

Valuating The Connection Between Internal Locus Of Control And Career Decision Making Among Students Pursuing Post-Graduation

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Abstract

The objective of the study was to investigate the relationship between the internal locus of control and career decision making among students pursuing post-graduation in the management discipline. The study adopted a descriptive research design. The data were collected from 204 respondents' using the online survey method. Students pursuing M.B.A. in the Chennai region were considered as the samples of the study. For the study, the researcher adopted a Simple random sampling technique. From the analysis made it was understood that the majority of the respondents pursuing post-graduation in management studies were male also, the almost equal amount of students were pursuing 1st and 2nd year. It was identified that there is no significant difference in the internal locus of control among the respondents belonging to a different gender and year of persuasion. The important locus of control characteristics found among the students are found to be; being more independent, having considerable achievements and less stress. Also, it was found that there is a weak positive relationship of 36.1% between internal locus of control and effectiveness of career decision making.

Keyword: Internal Locus of Control, Career Decision Making, Students

Introduction

Adolescence, which lasts from graduation to post-graduation, is a crucial time in one's life. Important life decisions are made during this time, and adolescents are expected to develop a professional identity. One of the most basic developmental responsibilities for adolescents is to choose a vocation (Kim, N. R., et. al., 2018). Adolescents wonder which career they will pursue and attempt to establish a professional identity. However, because current quick changes and technological breakthroughs alter people's conceptions of profession and employment, these variables can make it difficult to make career decisions (Ulas, O., et. al., 2019). A growing body of evidence suggests that teenagers and college students

have trouble making career decisions. Individuals who are having trouble making career decisions may make the wrong decision or obstruct the decision-making process.

Problems that must be resolved before making a career decision are referred to as career decision-making issues. Many studies have looked into the various aspects of career decision-making challenges, often known as career decision-making taxonomy. There are three sub-categories in this category: lack of preparation, lack of information, and inconsistency of information. Individuals experiencing challenges in the process of career

decision-making are said to be lacking in preparedness (Kishor, et. al., 1981).

Lack of motivation, overall indecisiveness, and dysfunctional beliefs all contribute to a lack of preparation. Lack of information refers to problems that arise when people make judgments based on insufficient knowledge (Lease, et. al., 2004). These issues are caused by a lack of knowledge about the decision-making process, oneself, occupations, and sources of more information. Decision-making challenges arise as a result of inconsistency in knowledge, which is exacerbated by internal and external conflicts. Individuals may have challenges before and during decision-making as a result of the reasons outlined in this taxonomy (Kirdök, O., et. al., 2018).

Review of Literature

Some teens require further assistance in their decision-making and self-confidence issues. Individual considerations play an important role in the career decision-making process in this way. One of the aspects that influences the difficulty of career decision-making is the locus of control (Millar, et. al., 2007). The locus of control of an individual is crucial in the decision-making process and can directly influence decision-making behaviour. However, some people involved in the decision-making process believe that control over decision-making behaviour is internal, while others believe it is dependent on external circumstances. The decision-making process can be differentiated based on an individual's internal or external locus of control (Luzzo, et. al., 1995).

The outcome of an individual's behaviours being in their own or under the control of outsiders is referred to as locus of control. Adolescents that are internally control-oriented recognise that their decisions are their own and take responsibility for them (Cellini, et. al., 1984). External control-oriented teenagers, on the other hand, may not come to the decision-making process because they believe luck, fate, or other people govern their lives. They believe that success or failure is due to external causes and that they will be powerless to affect the outcome. Several studies have found that adolescents with an external

locus of control may experience career indecision in high school and university.

According to studies, pupils with an internal locus of control utilise more logical decision-making processes and have less indecision (Breeding, R. R., 2008). Several studies have found that Low career decision-making difficulty is linked to a low internal locus of control. Furthermore, an increase in the external locus of control makes career decisions more difficult. Individuals who have dysfunctional ideas regarding the effect of things other than themselves on their choice of career are more likely to have trouble making decisions. These findings demonstrate that people with an external locus of control have a harder time choosing a profession and that their career-planning success and adaptability are influenced by their external locus of control (Taylor, et. al., 1990).

Objectives of the Study

The study aimed at investigating the relationship between the internal locus of control and career decision making among students pursuing post-graduation in the management discipline.

Methodology

The study adopted a descriptive research design. The data were collected from 204 respondents' using the online survey method. Students pursuing M.B.A. in the Chennai region were considered as the samples of the study. For the study, the researcher adopted a Simple random sampling technique.

Analysis and Interpretation

Here the analysis was made to find out the demographic profile of the respondents considered for the study.

Table No. 1: Demographic Profile of the Study

		Frequency	Percent
Gender	Male	106	52.0
	Female	98	48.0
	Total	204	100.0

Year Pursuing	I Year	103	50.5
	II Year	101	49.5
	Total	204	100.0

Source: (Primary data)

The percentage analysis result indicates that the majority of the respondents pursuing post-graduation in management studies were male also, the almost equal amount of students were pursuing 1st and 2nd year.

Here below the analysis was performed to identify whether there is a significant difference in the internal locus of control among the respondents belonging to a different gender.

Table No. 2: Independent Sample Test – Locus of Control with Gender

Independent Samples Test						
		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Less Stress	Equal variances assumed	2.212	.139	-.714	202	.476
	Equal variances not assumed			-.718	200.839	.474
Considerable Achievements	Equal variances assumed	1.485	.224	-.416	202	.678
	Equal variances not assumed			-.418	201.117	.676
More Independent	Equal variances assumed	.002	.965	-2.095	202	.037
	Equal variances			-2.105	201.613	.036

	not assumed					
Health Conscious	Equal variances assumed	1.351	.246	-2.848	202	.005
	Equal variances not assumed			-2.891	184.606	.004
Have control over Personal success and failure	Equal variances assumed	.730	.394	-.132	202	.895
	Equal variances not assumed			-.132	201.444	.895

Source: (Primary data)

The estimated significance value is less than 0.05, meaning the null hypothesis is accepted. Therefore there is no significant difference in the internal locus of control among the respondents belonging to a different gender.

Here below the analysis was performed to identify whether there is a significant difference in the internal locus of control among the respondents pursuing different years.

Table No. 3: Independent Sample Test – Locus of Control with Year of the study

Independent Samples Test						
		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Less Stress	Equal variances assumed	.036	.850	1.133	202	.258
	Equal varia			1.133	201.569	.259

	nces not assumed					
Considerable Achievements	Equal variances assumed	.269	.604	-.033	202	.974
	Equal variances not assumed			-.033	199.916	.973
More Independent	Equal variances assumed	.027	.870	-.116	202	.908
	Equal variances not assumed			-.116	200.354	.908
Health Conscious	Equal variances assumed	.194	.660	.472	202	.637
	Equal variances not assumed			.472	197.264	.638
Have control over Personal success and failure	Equal variances assumed	.196	.658	.927	202	.355
	Equal variances not assumed			.927	200.905	.355

Source: (Primary data)

The estimated significance value is less than 0.05, meaning the null hypothesis is accepted. Therefore there is no significant difference in the internal locus of control among the respondents pursuing different years.

It was found that there is no significant difference in the internal locus of control among the respondents considered for the

study, hereby overall rank analysis was carried out to identify the important locus of control characters found among the students considered for the study.

Table No. 4: Rank Analysis – Internal Locus of Control

Descriptive Statistics			
	N	Mean	Rank
Less Stress	204	4.2255	3
Considerable Achievements	204	4.2353	2
More Independent	204	4.2598	1
Health Conscious	204	4.2206	4
Have control over Personal success and failure	204	4.2059	5

Source: (Primary data)

From the rank analysis made using the mean score, it can be interpreted that the important locus of control characters found among the students are; being more independent, having considerable achievements and less stress.

Here below analysis was carried out to find out whether the students considered were taking the right career decision in life.

Table No.

Tests of Between-Subjects Effects					
Dependent Variable:	Effectiveness of Career Decision Making				
	Type III Sum of Squares	df	Mean Square	F	Si g.
Corrected Model	3.305 ^a	3	1.102	1.264	.288
Intercept	3533.919	1	3533.919	4054.015	.000
D1	.465	1	.465	.534	.466
D2	2.610	1	2.610	2.994	.085
D1 * D2	.092	1	.092	.106	.745
Error	174.342	200	.872		
Total	3736.000	204			

Corrected Total	177.647	203			
Mean Value: 4.18					

Source: (Primary data)

The estimated significance value is greater than 0.05, meaning the null hypothesis is accepted. Therefore there is no significant difference in the opinion of the respondents of career decision making. From the mean score, it was understood that students ‘agree’ that they are effective enough in making career decisions.

Here below analysis was carried out to identify whether there is a significant relationship between internal locus of control and effectiveness of career decision making.

Table No. 5: Univariate Test – Pearson Correlation

Correlations			
		Effectiveness of Career Decision Making	Internal Locus of Control
Effectiveness of Career Decision Making	Pearson Correlation	1	.361**
	Sig. (2-tailed)		.000
	N	204	204
Internal Locus of Control	Pearson Correlation	.361**	1
	Sig. (2-tailed)	.000	
	N	204	204
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: (Primary data)

The calculated significance value is less than 0.05, meaning the null hypothesis is rejected. Therefore there is a significant relationship between internal locus of control and effectiveness of career decision making. The Pearson coefficient indicates a weak positive relationship of 36.1% between internal locus of control and effectiveness of career decision making.

Findings and Conclusion

From the analysis made it was understood that the majority of the respondents pursuing post-graduation in management studies were male also, the almost equal amount of students were pursuing 1st and 2nd year. It was identified that there is no significant difference in the internal locus of control among the respondents belonging to a different gender and year of persuasion. The important locus of control characteristics found among the students are found to be; being more independent, having considerable achievements and less stress. Also, it was found that there is a weak positive relationship of 36.1% between internal locus of control and effectiveness of career decision making.

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