

UNDERSTANDING THE SUBJECTIVE WELL-BEING OF BUSINESSMEN AND PROFESSIONALS IN TERMS OF THEIR LOCUS OF CONTROL AND EMOTIONAL INTELLIGENCE

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Abstract

The aim of this study was to explore the relationship between subjective well-being and locus of control among businessmen and professionals. Additionally, the study aimed to investigate the association between subjective well-being and emotional intelligence. The sample of the study consisted of 302 businessmen and professionals from different districts of Bihar, India. The participants were selected using a purposive-cum-incident sampling method. The researchers measured the participants' subjective well-being using the Satisfaction with Life Scale (SWLS) developed by Diener et al. (1985) and Ed Diener et al.'s (2009) Scale of Positive and Negative Experience (SPANE). Furthermore, the locus of control scale developed by Julian Rotter (1966) was used to measure the participants' locus of control. Finally, the participants' emotional intelligence was assessed using a scale developed by Dr. Arun Kumar Singh and Dr. Shruti Narain. The study found a strong relationship between subjective well-being and locus of control. The businessmen reported a higher level of subjective well-being than professionals. Additionally, the study found a positive correlation between emotional intelligence and subjective well-being.

Keywords: Businessmen, Professionals, Subjective well-being, Locus of control, Emotional intelligence

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Introduction

Subjective well-being (SWB) is a complex concept that includes an individual's cognitive and affective evaluations of their life, such as their overall satisfaction, happiness, and sense of purpose. It considers both positive and negative emotions and reflects a person's perception of their life. In recent years, there has been growing interest in understanding the relationship between subjective well-being and locus of control. Locus of control refers to the extent to which people believe they control their life events. There are two types of locus of control: internal and external. If someone has an internal locus of control, it means they perceive themselves as in control of their life. In contrast, those with an external locus of control feel they don't have control over their life, and external forces are responsible for what happens to them. In psychology, it is considered an important aspect of personality and was developed by Julian Rotter in the 1950s. Empirical evidence suggests that an internal locus of control enhances subjective well-being, whereas an external locus of control is associated with low subjective well-being (Stocks et al., 2012; Dave et al., 2011; Hamarta et al., 2013; Popova, 2012; Singh & Choudhri, 2014; Chandiramani, 2014; Shin & Lee, 2021, November). Many studies have found a positive association between emotional intelligence and subjective well-being (Sánchez-Álvarez et al., 2016; Bar-On, 2005; Zeidner, 2010; Gallagher & Vella-Brodrick, 2008; Llamas-Díaz et al., 2022; Schutte & Malouff, 2011). However, research on the connection between locus of control, emotional intelligence, and subjective well-being is limited. Therefore, the present study aims to explore the association between the locus of control of businessmen and professionals and their subjective well-being. The study is designed to answer the following research questions:

- A. What is the association between locus of control and subjective well-being among businessmen and professionals?
- B. Is there any difference between businessmen and professionals regarding subjective well-being?
- C. Does the locus of control of businessmen/professionals have anything to do with their subjective well-being?
- D. Is there any link between the emotional intelligence and subjective well-being of businessmen/professionals?

Methodology

Sample

It was conducted on 302 businessmen and professionals from various districts of Bihar. The sample was selected using the purposive-cum-incident sampling technique, and the participants were contacted during their working hours. After obtaining their written consent to participate in the study, they

were handed a questionnaire. The questionnaire consisted of various scales such as the Satisfaction with Life Scale (SWLS), a Scale of Positive and Negative Experience (SPANE), a Locus of Control scale, an emotional intelligence scale, and a personal data sheet. The details of the tests used in the study are as follows:

1. Satisfaction with Life Scale (SWLS) - This scale measures life satisfaction and was developed by Diener, Emmons, Larsen, and Griffin in 1985. It has five items and is highly reliable and valid.

2. Scale of Positive and Negative Experience (SPANE) - This scale measures positive and negative feelings in life. It was developed by Ed Diener and Robert Biswas-Diener in 2009 and consists of 12 items. Participants rate each item on a scale of 1 to 5.

3. Locus of Control Scale - This scale measures the locus of control of the participants and was developed by Julian Rotter in 1966. It consists of 20 items.

4. Emotional Intelligence Scale (EIS-SANS) - This scale measures emotional intelligence and was developed by Dr. Arun Kumar Singh and Dr. Shruti Narain. The scale measures all four dimensions of emotional intelligence, including Understanding emotions, Understanding Motivation, Empathy and Handling relations, as well as overall emotional intelligence. It consists of 31 items and is designed for students aged 12 years and above.

5. Personal Data Questionnaire - This questionnaire collects demographic details of participants, such as age, sex, income level, etc.

Statistical tools

Product moment correlation (r) was used in the study to measure the correlations between subjective well-being and locus of control and between subjective well-being and emotional intelligence

Result and discussion

A t-test was calculated to see if there is any difference between businessmen and professionals on account of their life satisfaction. The first question was about the difference between businessmen and professionals based on their subjective well-being. For this purpose mean scores of subjective well-being for both groups of businessmen and professionals were calculated and then the t-test was also measured so that the difference of their mean can be tested if it is significant or not. Table 1 contains the resulting data.

Table 1: Difference between businessmen and professionals due to subjective well-being

Group Statistics								
	Businessmen, Professional	N	Mean	Std. Deviation	Std. Error Mean	t	df	Sig. (2- tailed)
Life Satisfaction	Businessmen	152	25.0329	4.79848	.38921	-.160	300	.873
	Professional	150	25.1200	4.67884	.38203			
Positive Affect	Businessmen	152	20.7303	4.65494	.37757	-3.294	300	.001
	Professional	150	22.4200	4.24781	.34683			
Negative Affect	Businessmen	152	14.2895	3.10016	.25146	-3.869	300	.000
	Professional	150	15.7600	3.49627	.28547			
Affective Balance	Businessmen	152	6.6184	6.38597	.51797	-.056	300	.956
	Professional	150	6.6600	6.61180	.53985			

It is clear from the above table that the mean scores of professionals are higher than businessmen on account of every component of subjective well-being. 25.12, 22.42, 15.76 and 6.66 are means of subjective well-being scores for the businessmen group whereas, 25.03, 20.73, 14.28 and 6.61 are the means of subjective well-being scores for the businessmen group on account of life satisfaction, positive affect, negative affect and affective balance respectively. The t-ratios for life satisfaction, positive affect, negative affect and affective balance are 0.16, 3.294, 3.869 and 0.56 respectively. This is obvious that the mean difference between businessmen and professionals is statistically significant only on account of positive affect and negative affect. This means that businessmen are higher on positive affect and negative affect components of subjective well-being than professionals.

The second question was about the association between locus of control and subjective well-being. To measure this relationship the participants were divided into two groups: internal locus of control group and external locus of control group based on the score of locus of control scale. The score below the median (60) indicated an internal locus of control, and the score above the median (60) showed an external locus of control. The subjective well-being scores of both groups were compared with each other to find out if there is any significant difference between them. It was done using again a t-test. The table 2 shows the result.

Table 2: Showing the association between locus of control and subjective well-being

Group Statistics								
	Locus of Control	N	Mean	Std. Deviation	Std. Error Mean	t	df	Sig. (2-tailed)
Life Satisfaction	Internal	175	25.6229	4.58327	.34646	2.375	300	.018
	External	127	24.3228	4.84667	.43007			
Positive Affect	Internal	175	22.7943	3.93525	.29748	5.808	300	.000
	External	127	19.8819	4.76198	.42256			
Negative Affect	Internal	175	14.9086	3.23286	.24438	-0.671	300	.502
	External	127	15.1732	3.57703	.31741			
Affective Balance	Internal	175	8.0400	5.93292	.44849	4.546	300	.000
	External	127	4.7087	6.74373	.59841			

The above table clearly shows that the mean scores of all components subjective well-being is higher in internal locus of control group than external locus of control group except one component negative affect. 25.62, 22.79, 14.9 and 8.04 are means of the internal locus of control group whereas, 24.32, 19.88, 15.17 and 4.70 are the means of the external locus of control group on account of life satisfaction, positive affect, negative affect and affective balance components of subjective wellbeing respectively. The t-ratios for life satisfaction, positive affect, negative affect and affective balance are 2.375, 5.808, 0.671 and 4.546 respectively. This is obvious that the mean difference between in internal locus of control group and external locus of control group is statistically significant for all component of subjective well-being except negative affect. This means that the subjective well-being of the participants is significantly affected by their locus of control or vice-versa. This result is in sync with the findings of Chandiramani (2014) and Shin & Lee (2021, November).

The third research question was about the relationship between subjective well-being and the emotional intelligence of the participants. Product moment correlation was measured between the components of subjective well-being and dimensions of emotional intelligence. The dimensions of emotional intelligence are understanding emotion, understanding motivation, empathy, handling relations, and emotional intelligence. Table 3 shows the coefficients of correlations below:

Table 3: Showing the coefficients of correlation between dimension of emotional intelligence and components of subjective well-being

	Understanding Emotion	Understanding Motivation	Empathy	Handling Relations	Emotional Intelligence
Life Satisfaction	.124*	.362**	.218**	.105	.265**
Positive Affect	.241**	.359**	.267**	.223**	.347**

Negative Affect	-.192**	-.326**	-.296**	-.272**	-.355**
Affective Balance	.266**	.432**	.361**	.305**	.440**
N	302	302	302	302	302

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

The above table shows the correlation between subjective well-being and emotional intelligence along with its dimensions. The subjective well-being has been measured by its affective as well as cognitive/life satisfaction component. The affective component of subjective well-being consists of positive affect, negative affect, and affective balance. As per the correlation table, 0.241, -0.192, 0.266, and 0.124 are the correlation coefficients between understanding the emotion dimension of emotional intelligence and positive affect, negative affect, affective balance, and life satisfaction respectively. Whereas, 0.359, -0.326, 0.432 and 0.362 are the correlation coefficients between understanding motivation dimension of emotional intelligence and positive affect, negative affect, affective balance, and life satisfaction respectively. Similarly, the correlation coefficients between the empathy dimension of emotional intelligence and positive affect, negative affect, affective balance, and life satisfaction are 0.267, -0.296, 0.361, and 0.218 respectively. But 0.223, -0.272, 0.305 and 0.105 are the correlation coefficients between handling relations and positive affect, negative affect, affective balance, and life satisfaction respectively. Further, the correlation coefficients between emotional intelligence and positive affect, negative affect, affective balance, and life satisfaction are 0.347, -0.355, 0.440, and 0.265 respectively. All correlations are statistically significant either at 0.01 or 0.05 level except the one between handling relations and life satisfaction. Also, all associations are positive except the one between negative affect and others. The correlations between negative affect and emotional intelligence along with its dimensions are negative. This means that as the level of emotional intelligence of businessmen and professionals decreases/increases, the level of their subjective well-being also decreases/increases in the same direction or vice-versa. It also means that as the level of emotional intelligence of businessmen and professionals decreases/increases, the level of their negative affect also increases/decreases or vice-versa. This finding about the positive relationship between subjective well-being and emotional intelligence has been supported by the result reported by Sánchez-Álvarez et al., 2016.

Conclusion

It was explicitly found that businessmen are higher on positive affect and negative affect components of subjective well-being than professionals. As far as the association between the locus of control and the subjective well-being of the participants is concerned, the subjective well-being was found to be greatly affected by the locus of control. At last, the emotional intelligence of the participants was strongly related to their subjective well-being.

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