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ROLE OF OCCUPATIONAL LEVEL AND LOCUS OF CONTROL IN JOB INVOLVEMENT OF L.I.C. EMPLOYEES

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ABSTRACT

This paper is an attempt to explain the role of occupational level and locus of control in job involvement of L.I.C. employees. Occupational level refers to a person's state concerned with his occupation or job. Psychological and economic aspects of occupational level of industrial workers play important role in job involvement. Locus of control is important aspect of personality of employees in the Organization. It refers to an individual's perception about the underlying main causes of events in his/her life. Locus of control plays an important role in behavior of the individual. Individuals have a tendency to look for predictability and control over his environment. Locus of control has internal and external orientations and it is associated with cognitive activity of the individuals. Individuals, who have external locus of control, believe that their behavior is influenced from luck, chance, fate, or other. Therefore they do not take initiative from self to solve the complexity present before them but individuals who have internal locus of control become able to manipulate their environment and influence the outcomes with personal efforts, abilities, skills and decisions. The present study was conducted on 188 employees of Life Insurance Corporation of India. The results reveal that occupational levels and locus of control are found significant predictors of job involvement. Employees with low locus of control (internal) and high occupational group in the organization are found to be more job involved in comparison to high locus of control (external) and low occupational group.

KEYWORDS: *Locus of control, Occupational level, Job involvement.*