

## Locus of Control and Individual Work Performance

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**Abstract:** This study attempts to determine the effect of the individual's Locus of Control on individual Work Performance. Using the locus of control scale developed by Spector in 1988 and supervisory ratings based on six questions, the association between locus of control and work performance was examined. The hypothesis based on previous studies suggest that the higher the internal locus of control, the higher is the work performance, and the higher the external locus of control, the lower is the work performance. The field survey was carried out using both quantitative and qualitative techniques. Correlation of the survey data collected from 76 managers and executives in six public and private sector organizations indicated that the external locus of control is negatively related to work performance; the relationship between the internal locus of control and work performance is moderated by factors such as organization culture, rewards policy and HR practices.

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