



TO STUDY THE LEVEL OF LOCUS OF CONTROL AMONG EMPLOYED AND UNEMPLOYED YOUTH

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ABSTRACT

The study conducted on youth of western Rajasthan, to investigate the level of Locus of control in employed and unemployed youth. The research adopted a correlational research design. The data were collected from 301 respondents, Questionnaire based Locus of control test was administered to employed and unemployed youth of western Rajasthan. The age group was 18 to 30 years. The participants consisted of educated people with minimum education up to twelfth grade, Diploma, graduates, and postgraduates. The non-working or unemployed also twelfth grade, Diploma, graduates, postgraduates and currently studying for competitive exams in rural and urban areas. It was identified that there is no significant difference found in locus of control among employed and unemployed youth. The study also identified that the level of Locus of control of all groups youths was found High external.

KEYWORDS: Locus of Control, Employed and Unemployed Youth

INTRODUCTION

The most important stage of life is youth. Modern youth face a variety of issues and difficulties, but issues with unemployment continue to be of the utmost importance to both people and society. Numerous educational institutions annually create thousands of educated individuals, but the bulk of them do not find career opportunities right away after finishing their studies. Depending on their level of education, their socioeconomic situation, and the career opportunities on offer in their individual job markets, the length of their unemployment may differ. The most intelligent and agitated group in society is represented by the educated youth who are unemployed. Young people are crucial human resources for development, essential agents of social change, and the engine of economic growth and technical advancement (Dev & Venkatanarayana, 2011). According to G. D. Agarwal (1985), Young adult is the age group from 15 to 35 years and the stage of life when a person undergoes training, development and explores life through cultural participation. Youth may be described with terms like growth and development, action, preparation, opportunity, recognition, adventure, desire, imagination etc.

The most active and productive segment of a society is youth. The quantity and quality of a nation's youth population determines that nation's capacity and potential for growth. Based on idea, developing nations with sizable youth populations may experience rapid growth if they made investments in youth health, education, and rights protection. It is undeniable that the youthful generations of today will be the inventors, creators, builders, and leaders of tomorrow. Unemployment affects the country economically, psychologically, and socially, as well as the unemployed and their families. Long durations of unemployment can result in sadness, suicidal thoughts, and a loss of self-worth.

Social sciences have typically ignored problems relating to youth distress, particularly in the context of Indian youth. Therefore, it is imperative that we have a clear awareness of the current problems that our country's youth are facing (Mukherjee & Choudhury, 2010). Everyone "grows up" but youth is a particular phase during which young people interact with many institutions, including families, schools, and others (Wyn & White, 1996). The unemployment rate for young people is typically two to three times higher than that for adults. Due to the industries, they frequently work in and their susceptibility to layoffs, it might be said that youths have been impacted more severely than adults (Hou, 2010). Employment is the most significant latent function since it imposes a daily time schedule. People who are unemployed lose a pre-given temporal framework, which may be detrimental to their psychological health. Individuals are exposed to frequent shared experiences and interactions with persons outside the nuclear family through their employment.

Youth employment must be viewed as a component of the stratified social capital that influences the life chances of young people from varied racial and socioeconomic backgrounds to better comprehend the considerable and positive impact of employment on youth transition to adulthood. Adolescents may benefit from exposure to high-quality early career prospects in terms of social networks and training opportunities; on the other hand, denying them may lead to an increase in externalising behavioural issues. For black kids, who are less likely to find high-quality jobs with learning opportunities and greater pay than their white counterparts, there is a clear correlation between having these jobs and fewer behavioural issues. As a result, initiatives should be taken to encourage high-quality employment possibilities, particularly among black adolescents (Yeung & Rauscher, 2014).

In India, unemployment is a complex issue. Typically, it refers to a situation where a person is not engaged in a profitable activity. Both in developing and rich countries, it is a severe macroeconomic challenge. It leaves behind a significant number of socioeconomic issues in numerous forms. The detrimental effects of unemployment are numerous and severe. Along with a reduction in output and income, it can also result in growing income, inequality, a loss of human capital and skill, poor health and mortality, migration, a lack of motivation for future employment, and a decline in social interaction and human relationships.

Locus of control:

In addition to demographic variables such as gender and age, it is important to recognise the different factors influencing the youth's personality, such as locus of control. The locus of control is a vital concept in the study of personality and social psychology. The idea was developed in 1954 by Julian B. Rotter.

Types of Locus of control:

Internal Locus of Control and External Locus of Control

Internal Locus of Control: The belief in one's own abilities is the best example of internal locus of control. 'Self-determination' and 'internal locus of control' are frequently used interchangeably.

The behavioural responses of internal locus of control include:

1. people who have a strong sense of self-efficacy are more likely to take responsibility for their actions,
2. tend to be less influenced by other people's opinions,
3. often perform tasks better when they can work at their own pace,
4. work passionately to achieve their goals,
5. feel confident in the face of challenges,
6. feel physically healthier,
7. report being happier and more independent, and
8. frequently achieve greater success.

People who feel they have internal locus of control are less prone to attribute their limits in life to other people or the past. The benefit of accepting responsibility for one's actions in life is that it gives one the power to change a negative situation, even if one has contributed to it. It also makes sense that you can design your own happiness and joy (April et al., 2012).

External Locus of Control: Those who feel helpless all the time, are constantly at the mercy of fate, luck, and other uncontrolled outside forces, as well as those who never want to accept responsibility for their unhappy life outcomes and performances, are said to have an external locus of control.

The behavioural responses of external locus of control include:

1. they claim their circumstances to other factors
2. regularly attribute their achievements to luck
3. don't think they can change their circumstances on their own and
4. frequently feel helpless or powerless in the face of

difficulties.

Externals rarely attempt to influence things since they think their efforts will have no impact on how things turn out.

The theoretical background for the concept of external and internal Locus of control is the social learning theory by Julian B. Rotter and his colleagues. Theory is about reinforcement and this reinforcement affects the way of chances of responses that process it and theory of expectancy. Rotter and his colleagues from traditional learning theory explore the include drive reduction in processes consistent with the Law of Effect. Instead, they have emphasised the value of the situation in electing behaviour from the person. It's a personal appraisal situation, it involves an assessment of reward potential, and that reward value guides the person's actions.

REVIEW OF LITERATURE

Internal locus of control was linked to lower levels of anxiety and depression as well as higher levels of self-esteem and life satisfaction than external locus of control. Additionally, internal locus of control tended to report fewer physical complaints that might be treated at home. Neither locus of control measure was associated with any physical symptoms that required medical treatment (Cvetanovski & Jex 1994). Ghahremani et al. (2020) examined the connection between adolescents' health locus of control and their attachment to their parents and peers in Iran. The findings showed a positive relationship between peer attachment and the health locus of control (internal and chance). Peer attachment enhances adolescents' more confidence, sense of fulfilment, success, and happiness, and ultimately improves their health locus of control. Adolescence is the strongest predictor of father attachment among powerful others' health locus of control.

Locus of control was important in these outcomes, along with factors like perceived health status, type of rehabilitation program, length of sick leave, and unemployment. It was also discovered that locus of control influenced network usage and participation, highlighting the significance of leadership style in network engagement. Finally, it was discovered that locus of control was associated with financial performance and business strategy. The study also showed that depending on the firm's line of business, the impact of locus of control differed (Millet 2005). The relationship between substance uses and both internal and external locus of control in college students in a northern Indian state. When compared to males who shared the same attribute, females who used substances and those who did not scored higher on internal attribution. When it came to external attribution, men who used drugs and those who did not scored much higher than women in the comparison groups (Rathore & Menon 2023). Locus of control partially mediates the relationship between entrepreneurial intention and subjective norm. High internal locus of control individuals are more likely to express entrepreneurial intentions, which adds important information to the body of knowledge already available on entrepreneurship (Mohd Noor et al., 2021).

Pertin & Patra (2022) Examine the connection between

children's and adolescents' locus of control and mental health in Itanagar, Arunachal Pradesh, India. Women were more likely to have an external locus of control than men, who were more likely to have an internal locus. Internal locus of control is associated with better mental health, this may help to explain why women typically have worse mental health than men. Ofole (2022) examined the relationship between three independent characteristics—resilience, internal locus of control, and perceived social supports—and the quality of life among teenagers who are not enrolled in school in Anambra State, Nigeria. Perceived social support, resilience, and internal locus of control were all positively correlated with quality of life. When predicting quality of life, resilience, internal locus of control, and perceived social supports all played important roles. The quality of life for teenagers who are not enrolled in school can be positively impacted by developing resilience, encouraging an internal locus of control, and improving their perception of social supports.

Ng et al., (2006) has studied that the links between locus of control (LOC) and a variety of job outcomes were examined in this study by meta-analysis. These results were grouped into three categories based on three different theoretical stances: LOC and well-being, LOC and motivation, and LOC and behavioural orientation. These three perspectives' corresponding hypotheses were put out and put to the test. It was discovered that internal locus of control was positively related to positive work outcomes, including fulfilling task and social experiences and higher levels of motivation at work. King Kozimor & Lee (2005) explore the impacts of locus of control and self-efficacy on the likelihood of welfare usage, five-year outcomes, and incomes of former welfare recipients. The results of binary logistic regression show that social psychological traits developed early in life are initially associated with welfare usage. According to expectations, welfare recipients are more likely to be women with an external locus of control and low vocational self-efficacy than those with an internal locus of control. Occupational self-efficacy stands out as a remarkable exception to the general rule that social psychological determinants do not appear to have large or robust direct effects on welfare outcomes beyond initial admission or on socioeconomic attainment five years after an initial exposure. The likelihood of ever receiving assistance, five-year welfare outcomes, and socioeconomic attainment all seem to be most strongly influenced by the traditional welfare outcome predictors of human capital and family background traits. The findings of this study point to the need for additional research on the influence of social psychological predictors on welfare outcomes and long-term socioeconomic attainment of welfare recipients. In this research, locus of control and self-efficacy changes are measured using a domain-specific construct after initial exposure to welfare.

Jorgensen et al., (2017) examined the family financial socialisation theory-based model's direct and indirect effects, as well as the model's overall fit, were examined using structural equation modelling. According to the findings, higher levels of attachment insecurity predicted lower levels of financial communication from parents and a lower sense of internal locus

of control. Emerging people who had more financial education (both direct and indirect) and felt more in control of their life's prospects exhibited more shrewd financial behaviour. The findings also revealed that the association between attachment insecurity and financial behaviour was mediated by financial communication and locus of control. The results supported both the structure and the inclusion of attachment as a crucial family relationship variable in the financial socialisation process. The research supported both the conceptual framework of a family financial socialisation theory and the inclusion of attachment as a key family relationship variable in the financial socialisation process.

Objectives:

- The study aimed at investigating the level of Locus of control in employed and unemployed youth.

Hypotheses:

- There will be significant difference in the level of Locus of control among the employed and unemployed youth.

Sample:

The sample consisted of 301 participants, 151 unemployed and 150 employed youth. The age for youth 21 to 30 years. The participants lived in the villages and cities in the Rajasthan state. The participants consisted of educated people with minimum education up to twelfth grade, Diploma, graduates and postgraduates. The non-working or unemployed also twelfth grade, Diploma, graduates, postgraduates and currently studying for competitive exams in rural and urban areas.

Employment status	Employed		Unemployed	
Area of Residence	Rural	Urban	Rural	Urban
No. Of samples	75	75	77	74

Table: 3.1 Sample Distribution

Tools:

This study measurement of Locus of control through Locus of control (Internal -External Scale) by Km. Roma Pal (1983).

Statistical Analysis:

The quantitative data were analyzed using SPSS 29.0.1 independent sample t-test to examine Locus of control among employed and unemployed youth.

Result

				Levene's Test for Equality of Variances		t-test for Equality of Means		
LOC		Mean	SD	F	Sig.	t	df	Two-Sided p
	EM- PLOYED	56.95	2.801	5.493	.020	1.306	286.284	.193
	UNEM- PLOYED	56.48	3.493					

Table: 1 Showing Mean Scores on Locus of Control with regards to Status of Employment

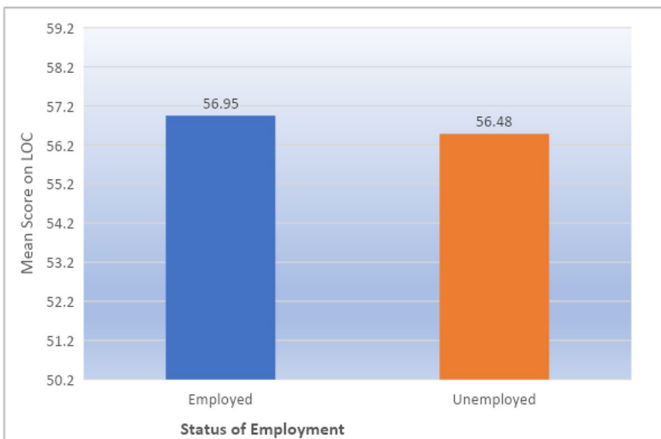


Figure: 1 Showing Mean Scores on Locus of Control with regards to Status of Employment

An independent sample t test was conducted to test the hypothesis that whether the level of locus of control between employed and unemployed youth differ significantly or not. The group status above Table – 1 and Figure – 1 show the slightly difference of mean value for employed is ($M=56.95$ $SD=2.801$) while for unemployed, mean value ($M=56.48$, $SD= 3.493$).

As it is evident from the table that for Locus of control of employed and unemployed youth. We calculate a t-score is 1.306. This value is below the critical value (1.96) at 0.05 significant level, suggesting no significant changes in Locus of control score between employed and unemployed youth, hence we reject the Hypothesis I and conclude that the level of locus of control between employed and unemployed youth is insignificant.

DISCUSSION

Data analysed in various form of values like t value, standard deviation, mean etc. the present study explored the youth's Locus of control. Even though the finding of the study suggest that the differences are very insignificant and that the Locus of control have possibly not noticeable difference on our research group, however the fact that the mean value still show slight variation.

It is possible that if the research is repeated on larger duration of time with diverse population then the study might show higher difference in the 't' value of employed and unemployment condition.

A longitudinal study supported the results of this study Locus of control in employed and unemployed persons found there was some changes over times with both groups becoming more internal orientation, but there was notable difference found between employed and unemployed groups (Tiggemann & Winefield, 1984).

CONCLUSION

The present study provides some baseline data regarding the Locus of control of employed and unemployed youth living in rural and urban areas. It also throws light on the two components of Locus of control and their relative contribution to youth.

The study identified that there was no significant difference found between employed and unemployed youth. The study also identified that the level of Locus of control of all groups was found High external.

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