

Locus of Control and Achievement Motivation Among Working Women

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Abstract

Today, working women have to overcome role conflict, which they experience in their lives. Hence, control perceptions and achievement motivation becomes indispensable for them to balance their work-life. The present research study included 61 working women, wherein data collection tools included Rotter's internal-external locus of control scale and Ray's achievement motivation scale. The study aims to explore the relationship between locus of control, which is one's perception about where their seat of power or control over their life is located and achievement motivation especially among working women. The finding showed that there is a significant relationship between locus of control and achievement motivation among working women. This result suggested that the working women's belief about how their life is being controlled is related to their motivation to achieve.

Keywords: Locus of Control, Achievement Motivation, Internal Locus of Control, External Locus of Control.

Introduction

As human beings evolve, they take more charge of their life. It is with the development of science and technology they are able to gain control over what is happening to them through their skill, knowledge, strong personal dispositions etc, but at times there has been some unseen forces such as economy, society, so called fate and luck, natural calamities control their life. Thus, the human being tends to form beliefs about where their seat of control is located; either it's driven by internal factors or external factors, which is the key concept of locus of control.

Locus of control is an individual's belief system regarding the causes of his or her experiences and the factors to which that person attributes success or failure. This concept is usually divided into two categories: internal and external. If a person has

an internal locus of control, that person attributes success to his or her own efforts and abilities. A person who expects to succeed will be more motivated and more likely to learn. In furtherance, a person with an external locus of control, who attributes his or her success to luck or fate, will be less likely to make the effort needed to learn. Moreover, people with an external locus of control are also more likely to experience anxiety, since they believe that they are not in control of their lives.

Locus of control is often viewed as an inborn personality component. However, there is also evidence that it is shaped by childhood experiences—including children's interactions with their parents. The children who were raised by parents who encouraged their independence and helped them to learn the connection between actions and their consequences tended to have more well-developed internal locus of control. This does not mean that, however, that an internal locus of control is "good" and an external locus of control is "bad". There are other variables to be considered, however, some psychological researches had found that people with a more internal locus of control seem to be better off, e.g. they tend to be more achievement oriented and get better paying jobs (Joelson, 2017). Keeping this in view, achievement motivation was taken as one of the variables in this study, indeed, motivation to achieve forms the basis for achievement orientation that the former could be related to a persons' locus of control as well.

The motivation on the other and is always the drive for our every action. Achievement motivation can be defined as the need for success or the attainment of excellence. The individuals will satisfy their needs through different means, and are driven to succeed for varying reasons both internal and external. Thus, it seemed justifiable to explore the relationship between locus of control an achievement motivation especially among women, as in Indian cultural context women are always projected as vulnerable at the same time they are seen as a precious power to be protected from threat and danger.

Literature Review

A study conducted by Bansal, Thind and Jaswalin in 2006 found that internal locus of control have a significant relationship with achievement motivation among female adolescents. Also, Bothma and Schepers (1997) revealed that there is a significant relationship between locus of control and achievement motivation. Also, a study conducted by Karkouljian, Srouf and Sinan in 2016 explored on gender perspective on work life balance, perceived stress and locus of control found that locus of control and perceived stress of Working women correlated strongly. There lies a difference between a housewife and a woman working outside where the working woman is paid for her work by her employer, whereas the housewife does not get anything for her work. There are many obstacles to female employment in the course of the country's economic development and progress (Mahapatra, 2018).

Need & Relevance

Women who have been raised in this culture, especially more typical in southern part of India could be driven by external factors and their motivation to achieve may also be driven by external motivation factors which is not a healthy one as they might lose the sense of self or might lead to low self-worth. There have been very few studies which explored this concern. Keeping this in view, the study has been initiated to explore the existence of significant relationship between locus of control and achievement motivation.

Objectives

- To find the relationship between locus of control and achievement motivation of working women

Hypothesis

Null Hypothesis (H_0): There will be no significant relationship between locus of control and achievement motivation of working women.

Alternative Hypothesis (H_1): There will be significant relationship between locus of control and achievement motivation of working women.

Methodology

Keeping the nature of the present study, descriptive research design and purposive sampling procedure has been adopted.

Sample

The study included 61 working women, their age ranges from 23 to 56 years and hailing from both public and private sectors as respondents.

Scales

The standard scales used in the study to measure locus of control and achievement motivation among working women are indicated below:

- The Internal-External Locus of Control Scale (Rotter, 1966)
- Ray Achievement Motivation Scale (Ray, 1979)

The Internal-External Locus of Control Scale

This is a 29-item forced-choice test developed by Rotter in 1966, which includes six filler items intended to make the purpose of the test somewhat more ambiguous.

This is the most widely used and cited measurement of Locus of Control (LOC). The scale showed a reliability value of 0.72 and showed a good validity. The score range from 0 to 23 and a high score equals to external locus of control and a low score equals to internal locus of control.

Achievement Motivation Scale

The 14 item short form of Ray Achievement Motivation scale was developed by Ray in 1979. The scales reliability value is 0.70 and it has a good validity when compared with other longer scales. Response options for this scale are "Yes", (scored 3), "? - maybe" (scored 2), "No" (scored 1). The scale also has some reverse scored item. The maximum score ranges from 14 to 42 and high scores indicate high achievement motivation and low score indicates low achievement motivation.

Data Collection Instruments

The data were collected through online, using google forms. They were also asked about their personal information such as marital status, age range, and occupation. The participants were assured of confidentiality and voluntary participation was assured and debriefing message was given after they submitted.

Data Analysis

The data were analysed using SPSS 25.0 for finding the Pearson Correlation (r) between locus of control and achievement motivation of working women.

Table 1: Descriptive Data

Average Age Range (In Years)	Married Women	Unmarried Women
30-40	38 (62.30)	23 (37.70)

The Table 1 shows the description about the population. It is indicated from the above table that a vast majority of the respondents (62.30 percent) were married, wherein their average age falls between 30 to 40 years of age. This implies that married women have participated more than unmarried women.

Table 2: Correlation between Locus of Control and Achievement Motivation

Variables	N	'r' Value
Locus of Control	61	.348**
Achievement Motivation		

**p<.01

The table shows the perfect positive correlation ($r=0.348^{**}$) between locus of control and achievement motivation at 99 percent level of significance. It is inferred from Table 2 that the null hypothesis (H_0) – there will be no significant relationship between locus of control and achievement motivation of working women has been rejected. This implies the alternative hypothesis (H_1) has been accepted.

Discussion

Thus, the study is in line with findings of Bansal, Thind and Jaswal (2006), which revealed that locus of control and achievement motivation are closely related. Moreover, the working women's belief about how and where of their life's control highly relates to their motivation to achieve. Women who are working in general, are self-driven to work, unless they are forced by economic crisis. Working women who considers that external forces drive their life outcomes are more likely to have less achievement motivation. Achievement motivation can also be intense even one is in the belief that external factors are controlling their life when they believe that those external factors (say luck or fate) is in favour of them.

Limitations

- Retired and unemployed women were excluded from the study.
- Women having minimum undergraduate qualification have been included in the study.

Suggestions

- The study could be furthered with regression analysis and path analysis by including other related variables.
- The study could have included the intervening variables like socio-economic status.
- The study helped to gain more understanding about working women's expectancies about their life's control and achievement motivation respectively, which facilitate the future researchers to carry a study on control perceptions and motivational factors.

Conclusion

The reality of being aware about ones seat of control helps one to be successful in navigating ones life. Furthermore, one should not go with the flow always and should be mindful about their internal controls as it has the capacity to drive our success. Working women has a greater influence on overall growth of the nation and as they reach higher in their career and grow strong in their personality, which can also create a greater positive impact on the fellow women who are bounded by the same stereotypes, which have been crossed by the former.

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