

Effect Of the Inducted Locus of Control on Workplace Attachment: The Moderator Role of The Desire for Control

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Abstract

The concept of workplace attachment refers to the affective connection resulting from the interaction between an individual and their job environment. This concept has gained prominence because the work-life interface plays a crucial role in the development of social relationships, influenced by various individual variables. This research aims to investigate the impact of locus of control on workplace attachment in two Colombian organizations belonging to different economic sectors, namely industry and tourism. Additionally, we explore the moderating role of desire for control, a personality variable among employees. As part of our investigation into organizational strategies aimed at enhancing workplace attachment, we examine variations in the locus of control using a quasi-experimental design. Specifically, we compare two types of locus: organizational, where the organization wields power and diminishes employees' perception of control, and personal, where employees perceive control over their actions. We develop two distinct messages to induce these two types of locus of control. Our findings reveal that a personal locus of control has a positive effect on workplace attachment, particularly when employees exhibit a higher desire for control within the industrial sector organization.

Keywords: Desire for Control, Economic sector, Quasi-experimental design, Locus of control, Workplace attachment.