Given below are some statements that show how people experience their organisations. There are no right or wrong answers. Read each statement and indicate the extent to which you feel that way, based on your experience in the organisation. Use the following key in indicating your rating. Mark it on the left-hand side of each statement.

- Write 4 if you strongly feel this way.
- Write 3 if you generally feel this way.
- Write 2 if you somewhat feel this way (and somewhat not).
- Write 1 if you slightly feel this way.
- Write 0 if you hardly or never feel this.

1. I can largely determine what matters to me in the organisation.
2. The course of my career largely depends on me.
3. My success or failure depends mostly on the amount of effort I put in.
4. The persons who are important control most matters here.
5. To a large extent, my career depends on my seniors.
6. My effectiveness in this organisation is mostly determined by senior people.
7. The organisation one joins or the job one gets are to a large extent, accidental happenings.
8. One’s career is to a great extent, a matter of chance.
9. Success of a person depends on the breaks or chances he (she) gets.
10. Successful completion of assignments is mainly due to my detailed planning and hard work.
11. Being liked by seniors or making a good impression usually influence promotion decisions.
12. Getting rewards in the organisation is a matter of luck.
13. Success of one’s plans to a large extent is, a matter of luck.
14. Getting promotion largely depends on my being in the right place at the right time.
15. Senior person’s preference determines who would be rewarded in the organisation.
16. My success, to a large extent, depends on my competence and hard work.
17. How much I am liked in the organisation depends on my seniors.
18. It is a matter of luck that people listen to you.
19. If my seniors do not like me, I probably would not succeed in this organisation.
20. Usually I am responsible for getting, or not getting, rewards.
21. My success or failure is mostly a matter of luck.
22. My success or failure depends mostly on those who work with me.
23. My promotion in the organisation depends mostly on my ability and effort.
24. My experience is that most things in the organisation are beyond one's control.
25. I can work hard enough to get my suggestions accepted in the organisation.
26. I am acceptable to others in my organisation because I am lucky.
27. Generally, I determine what happens to me in the organisation.
28. My acceptability to others will depend on my behaviour with them.
29. My ideas get accepted if I make them fit with the desires of my seniors.
30. Pressure groups are more powerful (and control things) in the organisation than individual employees.

**LOCO INVENTORY**

**Scoring sheet**

Name: 
Organisation: 
Role: 
Date: 

The numbers below correspond to the item numbers in the Locus of Control Inventory. Transfer the ratings you assigned by writing them in the appropriate blanks below. Then total the ratings that are transferred to each column.

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