

Abstract

The aim of this study is to explore the current 3-factor assessment of the Work Locus of Control Scale (WLCS) and to determine if social networks (who do you know) can be a potential new factor to create a 4-factor model. Six new items will be added to this modified scale to test for new factor social networking. Furthermore, the study will compare the best fit model of the WLCS to the Core Self-Evaluations Scale (CSES) to determine if there are any similarities between the factors being measured. Overall, we expect that the best fit WLCS model will have four factors and will correlate with the factors in CSES. The study promotes further research into measurements and scales to better understand what constructs are being measured and how to be used as a practitioner tool.

Introduction

In a meta-analysis, Spector (1982) examined the relationship between locus of control and other organizational variables and made suggestions for the Rotter 29-item Locus of Control scale to be more domain specific for organizations.

Having created these suggestions on how to change Rotter's scale, Spector (1988) developed a new locus of control scale that was organization/work domain specific and made up of 16-items. Studies have used this scale when looking at work-related locus of control, however, many studies have not fully analyzed the scale and its items. As more studies investigate the scale, more factors are being discovered within the model of work locus of control and how it is not unidimensional (internal-external) as first thought.

For this study, participants will complete a modified version of the WLCS with new items about social networking. A confirmatory factor analysis will be conducted to determine the best fit model. A correlational analysis will be conducted to compare the WLCS and its factors with the CSES.

Research Question 1: What is the best fit model for the WLCS using the factors: action, luck, beneficial relationships, and networking?

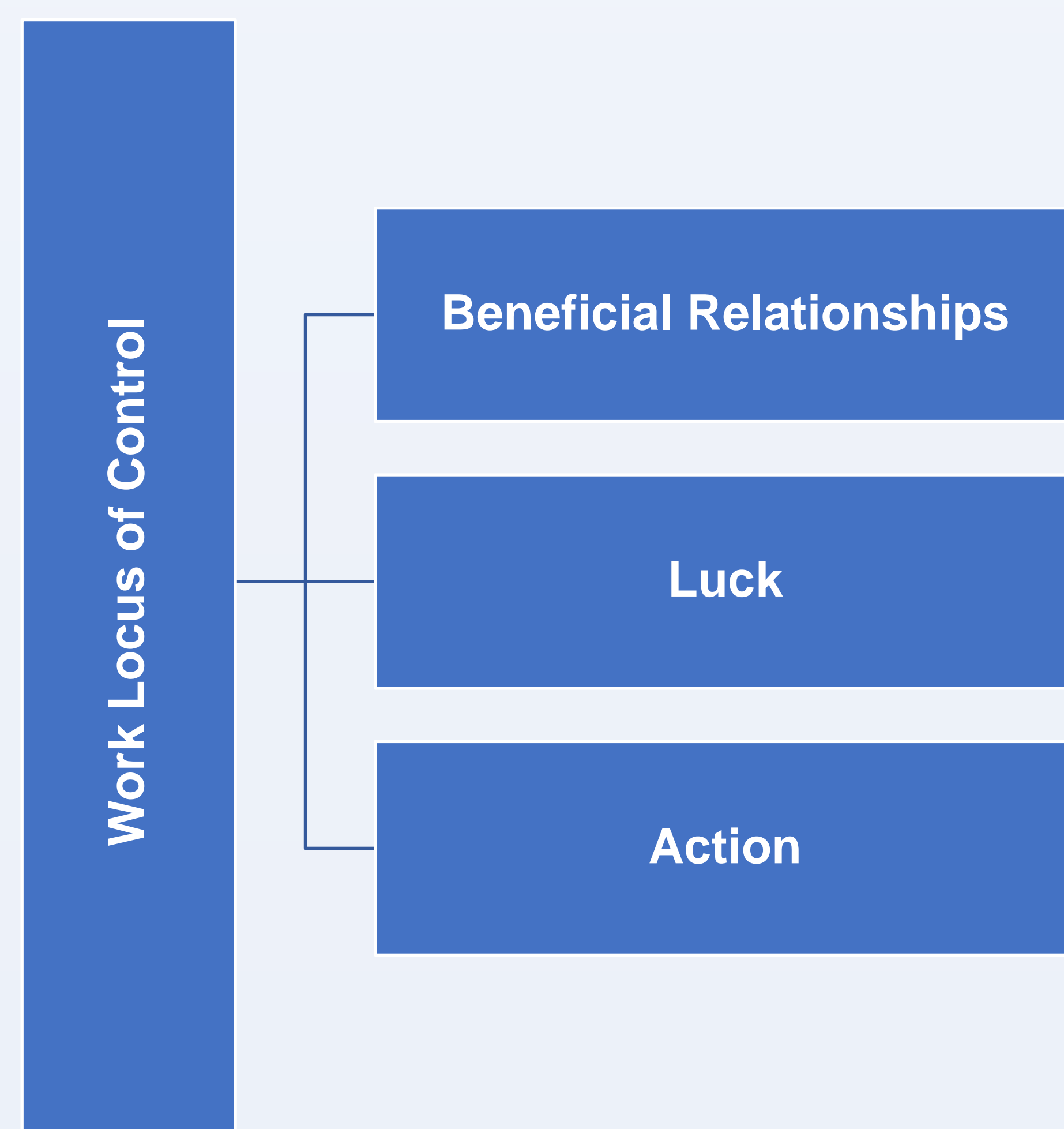
Research Question 2: Does the best fit model of WLCS correlate with the CSES factor model?

Proposed Methodology

This study will use archival data from a self-report survey which included the modified WLCS and the CSES. The participants were collected from a previous 2022 Master's thesis and were recruited using Prolific Academic. The participants completed an online Qualtrics survey via the Prolific Academic platform. Participants were at least 18 years old, speak English fluently, have held at least one job under a supervisor, and have at least 1 year of work experience. 300 participants completed the survey and did not fail any attention checks. Participants were compensated \$3.30 upon successful completion.

For this study, a confirmatory factor analysis will be conducted to assess the relationships between the three factors within the WLCS and the new items for social networking. The Amos, an added SPSS module, will be used to conduct the analysis of the six models to test for the best model to fit the data. One model proposes one factor that is unidimensional for the construct work locus of control. Another set of models examine the interaction of the three factors: action, luck, and beneficial relationship. The last set of models examines a fourth factor, social networking. With the CSES, a correlation analysis will be conducted.

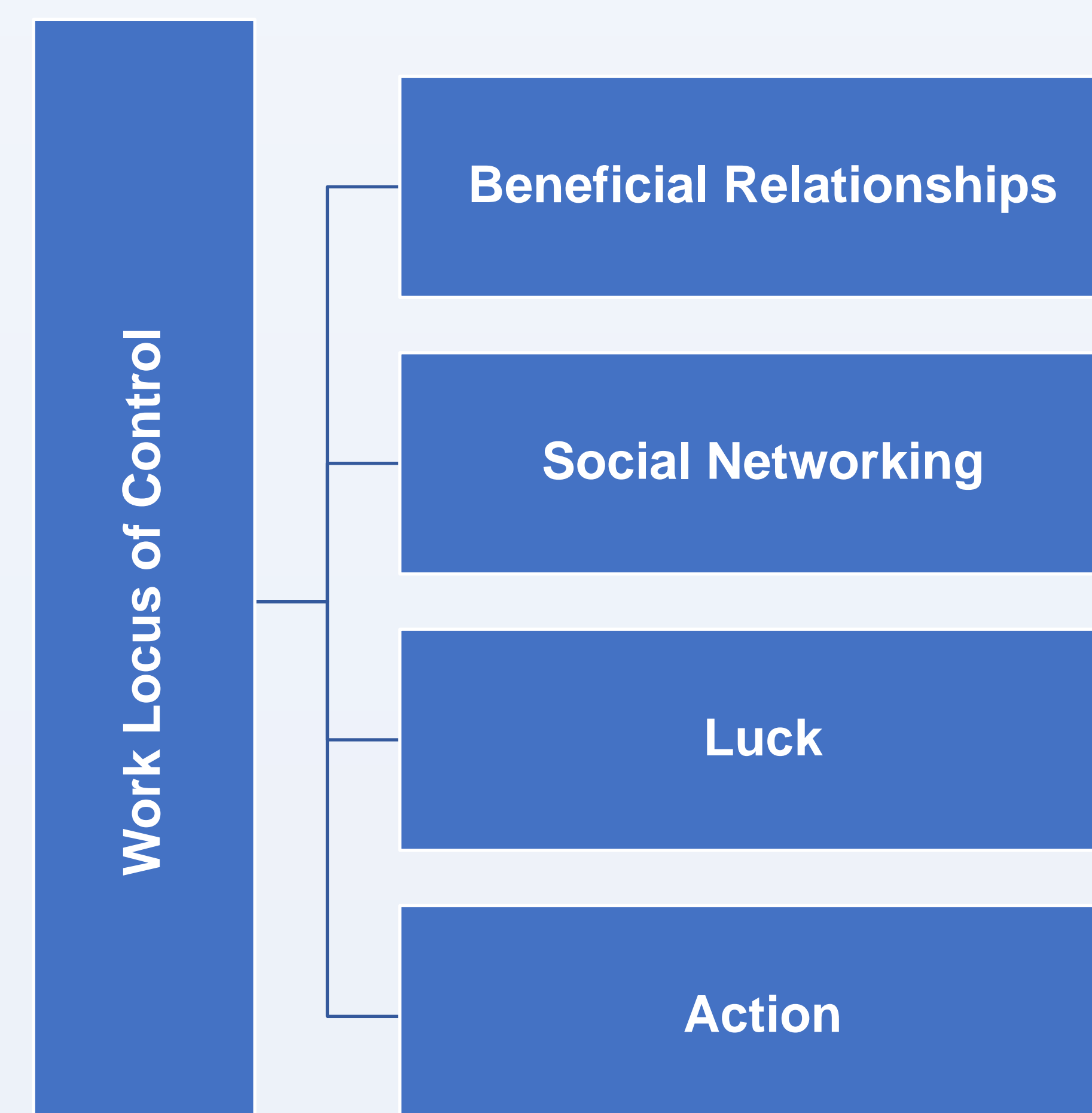
WLCS 3-Factor Model



Expected Results

These findings would show that the best fit model for the WLCS. It can potentially be a 4-factor model with the new factor being social networking. The fourth factor to the model will be social networking because of its interaction with the other factors. Many of the items are dependent on the social aspect of the participant which would include their relationship within their organizational domain. Likewise, beneficial relationships can be separated into two types: actively seeking and inactively seeking. Active social networking items are significantly related to the combination of the factors action and actively seeking beneficial relationships. At the same time, inactive social networking items are significantly related to the combination of the factors luck and inactively seeking beneficial relationships. Lastly, based on the research, WLCS will be significantly related to the CSES since they have some similar factors. They could have a weak relationship because the CSES does not focus on the organizational domain like the WLCS.

WLCS 4-Factor Model



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Discussion

Since this study is using archival data, it will be difficult to manipulate and the data set. The archival data will have already set operational definitions from the previous study. Limitations from the previous thesis are also present in this study. Another limitation of the study is the sample size since new participants will not be taking the same survey. Some strengths of the study are that it is inexpensive and not time consuming.

The study provides another possible model and factors for the WLCS. It also shows how social network analysis and social capital can play a role in work locus of control. The study furthers the validation of the scale and what the scale can measure. The comparison with the CSES solidifies that the factors in the WLCS are the same being measured in the CSES. This furthers expands the measurement of those constructs. Lastly, the study promotes further research into measurements and scales to better understand what constructs are being measured.

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