

Summary

The Predictive Power of Internal Locus of Control on Coping with Stress and Mediating Role of Psychological Capital

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In present-day business enterprise sit can be probable that companies obtain competitive advantage by different interpretation of labor force. In this process the clearest change in the point of view to human element is rather than tackling the human as controllable and changeable production factor when required, should be taken into consideration as a very important and improvable strategic source for organizations. Modern organization managers not only try to realize organizational purposes, but also be have to satisfy employees' economic, social and psychological needs. It is believed that the basic reason of this understanding is to adopt organizational purposes by satisfying individual needs and the occurring of close relationships during the efforts for realizing these purposes.

Fast changes in living conditions and uncertainties, technological progresses and developments like globalization cause employees to stress which can be expressed feelings like tension, anxiety timidity, unrest and extreme excitement. In terms of organizational performance stress should be managed and there are a lot of factors which have effect over prevention, reduction and management of stress. Some of these factors are; individual personality characteristics, whether individual shave peripheral support, individuals' psychological situations, professional development conditions, role perceptions, individuals' approach to conflicts and supporting organizational structure.

A most important determiner of the level of employees' stress is individuals' personality characteristics. Individuals have some beliefs and value judgments which are related to good or bad events that occurred to them during their life time. While some of them think that occurring events are related with their success or failure, some others think that occurring events are not related with their will power or they are related with fate. Individuals' belief that occurring events are affected by chance, fate or peripheral powers indicates external lo-

cus of control. Vice versa, individuals' belief that occurring events are related with their own behaviors implies internal locus of control.

There are not only individual factors' effects, but also situational factors' effects in the processes of stress and manage of stress. In this context, we encounter a new concept, "psychological capital", which begins to be subject of researches lately. Instead of focusing on employees' weaknesses, this concept intend to uncover employees' strengths and so imply the importance of organizational attitude, behavior and performance in which employees' psychological situation effects. In some studies it is uncovered that psychological capital is an important factor for preventing and decreasing employees' stress.

In special education and rehabilitation centers, which were established for individuals of education and rehabilitation age, teachers of mentally disabled, physiotherapists and psychologists and assistant teachers. All of these employees spend almost all of their working time with mentally retarded individuals which is a laborious and stressful job. Besides, these institutions also seek profit form their doings. The main purpose of investors who invest in special education institutions is to survive in this competitive sector. In this context, because of the reasons which are stated above, it is evaluated that the work stress level in this sector will be much higher, because of face to face communication, psychological capital components are important, so these issues are taken into consideration to choose the sample.

The aim of this study to determine the prediction power of internal locus of control on problem and emotion focused behaviors to cope with stress and to identify the role of psychological capital during this process.

Method

Participants

The participants of the study are mentally disabled teachers ($n = 245$) who working in special education and rehabilitation centers in TRB-1 region (Malatya, Elazığ, Tunceli, Bingöl). Demographic characteristics of participants are; %45 male, %55 female; %37 single, %63 married, %38 20-25 age, %25 26-30 age, %19 31-35 age, %9 36-40 age, %8 41 age and more; %76 bachelor, %11 associate's degree, %13 high school graduate, %11 post-graduate degree; %68 mental disable teachers, %24 qualified instructor, %5 psychologists, %3 physiotherapists.

Measures

We use Psychological Capital Scale developed by Luthans, Avolio, Avey and Norman (2007), Stress Coping Scale developed by Lazarus and Folkman (1986) and Internal- External Locus of Control Scale developed by Rotter (1966) in order to measure and quantify research variables. All three scales are translated in to Turkish and validity and reliability concerns are secured by previous studies.

Data Collection and Data Analysis

In order to secure structural validity of the data collected, we conduct Confirmatory Factor Analysis and see that the structure and the data of our research are good enough to exploit causality analyses. We also peruse Cronbach's Alpha test for each scale and construct and find that there is no internal consistency problem with our measurement instruments. We used three step regression analyses (Baron & Kenny, 1986), structural equation modeling and Sobel test in order to explore causality issues among the variables and also mediation role.

Results

As a result of analyses (Confirmatory factor analysis, correlation, simple and multiple regression analysis, Sobel's test) it is seen that internal locus of control predicts problem focused behaviors to cope with stress positively and significantly but emotional focused behaviors to cope with stress negatively and significantly. Psychological capital predicts problem focused behaviors to cope with stress positively and significantly whereas it has no significant predictive power on emotional focused behaviors to cope with stress. Also, internal locus of control has positive and significant prediction on psychological capital. In addition to all, psychological capital has partial mediating role between internal locus of control and problem focused behaviors to cope with stress.

Discussion

Today employees' loyalty towards organization

has been decreasing gradually. This situation has some undesired impacts on the dimensions of organizational behavior. In this study, some factors, which can reduce material and spiritual losses of businesses due to work stress, have been aimed to examine and serve them for the use of relevant people. In this context, alternative solutions have been tried to determine for contemporary businesses and managers to reduce work stress.

First of all in this study, personal factors are considered that they may be effective in coping with stress and the concept of locus of control is discussed. As a result of analyses done by within this context; we find that internal locus of control has a significant and positive prediction on both problem focused behaviors to cope with stress. The results obtained are in line with the other studies in literature (Baltaş, 2012; Elfstrom & Kreuter, 2006; Arslan, Dilmaç, & Hamarta, 2009). Also, locus of control has a significant and negative prediction on both emotional focused behaviors to cope with stress. Based on this result as Anderson (1977) and Basım and Şeşen (2008) put forth, it can be said that the people whom have external locus of control display emotional focused behaviors while coping with stress. According to the results of this study, it can be seen that an individual, related the events that happened with their behaviors, prefers active methods in order to cope with stress.

As a result of analyses done for the purpose of determining the relationship between problem and emotional focused behaviors to cope with stress and psychological capital, which is a situational factor; psychological capital has a significant and positive prediction on both problem focused behaviors to cope with stress. However, psychological capital has no significant prediction on emotional focused behaviors to cope with stress. These results are supporting the studies in literature (Liu et al., 2012, Çetin et al., 2013b) that determining the negative relationship between reduction of work-stress and psychological capital. Individuals, having components of psychological capital and making effort in order to develop these components, will be displayed in an active manner while taking the factors that cause stress away.

The results of analyses done for determining the relationship between personal factors and situational factors; internal locus of control has positive and significant prediction on psychological capital. This result obtained is in line with the study of Çetin et al. (2013a). Within this context, an individual, when encountering difficulties, needs to have faith in mentally in order to try alternative solutions against difficulties.

Finally as a result of analyses done, in addition to all, psychological capital has a partial mediating role between internal locus of control and problem focused behaviors to cope with stress. When individuals realize that

the events happened around them are the results of their behaviors, they will have more optimistic standpoint, they will be aware of their own their own abilities, will be more ambitious, seeking alternative remedies and besides by all means of being stable psychologically they will choose active methods in stressful occasions. These findings have the quality of originality to fill the gap in the literature.

Conducting the following recommendations are considered to reduce the effect of work stress and indirectly increase the performance and reduce unnecessary expenses (health, compensation, loss of workforce):

- Individuals may encourage by various education-

al lessons and seminars, helping them to be more internal locus of control.

- Subordinates should be given the opportunity of obtaining little success about training and developing themselves. Thus it can be possible to accomplish more complex tasks by increasing their self-confidence.

- An optimistic approach should be adopted at all levels starting from top management and this issue should be placed as an important element of organizational culture.

Conducting the results obtained in this study in different sectors with similar variables is considered to be useful.