



## “AN ANALYSIS OF RELATIONSHIP AMONG LOCUS OF CONTROL AND JOB SATISFACTION OF PHYSICAL EDUCATION WOMEN TEACHERS”

Dr. Quadri Syed Javeed

Head & Associate Professor in Psychology,  
Ankushrao Tope College, Jalna (M.S.) India.

&

Chavan Nitin Sitaram



### ABSTRACT:

The objective of the study to find out the Locus of Control and job satisfaction of Physical Education Women Teachers. Second to identify the relationship between Locus of Control and job satisfaction of Physical Education Women Teachers. The effective sample consisted of 60 physical education women teachers. The age range of subjects was 18-30 years ( $M = 26.59$ ,  $SD = 4.79$ ) Simple probability sampling was used. Hypothesis There Is a positive correlation between internal Locus of Control job satisfaction of Physical Education Women Teachers. Locus of Control Scale constructed by Dr. Anand Kumar and Dr. S.N. Srivastav. And second Job Satisfaction Scale constructed by Amar Singh and T.R. Sharma were used the study. Results: Positive Correlation between Locus of control and Job Satisfaction.

**KEYWORDS:** Locus of Control and job satisfaction of Physical Education Women Teachers.

### INTRODUCTION:

Locus of control is embedded within the Rotter's (1954) social learning theory of personality which postulates that behavior is a function of expectancy and reinforcement value in a specific situation. In other words, a particular behavior is more likely to occur if it is associated with high reinforcement value is the degree of preference for a particular reinforcement if various alternative reinforcements are available. Expectancy is the probability that the particular reinforcement will occur as a result of an individual's behavior (Rotter, Chance, & Phares, 1972). The potential for a particular behavior to occur therefore is a function of the expected occurrence of reinforcement following the behavior (Rotter, 1954). The Herzberg two-factor theory of job satisfaction highlights the factors leading to job satisfaction and dissatisfaction. The factors leading to satisfaction include recognition for achievement, the work itself, and advancement. The factors that lead to dissatisfaction include organizational policy and administration, supervision, salary, and interpersonal relationships. McShane and VonGlinow (2000) state that Physical Education Women Teachers who are highly satisfied with their work are less likely to quit their jobs, be absent from work, or experience mental or physical health problems, and that Physical Education Women Teachers who are dissatisfied are more likely to steal, deliberately sabotage company products, and engage in acts of violence against their supervisors or co-workers. They state further that Physical Education Women Teachers who are dissatisfied with their pay or working conditions can join labour unions and go on strike.

Cummins (1989) examined the relationship between social support and locus of control in determining job satisfaction levels and stress. Those with an internal locus of control developed ways to shield stress while those with an external locus of control relied on supervisory support to reduce

stress. Individuals with an internal locus of control were shown to be more satisfied with their jobs regardless of stress levels while those with an external locus of control tended to be less satisfied with their jobs due to stress.

Judge, Timothy; Bono, Joyce(2001) found that there is a positive correlation (of 0.32) between internal locus of control and job satisfaction. John Salazar, Susan Hubbard & Leta Salazar (2002) found that internal/external locus of control impacts job satisfaction. Additionally, research indicates that locus of control relates to many other work-related perceptions.

### **OBJECTIVES OF THE STUDY:**

- 1 . To find out the Locus of control and job satisfaction of Physical Education Women Teachers.
- 2 . To identify the relationship between Locus of Control and job satisfaction of Physical Education Women Teachers.

### **HYPOTHESIS:**

- 1 . There is a positive correlation between internal locus of Control job satisfaction of Physical Education Women Teachers.

### **METHOD:**

**Sample** – The effective sample consisted of 60 physical education women teachers. The age range of subjects was 18-30 years (M = 26.59, SD = 4.79) Simple Probability sampling was used.

### **Tools:**

#### **Rotter's Locus of Control Scale:**

Locus of Control Scale constructed by Dr. Anand Kumar and Dr. S.N. Srivastav. 29 items are in the questionnaire and each of the items has two responses (a and b). The reliability of the inventory was determined by split-half method and test-retest methods used. Split-half indexed reliability coefficients is .88 and test-retest reliability is .85 And Construct validity of the inventory is determined by finding coefficient of correlation between scores on Maslow crowne desirability scale.

#### **Job Satisfaction scale (JSS):**

Job Satisfaction Scale constructed by Amar Singh and T.R. Sharma. 30 items are in the scale.

### **Procedures of data collection**

For data collection first permission has been taken from respective sources than the despondence has been selected for data collection. Personal data sheet (PDS) has been given to collect the preliminary information with respect to subject's related variables then standardized test administer to the subjects. Before that rapport was established with subjects. And they have been told that their responses were kept confidential and the information is used for research purpose only.

### **Variable**

#### **Independent Variable**

Physical Education Women Teachers

#### **Dependent Variable**

- 1 . Locus of control
- 2 . Job Satisfaction

### **STATISTICAL ANALYSIS AND DISCUSSION**

'r' showing the significance of relationship between Locus of control and job satisfaction of Physical Education Women Teachers.

Dimensions	N	r	DF	P
Locus of Control Job Satisfaction	60	.64	58	.01

The results displayed in table clearly indicated the significant relation between Locus of Control and Job Satisfaction. The correlation of locus of control and Job Satisfaction significant (  $r = 0.64$ ,  $df = 58$ ,  $P < .01$ ). Positive Correlation between Locus of control and Job Satisfaction.

A similar finding was reported earlier by judge, Timothy A; Bono, Joyce E (2001) found that there is a positive correlation (of 0.32) between internal locus of control and job satisfaction. In this research also authors were able to find that there is a positive correlation (of 0.49) between internal locus of control and job satisfaction. (As per Correlation Analysis).

**REFERENCES:**

Judge, T.A., & Bono, J.E. (2001). Relationship of core self-evaluations traits self-esteem, generalized self-efficacy locus of control, and emotional stability with job satisfaction and job performance: A meta analysis. *Journal of Applied Psychology*, 86(1):80-92.

McShane, S.L., & Von Glinow, M.A.(2000). *Organizational behavior*. Boston: McGraw-Hill.

Rotter, J.B. (1954). *Social learning and clinical psychology*. Englewood Cliffs, New Jersey: Prentice Hall.

Rotter, J.B. (1966) *Generalized expectancies for internal versus external control of reinforcement*. Psychological monographs 80 (Whole No.609)

Rotter, J.B., Chance, J.E., & Phares, E.J. (1972) *Application of a social learning of personality*. New York: Holt, Rinehart and Winston.

Sagie, A. (1998). Employee absenteeism, organizational commitment, and job satisfaction: Another look. *Journal of Vocational Behavior*, 52(2):156-171.

Spector, P.E. (1982). Behavior in organizations as a function of employee's locus of control. *Psychological Bulletin*, 91(3):482-497

Spector, P.E. (1988). Development of the work locus of control scale. *Journal of Occupational Psychology*, 61:335-340.