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Appraisal of Locus of Control among the Military Personnel of Peace and Field Areas

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Abstract- A clinical and empirical literature has provided incontrovertible evidence that combat operations exert a heavy toll in terms of human suffering on combatants and military personnel wherein the locus of control matters a lot. Though the Indian army is engaged in low and high intensity conflicts in field and peace areas at every chokepoint of life, the locus of control, help them in maintaining their resilience in general and operation performance in particular. Therefore, the objective of the present study is to identify the level of locus of control amongst the military personnel especially amongst the Army Officers and Jawans deployed in Field and Peace Areas facing high and low intensity conflicts. The study has been conducted on a sample of N = 120 Military Personnel divided into two comparable halves based on their Rank (60 officers and 60 Jawans) and subsequently on their Serving Areas (30 Peace Areas + 30 Field areas) and finally on the basis of conflicts zones that comprises of N = 15 in Low intensity and N = 15 in High intensity conflicts groups. In this manner, there were eight groups with N=15 personnel in each that comprised of aforesaid sample who were assessed qualitatively (observation, interview, Fuzzy cognitive mapping, and case study) and quantitatively (locus of control scale). The result based on qualitative analysis revealed that the military personnel served in peace area with low intensity conflicts reported better locus of control as compared to their field personnel.The result based on quantitative analysis however has not observed the significant impact of rank, serving area and conflicts zones on the aforesaid measure.

Keywords- military, control, Indian army, rank, quantitative analysis

1. INTRODUCTION

The locus of control matters a lot in every area that depicts one's state of mind, facilitate and contribute a lot in promoting performance in area. This construct allows one's inner resources to channelize their frittered energy so as to expend it in a designated way. It has contributed military personnel during deployment in harsh areas in general and combat operation in particular. The concept of internal and external locus of control has received a great deal of attention during the last two decades (Galejs & Hegland, 1982). People with an internal locus of control believe that they can influence their environment, and that their actions affect what happens to them but people with an external locus of control believe that they have little influence over the environment and what happens to them is due to external factors such as luck, or the actions of others (Licata, Strawser &Welker, 1986; Carpentor & Golden, 1997; Spector et al., 2002; & Martin et al., 2005). In his study Rotter (1966) proposed that "when reinforcement is identified by the subject as following some action of his own but not being completely contingent upon his own action, then, it is characteristically the result of luck, chance, fate, as under the control of an influential other, or as unpredictable because of the great intricacy of the forces surrounding him. When an individual evaluates the event in this way it can be labeled that this is a reaction that can be identified as external locus of control. If the person identifies that the event is in control of his own behavior or his own stable characteristics, it can be identified as a belief in internal control." Rotter gave a central role to expectancy, which is one's belief or subjective judgment that, in a certain psychological situation, a particular behavior leads to reinforcement. He added that no individual interprets any event or situation in exactly the same way. For one person a situation might look rewarding whereas other individuals might interpret the same event completely differently (Hall & Lindzey, 1985).

According to Schermerhorn, Hunt and Osborn (1997), people have personal conceptions about whether the outcomes of their actions are dependent on what they do (an internal orientation) or on factors outside of their personal control (an external orientation). Further, Wise (1999) added that a person's locus of control has a significant effect on his/her daily life. People with an external locus of control believe that their own actions do not influence their future outcomes. This makes such people less likely to work to reach their full potential, due to the motivational, emotional and cognitive deficits that such a perception creates. People with an internal locus of control are more likely to see the world as capable of being adapted. They believe that hard work and personal abilities will lead to positive outcomes. It has been found that internally focused people make more effort to control their environments, take steps to improve their conditions and place greater value on

skills and achievement reinforcements, whereas externally focused people look outside themselves, place more value on fate, luck, or others and seen as less involved in their environment (Coetzee, 2004; Robbins, 2001).

Additionally, Hsu (2011) found that individuals with high internal locus of control accept that their achievements and failures depend on their own efforts and endeavors or briefly they have ability to determine their own outcomes and they are responsible for what happened. External locus of control refers to the beliefs that chance, fate, managers, supervisors, organizations and other persons are more powerful to make decision about individual's lives and outcomes. People who has external locus of control determine their behavior according to other people's wills, needs, perception and interpretations rather than their own. On the other hand, people who have internal locus determine their behavior as to their own wills, needs, perception and interpretations. Many researchers have shown that locus of control has an important role on individuals' lives. Locus of control affects both physiological and psychological health to a considerable extent. Locus of control being subjective in nature can cause psychological problems such as hopelessness and helplessness by lowering the resilience of the soldiers. It is very important to explore the locus of control in military personnel.

A socio-metric questionnaire examining the 402 soldiers peers' and commanders' evaluations of the soldiers' leadership capacities was used to evaluate each soldier and to classify the soldiers' dichotomously as leaders and non leaders. The findings reveal significant differences between leaders and non leaders in all the variables that were defined as psychological capacities to lead. Leaders have more internal locus of control, a lower level of anxiety, higher self-efficacy, and more optimism, and they rank higher in the measure of secure attachment style. Anxiety, locus of control, and attachment style were found to be significant in the regression equation, but trait anxiety was found to be the most discriminate variable (Popper, Amit, Gal, Mishkal-Sinai & Lisak, 2004). In their study Cchaudhary, Goel and Singh (2006) evaluated the psychological effects of deployment in LIC operations on service personnel respondents from LIC area had significantly higher scores on CRSD, MAST, GHQ, IES, and general fatigue, physical fatigue, and mental fatigue subscale of the MFI in comparison to those located in other areas. Significantly higher number of respondents from highly active LIC and with more than one-year service in LIC scored above cut-off levels on CRSD, MAST and GHQ. The psychological status of troops was directly related both to the duration of stay and the nature of LIC area. Similarly, Lori (2007) examined the perceived control and locus of control in two groups of reservists with prior active duty military service. The (n=600) subjects were obtained from a Navy and Marine Corps. However, significant findings were found in this sample between the PCADS and the SOC-3. Strong negative correlations appear to exist between these two measures indicating that as perceived control increases, individuals in this population are likely to have an internal locus of control. Results revealed some overlap between the constructs of perceived control and locus of control.

Objective of Al-Turkait and Ohaeri (2008) study was to compare the prevalence and intensity of posttraumatic stress disorder (PTSD) self-esteem and locus of control (LOC) among Kuwaiti military men. Subjects were interviewed once, 6 years after the war, using: the Clinician Administered PTSD Scale; the Impact of Event Scale (IES); the Hopkins Symptom Checklist-25; the Internal-External LOC; and The Self-Esteem Scale. Subjects were aged 24-71 years (mean 37.9). Sixty-three subjects (31.5%) fulfilled criteria for PTSD, with the rate significantly higher among the POWs (48%) than the retired (24%) and IB (22%), reflecting the severity of IES. Avoidance symptoms were the most pronounced. Self-esteem was significantly lowest among the POWs and those with PTSD. External LOC was associated with PTSD, anxiety, and depression. Self-esteem was the only covariate of PTSD scores. LOC was a significant covariate for anxiety. The characteristics of PTSD in these veterans showed similarity with those from elsewhere. The prominence of self-esteem and avoidance symptoms implies that they should be part of focus for interventions. Focus on LOC should be from the perspective of anxiety.

The study conducted by Gerlock, Grimesey and George Sayre (2013) recorded interviews of 23 couples were purposefully selected from a larger sample of 441 couples to better understand the impact of war zone deployment on the couple. The Veteran sample was recruited from a randomly selected cohort of men in treatment for post traumatic stress disorder (PTSD). Overall it was found when Veterans experiencing deployment related PTSD re-enter or start new intimate relationships they may bring with them a unique cluster of interrelated issues which include PTSD symptoms, physical impairment, high rates of alcohol and / or drug abuse, and psychological and physical aggression. These factors contributed to a dynamic of exacerbating conflict. How these couples approached relationship qualities of mutuality, balanced locus of control and weakness tolerance across six axes of care giving, disability, responsibility, trauma, communication and community impacted the couple's capacity to communicate and resolve conflict. Locus of control safety attitudes, and involvement in hazardous events were studied in 205 Indian Army aviators by Joseph,Reddy and Sharma (2013) by using a questionnaire-based method. A positive correlation was found between external LOC and involvement in hazardous events. Higher

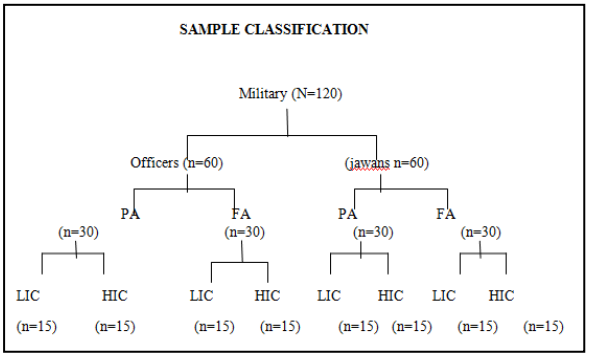
impulsivity and anxiety, and decreased self-confidence, safety orientation, and denial were associated with a greater number of hazardous events. Higher external LOC was associated with higher impulsivity, anxiety, and weather anxiety and with lower self-confidence, safety orientation, and denial. Internal LOC was associated with increased self-confidence, safety orientation, and denial. Hazardous events and self-confidence were higher in those involved in accidents than those not involved in accidents. Further, Panwar and Gorsy (2015) explored the impact of internal and external locus on the military personnel effectiveness. utcomes of personal effectiveness in a military person's life are best reflects at the time of maturity of his service. Thus, aim of the present study is to explore the role of locus of control and personal effectiveness among military personnel approaching job maturity. To explore this relationship, standardized psychological tools pertaining to personal effectiveness and locus of control were administered on a group of 100 military jawans belong to different units/regiments and were near tomaturity of their service. It is expected that defense personnel with significantly higher personal effectiveness have internal locus of control. Whereas, on the other hand individuals with lower personal effectiveness accepts that external issues control or determine success. Gagganjot Kaur and R. L. Zinta (2012) explored the psychological wellbeing among military personnel and civilian. The study was conducted on 120 subjects (60 military personnel and 60 civilians). Result revealed that the military personnel reported better psychological wellbeing as compared to their civilian counterpart.

Military service on the one hand is proud to his respective family and the nation and on the other is highly stressful. The military personnel are always ready to render their incessant service to their motherland by forgetting their families, friends and other nearer and dearer. The military personnel never bother whether they are posted in field areas or peace area. Further they have never denied to render their service in high conflict intensity zone and low intensity zone. Be they are Officers and Jawans, they always are ready to serve the mission at every place at any time. Such spirit definite has boosted the spirit of the nation that has made India a great country. At the same time a coin has two side subverse and reverse. Being an human being they have a mind full of emotion those are attached with their respective family in general and their intimate partner in particular. I has magnified their allostatic load and psychological vulnerabilities during the combat operation where the perssonels are even apprehensive to lost their lfie. In such circumstances the locus of control discouraging state of mind by filling with enthusiasm that definitely helps in removing the fear and psychological vulnerabilities and promoting resilience and wellbeing among the military personnel. In the present study a pioneer attempt has been made to explore the locus of control among the military personnel serving in field and peace areas differing in the level of conflicts. The methods adopted for assessing them has been shown as follows:-

2. METHODOLOGY

STUDY AREA: The study was conducted in peace as well as field areas with high and low intensity conflicts zone in North and North-East areas such as (Ferozepur, Hussainwala, Pathankot , Jammu & Kashmir and Sikkim) in India.

SAMPLE: In the present study a sample of N=120 military personnel's (officers and jawans) posted at peace and field of north and northeast areas in India will be selected. The selected in the present study was from 20-45 years of age. The selected samples of N= 120 subjects was divided into two groups based on their ranks, i.e officers (N=60) and Jawans (N=60) subjects. These subjects were again divided into two equal comparable half based on their current postings i.e, from peace area (N=30) and from field area (N=30) . The subjects were again sub-divided into two comparable half based on intensity of conflict LIC (N=15) zone areas and HIC (N=15) from i.e high intensity conflicts zones. Thus, purposive sampling was used in the present study. Sample classification is as follows:



Notations: PA= Peace area , FA= Field area, LIC= Low intensity conflict, HIC= High intensity conflict

3. MEASURES

a) QUALITATIVE MEASURE: In the present study observation, interview, FCM and Case study were taken.

b) QUANTITATIVE ANALYSIS: The description of quantitative measure is as follow:

1) Devised Locus of Control Measure: The devised locus of control measure was developed by Terry Pettijohn in1992 was used in the present study. It is 20 items true/false measure based on Rotter's original

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concept of locus of control. Each response of the 20 items is scored as 0 or 5, So the test scores range from 0= very strong external locus of control to the 100= very strong internal locus of control. Thus, the score ranges from minimum of 0 to maximum of 100. It is a reliable measure where the Cronbach value was observed r=.43 respectiviely.

4. PROCEDURE

The objective of the present study was to assess the locus of control among military personnel of peace and field areas of North and North East in India. For approaching the subjects first of all a pilot study was conducted in order to explore the study areas. For permission of data collection in specific field or peace areas of military units were taken from concern authorities. Beside this information regarding locations were collected from the commanding officer. In this study both qualitative and quantitative analysis measures were used. In qualitative analysis the field observation, interview and fuzzy cognitive mapping were used whereas in quantitative analysis the self reported questionnaire devised locus of control scale were used. Further the study were also intended to identified the difference between officers of peace and field areas on dimension. Devised locus of control scale. Similarly the study further makes out the difference between Jawans of field area and piece area on dimension. Again, the study further makes out the difference between personnel serving in low intensity conflict and personnel who are serving in high intensity conflict. For accomplishing in the present study a sample of N= 120 Officers and Jawans posted in Peace and Field areas .The sample selected in the present study was from 20-45 years of age. The selected samples of N= 120 subjects were divided into two groups based on their ranks, i.e officers (N=60) and Jawans (N=60) subjects. These subjects were again divided into two equal comparable half based on their current postings i.e, from peace area (N=30) and from field area (N=30). The subjects were again sub-divided into two comparable half based on intensity of conflict LIC (N=15) and HIC (N=15). Thus, purposive sampling was used in the present study. The quantitative measures was self report in nature that was administered by the researcher herself by asking open ended question, from the participants. Beside this the researcher have done pilot study and asked various personnel about the problems in military. Thus 2 x 2 x 2 Factorial design was followed and eight groups, were formed first group was named as army officers, peace area and low intensity conflict, second group was formed as army officers, peace area & high intensity conflict. Third group was army officers, field area & low intensity conflict, fourth one was army officers, field area & high intensity conflict. And fifth group were formed as jawans, peace area, low intensity conflict, sixth one was jawans, peace area & high intensity, seventh group was jawans, field area and low intensity conflict and the eight group was jawans, field area & high intensity conflict. each group comparison of 15 subjects that the from a complete sample of N=120 subjects results have been presented separately for each measure. These subject were assessed with the help of 2 x 2 x 2 ANOVA. The result is as follows:

Results : Locus of control among Army officers and Jawans

People with an internal Locus of control believed that they can influence their environment and that their actions affect what happens to them but people with an external locus of control believe that they have little influence over the environment and what happens to them is due to external factors such as luck, or the actions of others.

Table 1.1:-A 2×2×2 Anova performed on Army Officers and Jawans on Locus of control

Source	ss	df	ms	F	p
Total	434475.000	120			
RA	255.208	1	255.208	1.992	n.s
SA	5.208	1	5.208	.041	n.s
CO	75.208	1	75.208	.587	n.s
RA×SA	130.208	1	130.208	1.016	n.s
RA×CO	1.875	1	1.875	.015	n.s
SA×CO	35.208	1	35.208	.275	n.s
RA×SA ×CO	130.208	1	130.208	1.016	n.s
Error	14350.000	112	128.125		

Notations: RA= Rank, SA= Serving Area, CO = Conflict

From the table 1.1, it is quite clear that the main effect of Rank in the measure of Locus of control was found F (1,112) =1.992, p >.05 as statistically non significant. Similarly, the main effect of serving area was found F (1,112) =.041 , p >.05 as statistically non significant further , the main effect of conflict on the measure of Locus of control was found F (1,112) =.587 , p >.05 as statistically non significant. Similarly, two way interaction between MP×SA was found F (1,112) =1.016 , p>0.5 as statistically non significant. Similarly the two way interaction between MP×CO was found F (1,112) =0.5, p>0.5 as statistically non significant. similarly the two way interaction between SA×CO was found f (1,112) =.275 , p>0.5 as statistically non significant. finally , the three way interaction between MP×SA×CO was found F (1,112) = 1.016, p>0.5 as statistically non significant. It shows that the two way and three way

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interaction of the aforesaid variable have not contributed in the measure of Locus of control.

The average score of Army Officers, Peace area, low and high intensity conflict on the dimension of locus of control was found 61.83, whereas the average score of Army Officers, Field area, Low and high intensity conflict on the dimension of locus of control was 59.33. It shows that Army Officers who were serving in a peace area has better both external and internal locus of control as compare to their counterpart. Further, the mean score of Jawans , Peace area , Low & High intensity conflict on the dimension of locus of control was found 56.83, whereas the average Score of Jawans , field area , High and Low intensity conflict was found 58.49. It shows the jawans, who serves in a field area has better both external and internal locus of control as compare to their counterpart i.e. Jawans Serving in peace area's . The average score of Army Officers, Jawans , Peace area , Low & high intensity conflict was found 59.33 whereas, the mean score of army officers, jawans, field area, low & high intensity conflict was found 58.91. It shows that Army Officers who are serving in a peace area has better both external and internal locus of control as compare to their counterpart. i.e, army officers serving in field areas.

Table 1.2_ Average Score of Army Officers and Jawans of peace and field Area with High and low intensity conflict on the measure of Locus of control

	Peace Area		**Average**	**Field Area**		**Average**
	LIC	**HIC**		**LIC**	**HIC**	
Army Officers	64.33	59.33	61.83	58.66	60.00	59.33
Jawans	57.00	56.66	56.83	59.66	57.33	58.49
Average	60.66	57.99	59.33	59.16	58.66	58.91

Notation: LIC = Low intensity conflict, HIC= High intensity conflict

The average Score of Army Officers, peace Area, Low intensity Conflict was found64.33, whereas the mean Score of Army Officers , Peace area and high intensity conflict was found 59.33. It shows that the army Officers serving in low intensity peace area has better both external and internal locus of control as compare to their counterpart. i.e. army officers serving in peace area's with low intensity conflict. The average score of army officers, field area, low intensity conflict was found 58.66, whereas the average score of army officers, field area and high intensity conflict was found 60.00. It shows that the army officers, serving in high intensity conflict of field area has better both external and internal locus of control as compare to their counterpart. The mean score of Jawans, peace area and low intensity conflict was found 57.00. whereas the average Score of Jawans, peace area & high intensity conflict was found56.66, which means Jawans serving in low intensity peace area has better both external and internal locus of control as compare to their counterpart. i.e. jawans serving in peace area with high intensity conflict. The mean Score of Jawans, field area and low intensity conflict was found59.66, whereas the average score of jawans, field area and high intensity conflict was found57.33, which means Jawans serving in low conflicted field area has better both external and internal locus of control as compare to their counterpart .

The average score of average score of the Army Officers, Jawans, peace area and low intensity conflict was found 60.66, whereas the mean score of army officers, Jawans, peace area and high intensity conflict was found 57.99. It shows army officers, Jawans serving in a low conflicted peace area has better both external and internal locus of control as compare to their counterpart . The mean score of average score of the Army Officers, Jawans, field area and low intensity conflict was found 59.16, whereas the average score of the mean of Army Officers, Jawans Field area and high intensity conflict was found58.66, Which shows army officers, Jawans who are serving in field with low intensity conflict area has better both external and internal locus of control as compare to their counterpart . i.e, army officers serving in a field with high conflicted area.

On the Locus of Control scale there was no significant difference in the scores obtained . It was seen that the majority of soldiers has both internal and external locus of control in both operational and peace locations indicating high adaptability.

5. CONCLUSION

A clinical and empirical literature has provided incontrovertible evidence that combat operations exert a heavy toll in terms of human suffering on combatants and military personnel wherein the locus of control matters a lot. Though the Indian army is engaged in low and high intensity conflicts in field and peace areas at every chokepoint of life, the locus of control, help them in maintaining their resilience in general and operation performance in particular. Therefore, the objective of the present study is to identify the level of locus of control amongst the military personnel especially amongst the Army Officers and Jawans deployed in Field and Peace Areas facing high and low intensity conflicts. The study has been conducted on a sample of N = 120 Military Personnel divided into two comparable halves based on their Rank (60 officers and 60 Jawans) and subsequently on their Serving Areas (30 Peace Areas + 30 Field areas) and finally on the basis

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of conflicts zones that comprises of N = 15 in Low intensity and N = 15 in High intensity conflicts groups. In this manner, there were eight groups with N=15 personnel in each that comprised of aforesaid sample who were assessed qualitatively (observation, interview, Fuzzy cognitive mapping, and case study) and quantitatively (locus of control scale). The result based on qualitative analysis revealed that the military personnel served in peace area with low intensity conflicts reported better locus of control as compared to their field personnel.The result based on quantitative analysis however has not observed the significant impact of rank, serving area and conflicts zones on the aforesaid measure.

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