Chapter – III
Objectives and Hypotheses.

The present chapter deals with the formulation of objectives and hypotheses of the research study undertaken. LH has been debated and researched extensively. The review of literature in the previous chapter reveals that LH has been studied in relation to a number of variables. The causes, symptoms, correlations, antecedents and consequences of LH has been studied by a number of researchers. The results provide useful information and interesting findings. The construct of LH is an integrative one, it interrelates a number of concepts in a predictable pattern.

Various studies have revealed relationship of LH with perception of control (Langer, 1983; Glass, et al. 1973); desire for control (Burger and Arkin, 1980; Burger, 1984), academic attainment (Schunk, 1981; Schunk, 1989). Helplessness plays a distinct role in the impairment of children’s competence (Sahoo and Sia, 1988), self efficacy (Bandura, 1977a; Sahoo and Batra, 1977; Sahoo and Nanda, 2000).

The construct of control is believed to be the core concept for the prediction of helplessness. Control and helplessness has been linked to depression (Abramson, et al. 1978; Bibring, 1953; Burger, 1984; Seligman, 1975; Abramson, et al. 1980). locus of control pertains to the relationship between actions and outcomes (Lefcourt, 1980), (Rotter, et al. 1972), (Rotter, et al. 1962). Sahoo and Panda (1994) reported that depression and helplessness remain unrelated in Indian settings. Control has also been studied in relation to academic performance (Dweek and Licht, 1980). Perceived control found to be a moderator of stress illness relation (Weigel, et al. 1989) and health (Wallston and Wallston, 1981).

Control is also found to be positively associated with job satisfaction (Hackman, et al. 1978; Karasek, 1979; Weaver, 1977), Positive self evaluation (Hackman, et al. 1978) and outcomes reflecting happiness (Karasek, 1979). Manipulation of control increases perceived competence (Schulz, 1976; Langer and Rodin, 1976). Control
has a direct link with satisfaction (Tetrick and La Rocco, 1987). Maintaining a sense of personal control would aid to cope with stress (Glass and Singer, 1972). The more people perceive events as uncontrollable and unpredictable the more stress they experience (Henry, 2005), anxiety (Mandler, 1972; Mandler and Watson, 1966) and old age problems (Langer and Rodin, 1976; Rodin and Langer, 1977; Schulz, 1980). People who suffer from uncontrollable events reliably see disruptions of emotions, aggression, physiology and problem-solving tasks (Roth, 1980; Wortman and Brehm, 1975). Control deprivation impairs subsequent performance (Ric, et al. 2003).

Studies on sex differences have shown that females exhibit more helplessness than males (Leunes, et al. 1980; McKean, 1994; Gundersen and Rozell, 1998). Girls attribute failure to stable factors such as ability (Dweck, et al. 1978; Lenny 1977). Girls rated their future expectations slightly lower than boys (Parsons, et al. 1982). Dweck and Bush (1976) found boys showing more helplessness than girls when peers delivered future feedback. Girls consistently receive higher grades than boys and receive less criticism (McCandless, et al. 1972; Brophy and Goode, 1974). Girls are processors of superior intellectual and personal virtues (Coopersmith, 1967; Digman, 1963; Stevenson, et al. 1968).

Sahoo and Sahoo (1991) found that helplessness is negatively related to most of the personality dimensions – dominance, sociability, social presence, sense of well-being, responsibility, socialization, achievement via conformance and intellectual efficacy. Studies also explain the role of interpersonal relationships in people’s responses to stressful situations (Burgess and Holmstrom, 1978; Cobb and Kasl, 1977; Kelman, et al. 1966; Litman, 1962; Smits, 1974). Type A/B Personality Pattern has been found to be associated with helplessness. Type-A Personality Pattern is the predictor of coronary heart attacks (Jenkins, et al. 1976). Wright, (1988), Booth-Kewley and Friedman, (1987) and Mathews (1988) found positive significant relationship between Type-A Personality and CHD.
LH has also been studied in relation to health problems. Strickland (1978, 1979) and Lefcourt (1979) focused on locus of control as a predictor of health related behaviour and stress management respectively. EI plays a moderating role in the attribution-emotion-behaviour process Weiner’s (1985). The EI dimensions of perception, facilitation, and understanding emotions are posited to moderate the relationship between outcome-dependent affect and attribution formation. Research has indicated that EI contributes to work performance (Brotheridge, 2006; Cherniss and Adler, 2001; Goleman, 1998; Lopes, et al. 2006; Mayer, et al. 2000).

Sahoo’s (1991) study revealed that employees in financial organizations demonstrated the least personal helplessness and non-contingency, while industrial employees showed higher personal helplessness compared to employees of educational and financial organizations. Employees both in educational and financial organizations experienced lower emotional deficits as well as greater motivational deficits than did industrial employees. People in lower jobs showed higher scores than people in higher jobs only with respect to motivation deficits. The analysis of personal data indicated a negative association between age (also experience) and personal helplessness and between income level and motivational deficits.

These studies show that there are ample of researches in the field of LH. It has been studied with various important aspects concerning life events. Studies reveal relationship of LH with EI, LH with various Personality dimensions; with Sex; with Type of Organizations; with health, with school performance, with job satisfaction, etc. In the light of reviews following objectives and hypotheses has been formulated:
OBJECTIVES

To find out relationship between LH and different components of EI viz. self-awareness, empathy, self motivation, emotional stability, managing relations, integrity, self development, value orientation, commitment and altruistic behaviour.

To find out best EI predictors of LH.

To find out the relationship of LH with different components of -Personality Type-A viz. tenseness, restlessness, impatience, achievement oriented, domineering and work alcoholic; and Personality Type-B viz. complacement, easygoing, nonassertive, relaxed and patience.

To find out Personality Type-A/B predictors of LH.

To find out whether or not the managers with high and low EI differ in their feeling of LH.

To find out whether or not the managers with Personality Type-A and personality Type-B differ in their feeling of LH.

To find out whether or not the public sector and private sector managers differ in their feelings of LH.

To find out whether or not the male and female managers differ in their feelings of LH.

To find out the interaction affect of EI, Sex and Type of Organizations on LH.

To find out the interaction effect of Type-A/B, Sex, and Type of Organizations on LH.
HYPOTHESIS

Correlational Hypotheses

There will be significant negative relationship of LH with different components of EI viz. self-awareness, empathy, self motivation, emotional stability, managing relations, integrity, self development, value orientation, commitment and altruistic behaviour.

There will be significant positive relationship of LH with different components of Personality Type-A, viz. tenseness, impatience, restlessness, achievement orientation, domineering and work alcoholic.

There will be negative relationship of LH and different components of Personality Type-B viz. complacency, easygoing, non assertive, relaxed and patience.

All the predictors of EI will predict LH among the managers.

All the predictors of Personality Type-A will predict LH among the managers.

All the predictors of Personality Type-B will predict LH among the managers.

Differential Hypotheses

There will be significant difference in the feeling of LH among the managers with respect to their EI.

More specifically, managers with high EI will show low feeling of LH in comparison to managers with low EI.

Managers with Personality Type-A would show high feelings of LH as compared to managers with Personality Type-B.

There will be significant Sex difference in the feeling of LH.

More specifically, female managers would show high feeling of LH as compared to their male counterparts.
Interactional Hypotheses.

*Two-factor Interaction:*  
There will be combined effect of EI, and Sex on the development of LH.  
There will be combined effect of EI and Type of Organizations on the development of LH.  
There will be combined effect of Type-A/B Personality and Sex on the development of LH.  
There will be combined effect of Type-A/B Personality Pattern and Type of Organizations on the development of LH.

*Three-factor Interaction:*  
There will be combined effect of EI, Sex, and Type of Organizations on the development of LH.  
There will be combined effect of Type-A/B Personality Pattern, Sex and Type of Organizations on the development of LH.