

A correlation between the Personality traits (locus of control) and Stress: An analytical study of Corporate Professionals with special reference to the Delhi NCR Region

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Abstract -The individual personality traits which will lead to certain kind of attitudes and work related behavior described individual behavior as a result of disposition-situation interaction. Every human being has personality traits that have great influence on his success in the professional life . Stress Management is getting more and more attention now-a-days, particularly in the financial sectors. There is no such thing like stress- free job. Everyone in their work is exposed to tension and anxiety as they gets through the duties assigned to them. corporatizing industry which is the backbone of the country's economy is not an exceptional one. The job nature of corporate employees is very tedious as it involves the direct customer interaction in all levels. So this study aims to analyze and investigates the relationship of Locus of control and stress in Corporate professionals .The job of Corporate professional is marked by challenging situations and carefulness in decision making and stress is an inseparable part of it .The person having high internal locus of control believes that he is the master of his own fate and the person with high external locus of control believes that Chance and destiny has an important role in their future . This paper tries to build a relationship between Locus of control as a personality trait and the stress level the person has on his jo.

Key Words :- Internal Locus of control ,External Locus of control ,Stress Management

I. INTRODUCTION

The individual personality traits which will lead to certain kind of attitudes and work related behavior since Michele (1977) described individual behavior as a result of disposition-situation interaction Personality has been considered as an important factor in the personality related studies specifically for predicting the job performance. It is a behaviour which differentiates one person from another (Beer & Brooks, 2011) and provides acumen whether a person will do some specific job, in comparison to others (Sackett et al., 2002). Moreover, the traits, relevant to personality, are considered to be stable and steady throughout the work life in a personality behaviour model (Denissen et al., 2011; Gerber et al., 2011; Myers, 1998).

Hogan and Shelton (2006) pointed out that the personality theories examine the variances and similarities in a person. The similarities can be used to predict one's performance and behaviour, as they provide the collective attributes of human nature. Whereas, the variances provide the measures of individual's performance and are used to describe human performances and behaviours. Experts in the field of personality are of the view that the individuals in fact have a stable and long term traits that affects behaviours at work (Denissen et al., 2011; Gerber et al., 2011). With reference to research on personality, some scholars captured that personality is the effective tool that predicts job performance (Ozer & Benet-Martinez, 2006; Schulman, 2011). The technique is mostly adopted at the time of personnel selection procedure (Barrick & Mount 2000).

Studies on personality and organizational outcomes have received enormous attention by researchers in the organizational behaviour research stream. Latest studies illustrate that personality effects the environments in which individuals are living (Chen, 2004; Schneider et al., 1998; Judge & Cable, 1997; Barrick et al., 2003) and plays a significant role to select the situation in which individuals decide to stay in. According to Barrick and Mount (2005) the preference for organizational environments, the cycle of individuals one choose to interact with and the kind of activities one enjoys strongly relies on one's personality. Values of this type also relates strongly with person-organization (P-O) fit.

In this known world there is no organization which shows a subservient or unchanging behaviour and this is generated from the culture (Silverthorne, 2004). Culture determines how perfect "a person "fits" in a specific organization as the "fit" represents the feeling of comfort with that culture" (O' Reilly, 2004, p: 10). It is directly linked with the production of output level of an employee and determines the level of employee turnover in an organization (Rousseau & Parks, 1992; Ryan & Schmit, 1996). Culture prevails in the Organization to develop the customs for employee's behaviour which effect P-O fit which in turn affects

organizational output (Silverthorne, 2004). Hence, this established the fact that employee's personality traits and organizational productivity have positive links and it also clarifies that if the employees' personal traits match the organizational culture, the In personality psychology, locus of control refers to the extent to which individuals believe that they can control events that affect them (Julian B. Rotter, 1954). A person's "locus" (Latin for "place" or "location") is conceptualised as either internal (the person believes they can control their life) or external (meaning they believe that their decisions and life are controlled by environmental factors which they cannot influence).

Individuals with a high internal locus of control believe that events in their life derive primarily from their own actions; for example, when accomplishing the targets, people with an internal locus of control would praise or blame themselves and their abilities, whereas people with a high external locus of control would attribute it to Destiny.

Locus of control has generated much research in areas such as educational psychology, health psychology or clinical psychology. There will probably continue to be debate about whether specific or more global measures of locus of control will prove to be more useful. Careful distinctions should also be made between locus of control (a concept linked with expectancies about the future) and attribution (a concept linked with explanations for past outcomes), or between locus of control and concepts such as self-efficacy.

Locus of control has also been included as one of four dimensions of core self-evaluations – one's fundamental appraisal of oneself – along with neuroticism, self-efficacy, and self-esteem. In a research study, it was argued that the concepts of locus of control, neuroticism, self-efficacy and self-esteem measured the same, single factor (Judge et al. 2002). The concept of core self-evaluations has proven to have the ability to predict several work outcomes, specifically, job satisfaction and job performance (Judge, Locke 1997).

Personality Orientation

Locus of Control

Control: an easy word to understand yet a challenging word to actually deal with. We have people that think they control everything, others that think they are controlled by the world around them and pretty much everything in between. Control can be defined as the power to determine outcomes by directly influencing actions, people and events. When we look at it that way, we can begin to see that there is no way to control everything in our lives. I'm not saying we cannot control anything, but put in the context of that definition, we have to step back and really analyze what we can and cannot control.

The word 'control' becomes even more interesting when we have the word locus, before it. You see, locus is defined as a position, point or place, or more specifically, a location where something occurs. A person's locus of control may be internal or external.

Internal vs. External Locus of Control

People who base their success on their own work and believe they control their life have an internal locus of control. In contrast, people who attribute their success or failure to outside influences have an external locus of control.

For example, let's say you're a person with an internal locus of control and you get a promotion at work or achieve some other type of success. You will probably attribute that positive end result to the work you put in. In other words, your success was a direct result of your hard work.

If, on the other hand, you have an external locus of control, you might attribute that promotion or success to external or environmental factors, such as luck, fate, timing, other people or some type of divine intervention.

Let's use the same example and say that you were denied a promotion. If your locus of control is internal, you would find a way to blame yourself for the perceived failure. If your locus of control is external, it would be easy, even natural, to blame outside sources beyond your control.

The Benefits and Drawbacks

Individuals who identify with an internal locus of control tend to take more responsibility for their actions, whether those actions or the end results are good or bad. They do not accept outside influence for the outcomes, no matter what that is. If, for example, this person did not get back to work in time from lunch, they would think they should have eaten in the office or not gone to lunch altogether. The results of the action are theirs and theirs alone to bear.

On the other hand, a person who identifies with an external locus of control looks at everything around them as part of the success or failure. In many ways, they believe in the team aspect more than those that focus on the internal locus of control, as they will always praise those around them for a job well done, even if they had nothing to do with it at all. They are team players.

There are drawbacks to both of these viewpoints, though. An internally-focused person will be hard on themselves and constantly analyze what they did wrong. That perspective almost forces these individuals to be hard charging, driven individuals that at times can assume a take-no-prisoners attitude. Conversely, those that

have an external focus may come off as someone who just does not accept responsibility. While they are and can be team players, if the result is not a positive one, they will be the first to complain that something outside their personal control attributed to the shortfall.

II. LITERATURE REVIEW

Locus of control is the framework of Rotter's (1954) social-learning theory of personality.

He cautioned that internality and externality represent two ends of a continuum, not an either/or typology. Internals tend to attribute outcomes of events to their own control. People who have internal locus of control believe that the outcomes of their actions are results of their own abilities. Internals believe that their hard work would lead them to obtain positive outcomes. They also believe that every action has its repercussions, which makes them accept the fact that things happen and it depends on them if they want to have control over it or not. Externals attribute outcomes of events to external circumstances. People that have external locus of control believe that many things that happen in their lives are beyond their control. They believe that their own actions are a result of external factors that are beyond their control. Rotter in his study suggested that people that have external locus of control believe that the world is too complex to predict its outcomes. People that have external locus of control tend to blame others for the events in their life rather than themselves. It should not be thought, however, that Internal Locus of Control is linked exclusively with attribution to effort and External Locus of Control with attribution to luck. This has obvious implications for differences between internals and externals in terms of their achievement motivation, suggesting that internal locus is linked with higher levels of need for achievement. Due to believing their control outside themselves, externals tend to feel they have less control over their fate. People with an external locus of control tend to be prone to medical depression and stress.

Internals were believed to exhibit two essential characteristics: high achievement motivation and low outer-directedness (Rotter, 1966). This was the basis of the locus-of-control scale proposed by Rotter in 1966, although it was based on Rotter's belief that locus of control is a single construct. Since 1970, Rotter's assumption of uni-dimensionality has been challenged, with Levenson arguing that different dimensions of locus of control (such as beliefs that events in one's life are self-determined, or organized by powerful others and are chance-based) must be separated. Weiner's early work in the 1970s suggested that orthogonal to the internality-externality dimension, differences should be considered between those who attribute to stable and those who attribute to unstable causes.

Stress and its causes

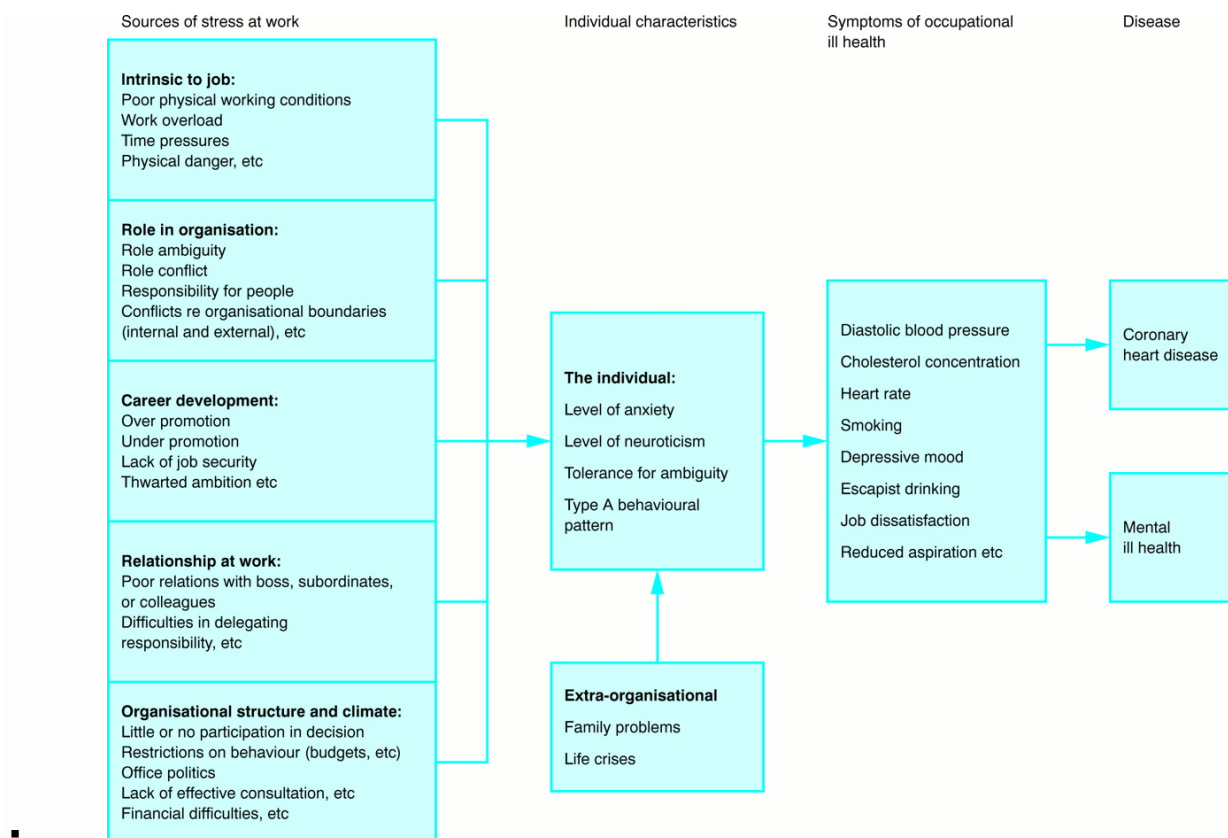
Defining stress as a stimulus or response does not take into account the relationship that exists between individuals and their environment.

In general, stress is related to both external and internal factors. External factors include the physical environment, including your job, your relationships with others, your home, and all the situations, challenges, difficulties, and expectations you're confronted with on a daily basis. Internal factors determine your body's ability to respond to, and deal with, the external stress-inducing factors. Internal factors which influence your ability to handle stress include your health status, nutritional and fitness levels, emotional well-being, and the amount of sleep and rest you get.

Stress has driven evolutionary change and contributed to the development and natural selection of species over time. Thus, the species that adapted best to the causes of stress (stressors) have survived and evolved into the plant and animal kingdoms we now observe.

When we are stressed the following happens:

- Blood pressure rises
- Breathing becomes more rapid
- Digestive system slows down
- Heart rate (pulse) rises
- Immune system goes down



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Situations that are likely to cause stress are those that are unpredictable or uncontrollable, uncertain, ambiguous or unfamiliar, or involving conflict, loss or performance expectations. Stress may be caused by time limited events, such as the pressures of examinations or work deadlines, or by ongoing situations, such as family demands, job insecurity, or long commuting journeys. Stressful events that are outside the range of normal human experience, for example being abused or tortured, may lead to post-traumatic stress disorder (PTSD).

Some stress can be positive. Research shows that a moderate level of stress makes us perform better. It also makes us more alert and can help us perform better in situations such as job interviews or public speaking. Stressful situations can also be exhilarating and some people actually thrive on the excitement that comes with dangerous sports or other high-risk activities. An organisational culture of unpaid overtime or “presenteeism” causes stress. On the other hand, a culture of participative leadership, keeping people informed about what is happening in the organisation, and providing good amenities and recreation facilities reduce stress.

But stress is only healthy if it is short-lived. Excessive or prolonged stress can lead to illness and physical and emotional exhaustion. Taken to extremes, stress can be a killer.

Bank Stress

Stress Management is getting more and more attention now-a-days, particularly in the financial sectors. There is no such thing like stress-free job. Everyone in their work is exposed to tension and anxiety as they get through the duties assigned to them. Corporate industry which is the backbone of the country’s economy is not an exceptional one. The job nature of corporate employees is very tedious as it involves the direct customer interaction in all levels. So this study aims to analyse the level of stress faced by corporate employees who are under different categories

Stress plays a part in the lives of everyone. Some stress is not only inevitable, it can be good. For example, the physical stress of “working out” improves your cardiovascular system, and feeling pressure that causes you to study harder for an exam can improve your score. Corporate stress, however, refers to the *negative* pressures related to corporate work. Corporate officers are not super humans. Bank people are affected by their daily exposure to human indecency and pain; that dealing with a suspicious and sometimes hostile public takes its toll

on them; and that the shift changes, the long periods of boredom, and the ever-present danger that are part of corporate work do cause serious job stress (Gail Goolkasian,1986).

Corporate professionals have the effect of long-term environmental threats called “stressors.”(Dr. Hans Selye,1778) Dr. Selye maintains that the unrelieved effort to cope with stressors can lead to heart disease, high blood pressure, ulcers, digestive disorders, and headaches. Stressors incorporate work fall into four categories:

1. Stresses inherent incorporate work.
2. Stresses arising internally from corporate department practices and policies.

Corporate stress arises from several features of corporate work. Alterations in body rhythms from monthly shift rotation, for example, reduce productivity. The change from a day to a swing, or graveyard, shift not only requires biological adjustment but also complicates officers’ personal lives. Role conflicts and ambiguity between the job—serving the public, Law enforcement, and upholding ethical standards—and personal responsibilities as spouse, parent, and friend act as stressors. Other stressors incorporate work include:

- Threats to officers’ health and safety
- Boredom, alternating with the need for sudden alertness and mobilized energy.
- Continual exposure to variety of customer
- The fragmented nature of corporate work,

Administrative policies and procedures, which officers rarely participate in formulating, can add to stress. Internal investigation practices create the feeling of continuous watch watched and not trusted, even during off-duty hours. Officers sometimes feel they have fewer rights than the criminals they apprehend. Lack of rewards for good job performance, insufficient training, and excessive paperwork can also contribute to corporate stress.

III. RESEARCH METHODOLOGY

A sample of 30 corporate professional was taken by random sampling of Delhi NCR .

HYPOTHESIS OF THE STUDY

H:-Locus of control and stress are not correlated.

H₁:- Locus of control and stress are correlated to each other.

Correlations

		Age	stress	LOC
Age	Pearson Correlation	1	.427	-.299
	Sig. (2-tailed)		.573	.701
	N	4	4	4
stress	Pearson Correlation	.427	1	.226
	Sig. (2-tailed)	.573		.774
	N	4	4	4
LOC	Pearson Correlation	-.299	.226	1
	Sig. (2-tailed)	.701	.774	
	N	4	4	4

** . level (2-tailed).

** Correlation is significant at the 0.05 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

The p-value. Probability that you'd see an r-value of this size just by chance. Smaller is better. Reject H_0 if .So in the above analysis we have $p=.774$. This does not make our alternative hypothesis strong enough . The r value indicates the strength and direction of correlation .In the above analysis we see that stress and locus of control are correlated ($r=.226$). Bigger the number ,more significant is the number . In the above analysis we see that they are positively correlated but not very significantly .We may conclude that in the work life of corporate professional ,there are other things than personality that play an important part in increasing the stress level in them .

IV. CONCLUSION

The trait theory of personality suggest that every human being has some identifiable enduring qualities that forms the basis of his personality . Locus of control being one of it .People may have high internal locus of control or high external locus of control or they may have a balance of the two . Talking about the professional growth ,these traits play an important role in deciding success. Life of a corporate professional is full of professional uncertainties that determines the stress level in them .Locus of control as a personality trait has as an influence but not so significant in determining the stress level in corporate professionals .

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