

**“INFLUENCE OF LOCUS OF CONTROL ON JOB SATISFACTION: A
STUDY AMONG COLLEGE FACULTY MEMBERS”**

Mr. PRASANTH KUMAR M

Associate Professor,

PG Department of Commerce & Management,

Naipunnya School of Management, Cherthala, Alappuzha, Kerala.

Mr. UNNIKRISHNAN S

Doctoral Research Scholar,

Department of Psychology,

Martin Luther Christian University, Meghalaya.

ABSTRACT

According to Rotter (1966), a person's perception of how much power they have over what happens to them is known as their Locus of control. External Locus of control is more prevalent in those who are nervous or depressed, and this external Locus of control has been linked to an increased risk for physical illness. This research investigates the connections between job satisfaction and Locus of control. Each of the characteristics evaluated was measured by valid and reliable instruments in a questionnaire filled out by teaching professionals from institutions affiliated with several universities in Kerala, India. According to the data, among college professors in Kerala, India, Locus of control appears to play a significant role in predicting levels of job satisfaction. Higher levels of internal Locus of control are associated with greater job satisfaction.

KEYWORDS: *Locus of Control, Job Satisfaction, Internal Locus of Control, External Locus of Control*

INTRODUCTION

This study looked at the association between college teachers' Locus of control (LOC) and work-related behavioural indicators of job satisfaction in different colleges affiliated to Universities in Kerala, India. Although prior research results have shown that personality and behavioural outcomes are linked, there has been little emphasis on some characteristics that

may influence these associations. For example, those who work in a field such as teaching may have different reactions than those working in another profession. The principal objective of this study was to examine how LOC affects individuals and workplace behaviour in terms of job satisfaction.

There are many different ways to describe the "locus of control," which refers to a person's view that an outcome directly results from his or her actions. This is in contrast to the opinion of external conditions, in which control is in the hands of powerful others, or outcomes result from the vagaries of fate, luck, or chance. Internal Locus of control is a psychological term for the belief that you are in charge of the events in your life. If you believe that you have no influence over what happens and that external variables are to blame, you have what is known as an external locus of control (John S Catron et al., 2020). Rewards and punishments were used to influence our conduct. Our perceptions about the expected outcomes of future behaviour were shaped in part by the repercussions of our past actions (Rotter JB., 1954).

Locus of Control

LOC evaluates an individual's expectations for either internal or external control of reinforcement as a personality trait (Rotter, 1966). When it comes to the extent to which people believe that they or external circumstances, such as chance and influential persons, control the events that influence their lives (Firth et al., 2004). It is common for people with a low LOC score to have an internal LOC (internals) and feel that their own actions, capacities, or traits impact their benefits. In general, people who score highly on the LOC scale believe that their reward in life is primarily out of their hands and hold an external LOC (externals) (Rotter, 1966). Studies on the type of LOC and its impact on job satisfaction and organisational commitment have been undertaken by many researchers (e.g., Martin et al., 2005). A link has been shown between job stress and a person's sense of control (Rahim, 1996; Daniels and Guppy, 1994) and between job satisfaction and job performance (Judge et al., 2003). Individual personality traits such as LOC may impact an employee's job satisfaction and performance (Martin et al., 2005). Sometimes LOC is equated with personality traits as self-efficacy (Bandura, 1992) and attribution (Abramson et al., 1978; Seligman, 1992). Rotter's concept of a generalised expectancy should not be confused with these other constructs. Over 5,000,000 "hits" in Google Scholar are attributed to the LOC

is if decreased occupancy correlates to less frequent replacement as inventory wear and tear lowers. Several hotels have switched to opt-in housekeeping instead of opt-out housekeeping. Guests are not expected to receive cleaning services throughout their stay in this programme. Instead, depending on the number of nights and visitors, towels and amenities are provided in the room. During their stay, guests are the only ones who have access to the room. If more supplies are needed, hotel staff will leave them outside the door. The universal panic sparked by COVID-19 could have long-standing consequences for tourism. Effective approaches are essential to restore tourists' confidence and aid industries in fast improving from the public health disaster. The hotel industry's resilience and sustainability can be improved by taking initiatives to turn calamity into opportunity and meeting a variety of consumption requirements. These operations align with market growth trends like passenger comfort, contactless services, and environmental preservation. The hotel industry's reactions to the A variety of areas where professional competence should be strengthened have been identified as a result of the epidemic and changing market demand. As a result of the international health disaster caused by COVID-19, travellers are likely to pay more attention to the availability and quality of medical facilities while making travel decisions. For hotel facilities in gateway cities, this consumption need is very crucial. The use of hotels as quarantine sites could be one solution to the scarcity of quarantine places and the concerns of health-care workers. A lot of hotels are considering quarantine packages. In areas like Hong Kong and Singapore, these measures have already been incorporated in hotel chains. Because the hospitality industry has suffered a substantial financial setback as a result of the pandemic, offering quarantine facilities is a smart economic option. Individuals (e.g., health-care employees) will benefit from quarantine packages, but the hospitality business will also benefit financially. The coronavirus pandemic has resulted in a number of deaths as well as enormous public, political, and economic dread around the world. The hospitality industry may be able to help the public during this crisis by providing quarantine facilities for those who have been exposed to the virus, which could result in some financial relief. Hotel personnel' health and safety, particularly housekeeping staff, must be prioritised.

Table-1

Hierarchy of controls	Measures to consider
PPE	Supply necessary items: At front desk, At the front desk, in public places (lobby, workers' breakroom, conference rooms, general bathrooms), and on cleaning carts (for example): Disinfecting products that are effective and EPA-approved. Soap for hands, Hand sanitizer Facial tissues - Nitrile or latex disposable glove
Administrative controls	Develop or amend sick leave policies, such as: If you're sick, stay at home without fear of retaliation.
	Paid sick leave compensation
	Allow for unpaid sick time.
	Develop or amend sick leave policies, such as:
	Develop a clear procedure (for example, who to call (health-care providers) if/when a guest or employee admits to being COVID-19 positive).
	Review guest check-in procedures (for example):
	Consider using a scanning instrument to avoid touching guests' identification. Use gloves to disinfect pens and other writing implements that are regularly touched before handing them out to guests and when they are returned. Disinfect computer equipment between usages if necessary to touch IDs. surfaces that are often touched should be disinfected, Encourage good habits, such as: - Posters can be used to disseminate information on: Hand washing that is done correctly, measurement

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