

A Study on Multidimensional Locus of Control and the Procrastinating Behavior in Employees

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Abstract : In this increasingly hectic and competitive climate, employees are expected to manage the resources available to them to perform their work. However, many are wasting the most precious and scarce resource at their disposal, time, by procrastinating on tasks and thereby costing themselves and their organizations. As timely performance is a requirement of most jobs, procrastination is particularly problematic in the workplace. Evidence suggests that procrastination and poor performance go hand-in-hand, as procrastinators miss more deadlines than non-procrastinators and make more errors and work at a slower speed than non-procrastinators when performing timed tasks. This research is hence an effort to add a little in the sparse knowledge base. It is an effort to throw light on the relationship of Levenson's multi dimensions of locus of control and also an effort to identify if it is one of the causes and of employees procrastination which have not been explored earlier. The study also explores the effect and relationship of multidimensional locus of control and various levels of stress on procrastination. The results of the research have ascertained that there is significant impact of LOC dimensions on the procrastinating behavior of the employees. One of the major findings to emerge from the current research that managers with powerful others as their LOC dimensions were least procrastinating, contradicts the previous research results that external procrastinate more than internals.

Keywords : Multidimensional Locus of Control, workplace procrastination, employee behaviour, manufacturing industry

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