. Locus of control and job-related stress: Evidence indicates that internals perceive their jobs to be less stressful than externals do. This is because, when confronted with a stressful situation, internals are likely to believe that their actions can have a significant effect on the outcome. They, therefore, take action to control events. In contrast, externals believe that outcomes are independent of their behaviour, leading them to be passive and feel helpless.

LITERATURE REVIEW

In 1957, Phares was the first to try measuring how much people generally believe that external factors control their lives. Phares developed a scale with 13 items labelled as external attitudes and 13 stated as internal attitudes. James (1957) revised Phares' test and wrote 26 items based on the items that appeared to be most successful in the Phares study, and adding filler items. James' scale, derived from Rotter's social learning theory (1954), assesses the degree to which individuals perceive the events in their life as being consequences of their actions and thereby controllable (internal locus of control) or as being unrelated to their behaviours and therefore beyond personal control (external locus of control) (Lefcourt, 1972, p. 2). The theory of internal-external locus of control proposes that rewards or reinforcement affect people differently depending on whether the person perceives the reward as contingent on his/her behaviour or independent of it.

For example, Efran (1963) studied the interactions between achievement and the characteristic of external-internal locus of control in high school students. He observed that the tendency to forget failures was significantly related to internal locus of control. Additionally, the results suggested that the external locus of control subjects had less need to repress their failures because they had already accepted external factors as being the determinants of their success or failure to a greater extent than those subjects scoring as more internal on the Internal-External control scale.

Another study by Rotter and Mulry (1965) suggested that there is a stronger motivation for performance accuracy in the internal locus of control subjects than in the external locus of control subjects. These results demonstrated the greater involvement of the internal locus of control subjects in skills conditions and also suggested that they tend to value reinforcement for skills much more than reinforcement based on chance.

Dhawan and Singh (1985) also found that internal locus of control subjects showed greater involvement and persistence in task completion when the task was expected to be easy than when it was expected to be difficult. The results also showed, however, that although internals displayed less persistence in completing a difficult task, they still demonstrated more persistence in all tasks (easy and difficult) than external locus of control subjects.

1. Locus of Control and Health Issues: In addition to the studies just mentioned which attempted to analyse the general attributes of internal and external locus of control, numerous studies have examined the relationship between health, moods, exercise adherence, and locus of control (McCready & Long, 1985; Dhawan & Sing, 1985; Plant & Ryan, 1985; Wurtele, Britcher & Saslawsky, 1985; Seeman & Seeman, 1983; DeVito, Bogdanowicz & Reznikoff, 1982; and Lefcourt et al., 1981). DeVito, Bogdanowicz, and Reznikoff (1982) found that individuals with an internal locus of control tended to collect a greater number of health pamphlets than external locus of control individuals, and generally were more attuned to the functioning of their bodies than were externals.

2. McCready and Long's study (1985) examined the relationship between exercise adherence and the combined effects of locus of control and attitudes toward physical activity. Subjects with internal locus of control had a more positive attitude toward physical activity and were more likely to adhere to an exercise program.
3. Locus of Control and Coping with Stress: In addition to the relationship between locus of control and health maintenance efforts by the individual, it has also been suggested that there is a relationship between locus of control and stress coping. For instance, a study by Krause and Stryker (1984) demonstrated that individuals with an internal locus of control coped more adequately than those individuals with an external locus of control orientation. The study assessed the mediating effects of locus of control beliefs in the relationship between stressful jobs, economic events, and physiological well-being.
4. Locus of Control and Physiological Responsiveness: The topic of stress and how an individual copes with stress is not a simple one. For example, it has been suggested that the efficacy with which an individual copes with stress is reflected in the individual's physiological responsivity (Lazarus, 1966; Glass & Singer, 1972; Mason, 1975; Seligman, 1975; Frankenhauser, 1983). However, the relationship of perceived control to individual differences in physiological responsivity is far from being understood. (Krantz & Manuck, 1984). Two methods of examining this issue have been through studies of the Orienting Response and studies of biofeedback.

A. Orienting Response Studies: Physiological responsivity as a function of locus of control has been examined using the habituation paradigm. Berggren, Ohman, and Frederickson (1977) studied how people with a strong internal or external locus of control react to new stimuli using this paradigm.

The **orienting response (OR)** refers to increased attention to a new or important stimulus, which can be measured through electrodermal or cardiovascular reactivity. **Habituation** occurs when repeated exposure to the same stimulus leads to a reduced physiological response.

Although it is unclear why Berggren et al. assumed that externals would display poorer attention control, the study predicted that individuals with an **external locus of control** would take longer to habituate to insignificant stimuli. In contrast, those with an **internal locus of control**, due to their better attention control, were expected to differentiate between important and unimportant stimuli, showing slower habituation to meaningful signals but faster habituation to insignificant ones.

Lobstein, Webb, and Edholm (1979) also looked at the possible relationship between the locus of control and the orienting response. Their results also indicated that heart rate response habituated for internals, but it is not clear if any differences were found between externals and internals.

B. Biofeedback Studies: Past research has shown that individuals who differ on locus of control characteristics display various levels of cardiac control. For example, internal locus of control individuals, while using biofeedback techniques, have demonstrated skill at cardiac acceleration (Schneider, Sobol, Herman & Cousins, 1978); Logsdon, Bourgeois & Levenson, 1978; and Lang & Twentyman, 1974), while external locus of control individuals who tended to rely on external cues for performance did not.

However, according to Johnson and Thorn (1985), their results may not have been significant because their study had more task-completion sessions than the previous research. It was found that heart rate and locus of control correlated highly if the sessions were limited to about five in number; however, as the number of sessions increased, none of the correlations between heart rate increase during task completion and locus of control approached significance. It was suggested in the Johnson and Thorn study that experience may have influenced the results.

Other studies such, as Fotopoulos (1970) and Ray and Lamb (1974) showed internals to be superior at heart rate elevation with feedback whereas externals were superior at heart rate lowering. However, Gatchel (1975) pointed out that both the Fotopoulos study and the Ray and Lamb study involved only one testing session, and therefore might have confounded physiological responses with individual differences in direct control of heart rate.

5. Locus of control and culture: There is evidence that cultures differ in terms of people's relationship to the environment. In some cultures, such North American people believe in their ability to dominate their environment. People in other countries such as Middle Eastern or Asian countries believe that life is essentially preordained. We would, therefore, expect a larger proportion of internals in the American workforce than in the Saudi Arabian workforce.
6. Locus of control and gender: In a study by Andrew McPherson and Colin R. Martin (2017), a total of 188 participants (53% female) were recruited from various alcohol dependence treatment centres. The majority of participants (72%) came from Alcoholics Anonymous groups. The study revealed that women exhibited a greater internal locus of control compared to men. Women also had a higher *significant others* locus of control score than men. Men, on the other hand, were more reliant on *chance* and *doctors* than women. However, while these trends were not statistically significant, they highlight gender-based differences in locus of control and suggest that future research should explore the role of gender in LOC.

METHODOLOGY

Problem Statement

To study the relationship between internal locus of control and selection of the type of occupation (service class or entrepreneur)

Hypothesis

Internal Locus of Control is a predictor of occupation selection. That is, a significant difference will be observed in the Internal Locus of Control between service class and entrepreneurs.

Variables

1. **Independent variable:** Choice of occupation (service class or entrepreneur)
2. **Dependent variable:** Locus of control

Sample

The population in this study was divided into two groups of 18 each. One group consisted of a service class and another of entrepreneurs. The sample used was 36 adults between the age group of 20 to 60 years.

Below is the snapshot of the sample concerning gender, nationality, family type, marital status, education qualification occupation, etc.

This study uses a random sampling technique.

1. **Age:** The sample consisted of adults between the ages of 20 to 60 years. The reason behind the selection of this age group is that this age group is considered the "workforce". Therefore, the sample is representative of the age group of the working class.
2. **Gender:** The sample consisted of 12 females and 24 males. It is interesting to note that out of 12 females, 4 were entrepreneurs. Out of 24 males, 14 were entrepreneurs.
3. **Location & Nationality:** The sample consisted of adults from India, the United States of America, and Armenia. 31 participants were from India, 4 from the United States of America, and 1 from Armenia. It is important to note that participants' current location doesn't reflect their nationality. The sample consisted of adults who were all Indian by nationality.
4. **Family Type:** Of the total participants, 10 belonged to a joint family and 26 came from a nuclear family.
5. **Marital Status:** Of the total number of participants, 24 were married, 11 were single & never married and 1 was widowed and not remarried.
6. **Educational Qualification:** The sample consisted of 19 adults having a Bachelor's degree, 14 holding a Master's degree and 3 awarded a Doctorate.
7. **Occupation:** The study comprised a sample consisting of 18 adults from the working class and 18 adults running their own businesses (entrepreneurs).
8. **Sector:** All participants belonged to the private sector.
9. **Company Size (employee count):** The sample of 36 adults had employees ranging from 1 to 3,00,000 either in the company they work for or the business they run. For entrepreneurs, employee counts were mainly ranging from 1 to 50.
10. **Company Revenue**: Company revenue of the sample ranged from 0 to $ 90 Billion.

Instruments

The Julian Rotter's Locus of Control Scale (LCS), 1966 is a 29-item questionnaire that measures an individual's level of internal-external control. In other words, the scale measures the degree to which an individual interprets events as being a result of their actions or external factors.

Locus of control is a psychological concept referring to the degree to which an individual perceives that a reward follows from, or is contingent upon, their behaviour or attributes, versus the degree to which they feel the reward is controlled by forces outside of him/ her, occurring independently of his/her actions. Those with an 'internal locus of control' believe they can exercise control over events in their life, and that outcomes are determined because of their effort and abilities. Those with an 'external locus of control' do not believe their behaviour or decision-making to have much impact, but rather that things are decided by external forces such as fate, chance, or powerful others.

The LCS is a forced-choice questionnaire in that respondents must choose a response choice that provides a specific answer to each item. For each item, the respondent must 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 the purpose of the test. Scores range from 0 to 13, with lower scores indicating internal control and higher scores indicating external control. The LCS is widely used and has been translated into over 40 languages.

Item coding & scoring
Score one point for each of the following:
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.
A high score = External Locus of Control
A low score = Internal Locus of Control

Procedure

- **a)** The present study was carried out on 36 working professionals. 18 employees of private sector organisations and 18 entrepreneurs were selected randomly.
- **b)** At first, all participants were informed about the purpose of the study.
- **c)** A set of questionnaires were provided. The participants were requested to read each statement and express their feelings by putting on tick marks at the appropriate point.

RESULTS

***Independent* T-Test (two-tailed)**
The 18 participants who belonged to the service class (M = 12.06, SD = 2.91) were compared to the 18 participants who had started their own business as entrepreneurs (M = 10.33, SD = 3.82)

There was no significant effect of locus of control at 0.05, where the calculated value t = 1.52 is less than the table value t(34) = 2.042, on the choice of occupation.

Similarly, no significant effect of locus of control was observed at 0.01 where the calculated value t-1.52 is found to be less than the table value t(34) = 2.750.

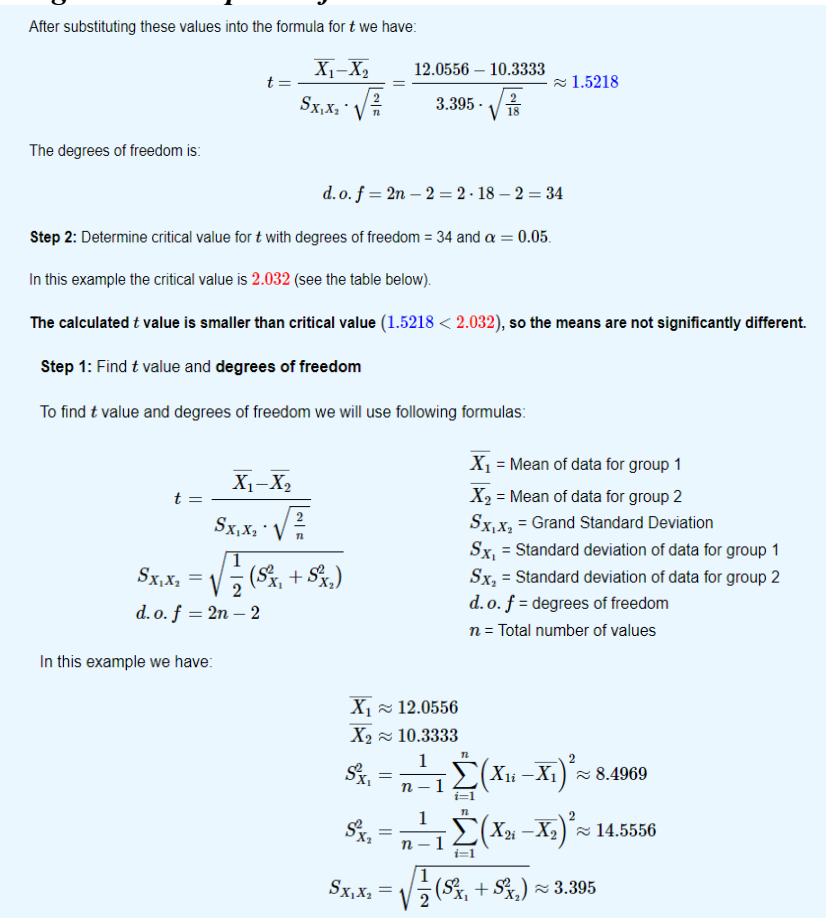
We therefore reject the null hypothesis thus revealing empirically that there's no significant relationship between locus of control and type of occupation (service class or entrepreneur).

Table no. 1: Summary of scores obtained by the two groups																			**Total**
Group 1: Service	19	11	10	9	14	16	13	13	16	12	9	13	11	6	11	12	12	10	**217**
Group 2: Entrepreneur	13	4	14	10	9	7	4	9	14	11	10	17	8	8	5	15	14	14	**186**

Table no. 2: Summary of result

	Group 1	Group 2
Mean	12.06	10.33
Variance	8.50	14.56
Standard Deviation	2.91	3.82
N	18	18
t	1.52	
Degree of freedom (df)	34	
Critical value (Table value) at 0.05	2.042	
Critical value (Table value) at 0.01	2.750	
t < critical value => no significant difference at 0.01 & 0.05 (NS)		

Image no. 1: Snapshot of the calculation



DISCUSSION

Most managers have heard employees who were late for work say something like, "Sorry, I was late, but the traffic was outrageous this morning," or "Sorry, I was late, but I needed to drop my daughter off at her school."

To a manager, these statements may reflect an individual's commitment to work timings, the validity of their reason for being late, or whether these incidents are habitual or one-offs.
To a psychologist, these differences in explanations reflect personality traits that indicate whether individuals believe they can control events in their lives or not.

This perceived control over one's life defines an individual's locus of control which could be internal – belief that events are contingent upon their own actions or external – events are dependent on factors out of our control.

Can locus of control determine stress in individuals? With stress at work becoming a global phenomenon of contemporary lifestyles various studies have been done that shows work related stress can harm workers' mental and physical health eventually leading to a lower productivity, less job satisfaction, and less healthy employees. Anderson and Pulich (2001) have shown that stress occurs in any organisation high or low affects the overall job performance of the employees.

This is consistent with our study on service-class employees who have displayed a higher level of internal locus of control which is necessary to survive in a stressful corporate environment.

Let us see how our results on entrepreneurship compare empirically with studies done in the past.

Several studies have noted that one of the factors that are believed to increase the entrepreneurial intention and trust of individuals in entrepreneurship is the internal locus of control (Shane & Nicolaou, 2015). The results of several studies have found that internal locus of control can act as a positive predictor of entrepreneurial intentions.

However, one problem with this type of theory is that there are many individuals with an internal locus of control who choose careers other than entrepreneurship. For example, the Theory of Planned Behaviour suggests that personality traits shape a person's intentions, which then directly influence their decision to become an entrepreneur.

An interesting study, also rebutting significant positive effects of internal locus of control on entrepreneurial intentions is done by Arkorful, H., & Hilton, S. K. (2021) – "Locus of control and entrepreneurial intention: a study in a developing economy". This study reveals that both internal and external locus of control relates positively with the entrepreneurial intention. The study reveals that the external locus of control has more influence on entrepreneurial intention compared to the internal locus of control. Additionally, there's no controlling effect of gender on the relationship between locus of control and entrepreneurial intention.

This is consistent with our study on entrepreneurs who have displayed a higher level of external locus of control which is necessary to build their own business compared to service class employees.

Statistical analysis of the data collected from 18 participants belonging to the service class and 18 entrepreneurs showed that internal locus of control is not a predictor of the person choosing to be an entrepreneur or a service class. The average score of the service class on Rotter's "locus of control" (LOC) scale is found to be higher than the average score of entrepreneurs.

The choice of occupation alone doesn't influence a person's locus of control (internal or external). Therefore, an in-depth analysis of several aspects has been studied to examine their impact on an individual's locus of control. Below is a detailed analysis of the same:
Age: Analysing the entire data it has been found that age is the predictor of locus of control. The age group analysed in the study was between 20-60 years. More people in the age group of 30-40 years were found to have a higher locus of control. Individuals with higher internal locus of control belonging to the age group of 30-40 years belong to varied industries, positions, and occupations (service class or entrepreneurs).

A study by Bradley, R. H., & Webb, R. (1976) in Age-Related Differences in Locus of Control Orientation in Three Behaviour Domains revealed that the scales measuring LOC for persons over 60 scored more external than adults in the 35–50 age range.

The findings of this study are consistent with the studies mentioned above.
1. Gender: The average internal locus of control score of 12 females (11.83) is only marginally higher than the average score (10.88) of 24 males in the study.

In a study by Berggren et al., it was found that externals exhibited more spontaneous fluctuations in Electrodermal activity than the internals. Another study by Stoney, Davis, and Matthews (1987) conducted a meta-analysis of studies on gender differences in stress reactivity, published from 1965 to 1986.

Findings revealed were that females had higher resting heart rates and higher heart rate increases during challenging situations and males had higher systolic blood pressure at rest than did females. However, a direct positive relation between gender and locus of control is not established through these studies.

Additionally, a study by Arkorful, H., & Hilton, S. K. (2021) – "Locus of control and entrepreneurial intention: a study in a developing economy" reveals that gender has no controlling effect on the relationship between locus of control and entrepreneurial intention.
The results of present study are consistent with the above discussed studies.

2. Location: The average score of 4 residents of the United States of America (12) was found to be higher than the average score of 31 residents of India (11.23) and 1 resident of Armenia (7) - a country in Western Asia.

Cultural influence also drives Locus of control such that some countries' cultures engender more of it than others (Mueller and Thomas, 2001). This explains why some countries have more innovative entrepreneurship than others.

In some cultures, such North American people believe in their ability to dominate their environment. People in other countries such as Middle Eastern or Asian countries believe that life is essentially preordained. We would, therefore, expect a larger proportion of internals in the American workforce than in the Saudi Arabian workforce.

The findings of this study are consistent with the earlier studies done on internal locus of control and culture.

3. Family type: According to a study by Gavit J in 2017 "Locus of Control, Insecurity, Lifestyle, and Psychological Adjustment: A Comparative Study of Joint and Nuclear Family of College Students" there is no significant difference between Joint and Nuclear Families of College students with reference to Locus of Control, Insecurity, Lifestyle, and Psychological Adjustment.

Consistent with the above study, the average of the Rotter's Locus of Control questionnaire scores among 10 participants from joint family (9.6) is found to be marginally less than those of the 26 participants of nuclear family (11.81). The T-score of locus of control for participants of both joint family and nuclear family is 1.76 which is less than the table value 2.73 at 0.01 rendering the difference to be not significant as also evident from the Gavit J study (2017).

4. Marital status: The average scores among 24 married, 11 single-never married, and 1 widowed-never remarried were respectively, 11.25, 11, and 12.

This is also consistent with the findings by Menon, Dr. P., & T., Ms. P. in their study "Self-Esteem and Locus of Control in Married and Unmarried Women College Students" in August 2015. According to the said study, the locus of control is slightly more for the married group than the unmarried group.

5. Educational qualification: A study by Xue, S., et. al., on "the role of locus of control in adulthood outcomes: Evidence from Australian twins" states that (internal) locus of control has a positive and significant association with education level, likelihood of employment, income, and higher occupational status.

Our study also shows that 19 average scores of participants with master's degrees (11.47) have larger internal locus of control compared to average scores of participants with bachelor's degrees (10.86). Also, the average scores of 3 participants with doctorate (11) have a larger internal locus of control compared to the average scores of participants with bachelor's degrees (10.86).

However, from our data, we do not find any significant difference among the average scores of participants with bachelor's degrees, master's degrees, and doctorates.

The reason behind this could be other factors in play such as age and location that significantly influence internal locus of control.

6. Occupation: The study analysed data from 18 participants belonging to the service class ($M = 12.06$, $SD = 2.91$) and compared it to the data from 18 participants who had started their businesses as entrepreneurs ($M = 10.33$, $SD = 3.82$).

There is no significant difference at 0.05, where the calculated value $t = 1.52$ is less than the table value $t(34) = 2.042$.

Similarly, no significant effect of internal locus of control was observed at 0.01 where the calculated value t-1.52 is found to be less than the table value $t(34) = 2.750$.

A study by Arkorful, H., & Hilton, S. K. (2021) – "Locus of control and entrepreneurial intention: a study in a developing economy" reveals that gender has no controlling effect on the relationship between locus of control and entrepreneurial intention.

However, it is important to note that the external locus of control has more influence on entrepreneurial intention compared to the internal locus of control.

In another study by Padmanabhan, S. (2021), - "The impact of locus of control on workplace stress and job satisfaction. A pilot study on private-sector employees" it has been revealed that employees with an internal locus of control were more likely to have higher job satisfaction.

These studies combined together tell us that while the external locus of control contributes significantly to the entrepreneurial intent, it is the internal locus of control that plays a vital role for private company employees. This is also reflected in the total scores of Internal Locus of Control for service class (217) and entrepreneurs (186).

As with many psychological concepts such as personality (Introversion–Extroversion), attitude (Optimism–Pessimism), and leadership style (Authoritarian–Democratic), locus of control also exists on a continuum from internal to external, where individuals do not always fit neatly into either extreme.

Various factors such as age, gender, location, family type, marital status educational qualification, etc. have implications for the traits people exhibit. People possess both internal and external traits depending on the events and circumstances. That is, there may be people who use external beliefs to justify failures even though they frequently exhibit a internal locus of control.

An understanding of an individual’s inclination towards internal or external locus of control can help them manage their career and life more efficiently.

This can further help employees and managers develop strategies that may not only improve conditions in the workplace but also an individual's experiences outside the office. These strategies may also prove to help bolster the entrepreneurial intent of individuals interested in starting their business.

CONCLUSION

A current study was carried out to explore the relationship between internal locus of control and selection of the type of occupation (service class or entrepreneur). A sample of (N=36) individuals; (n=18) service class and (n=18) entrepreneurs was selected from varied locations across the country and belonging to varied industries.

The scores of 18 participants belonging to the service class (M = 12.06, SD = 2.91) were compared to the scores of 18 participants who had started their business as entrepreneurs (M = 10.33, SD = 3.82)

There is no significant effect of locus of control at 0.05, where the calculated value t = 1.52 is less than the table value t (34) = 2.042, on the choice of occupation. Similarly, no

significant difference was observed at 0.01 where the calculated value t-1.52 is found to be less than the table value t(34) = 2.750.

This study concludes that there is no significant difference in internal locus of control between entrepreneurs and service-class individuals. Therefore, the internal locus of control is not a predictor of whether a person chooses to be an entrepreneur or a service class.

The current research supports many previous researches. These have been discussed in detail under the section "discussion and analysis".

Locus of Control has been a concept that has certainly generated much research in psychology, in a variety of areas. The wide body of research on the locus of control suggests that individuals who generally believe they have the ability to control their environments are more likely to be conscious of behaviour and information that will help them achieve their intended goals. They tend to work towards improving their situations and place higher value on their skills.

It is crucial to know whether employees in an organisation possess internal or external locus of control. This allows for a better development and stress management plan for the externals to help them build up better coping skills, gain job satisfaction and enhanced retention levels within the organisation.

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Conflict of Interest

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