

## **LOCUS OF CONTROL AND MARITAL STATUS AS PREDICTOR OF COUNSELLORS' JOB SATISFACTION IN DELTA AND EDO STATES**

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**ABSTRACT:** *This study investigated locus of control and marital status as predictor of counsellors' job satisfaction in Delta and Edo States. The study was guided by nine research questions and nine hypotheses were tested at 0.05 level of significance. The research design was predictive correlational survey. The population of the study is 359 practising guidance counsellors in all public secondary schools in Edo and Delta states. Delta state has 217 counsellors and Edo state 142 counsellors. The sample of the study was being made up of all practising counsellors in public secondary schools in Secondary schools in Edo and Delta States. Since the population of 359 is small and manageable, the entire population was studied. Two instruments were used to collect data for this study. These are Locus of Control (LOC) and Job Satisfaction Questionnaire (JSQ). The research adopted the three instruments for the study. The researcher and other research assistances administered the instruments through direct delivery method. The researcher with the help of 11 well-trained research assistants, distributed the questionnaire to the respondents and collected completed copies from them. Out of the 359 copies of the questionnaires distributed only 343 (95.5 %) copies were retrieved from the respondents. For data analyses, research question 1-9 was answered using a simple regression analysis. The null hypothesis were tested using simple and multiple analyses. Findings from the study revealed that, self-efficacy is a significant predictor of job satisfaction of secondary school counsellors in Delta and Edo States. It was recommended that since marital status and locus of control are jointly predictors of job satisfaction among secondary school counsellors. Hence, earnest efforts should be made by governments and counselling psychologists to enhance locus of control of counsellors for the purpose of transforming education in Nigeria. Counsellors with internal locus of control are more likely to create and promote conditions and interpersonal networks that nourish and sustain work satisfaction.*

**KEYWORDS:** locus of control, counsellors, marital status, job satisfaction

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### **INTRODUCTION**

#### **Background to the Study**

Job satisfaction of employees are crucial to the success of any institution. It enhances organizational commitment, organizational citizenship behaviour and employee wellbeing. Counsellors who are

satisfied with their jobs usually have a high degree of professional competence. They feel qualified in terms of their knowledge of subject matter and counselling skills, and they feel secured about therapeutic processes. The effectiveness of the counselling process depends largely on the job satisfaction of counsellors employed in the system (Moyosola & Abel, 2014). Hence, Khanna (2010) described job satisfaction as a positive attitude by an employee towards his job as well as his personal life. This definition demonstrates that job satisfaction involve activities within and outside workplace. Thus, how an individual lives and associates in the environment are directly and indirectly influenced by work settings.

Job satisfaction has been linked both to situation factors and personal factors. Situational factors include job-related conditions such as pay, opportunities for promotion and working conditions, and characteristics such as task identity, task significance, skill variety, autonomy, and feedback. On the other hand, personal factors include personality disposition, traits, self-esteem, motivation, and emotions. Positive factors such as high energy, pleasurable engagement, and enthusiasm are positively related to job satisfaction while negative factors such as distress, unpleasant engagement and nervousness are negatively related to job dissatisfaction among secondary school counsellors.

Locus of control (LOC) in the opinion of Rotter (1966) refers to the individuals' beliefs about whether they control the outcomes in their lives (internal locus of control) or the outcomes are controlled by factors such as luck and other people (external locus of control). It also refer to an individual's generalized expectations concerning where control over subsequent events resides. In other word, who or what is responsible for what happens. Locus of control formulation classifies the generalized beliefs, concerning who or what influences things along a bipolar dimension from internal to external control: "Internal control" is the term used to describe the belief that control of future outcomes resides primarily in oneself while "external control" refers to the expectancy that control is outside of oneself, either in the hands of powerful other people or due to fate/chance. Similarly, Spector, (2008) suggest that individuals with internal LOC should be more jobs satisfied because they are less likely to stay in a dissatisfying job and are more likely to be successful in an organization.

A link between locus of control and job satisfaction was addressed by Dollinger (2016) who concluded that individuals having external locus of control were more dissatisfied, have low levels of participation and motivation within work settings. Chen and Silverthorne (2008), maintain that people with an internal rather than external locus of control tend to be more satisfied with their jobs. Broadly speaking, people who believe that the consequences of what they do are within their reach have a high level of job satisfaction. Across professions, locus of control has a relatively well established influence on how employees perceive their situations and whether or not they experience stress as a result. Individuals for whom control resides in external phenomena, such as a boss or a chance, are more likely to experience higher levels of stress or job dissatisfaction in response to a difficult situation than those who perceive control to reside within them.

Similarly, Hsul (2016) maintain that male workers had a higher degree of internal locus of control than female workers. Again, Lahey (2016) add that males tend to have internal locus of control than females in relation to job satisfaction. Similarly, Heidi and Allison (2014) observe that male individuals with internal LOC should be more job satisfied because they are less likely to stay in a

dissatisfying job and are more likely to be successful in an organization than the female individuals with external locus of control. In other words, internal locus of control could have a positive or negative impact on counsellors' job satisfaction. People with internal locus of control believe they control their own destiny. They tend to be convinced that their own skill, ability and efforts determine the bulk of their life experiences. In contrast, people with external locus of control believe that their lives are determined mainly by sources outside themselves like fate, chance luck or powerful others. Recognizing that school counsellors operate from an internal or external LOC which transcends to different levels of self accountability behaviour, job satisfaction and performance result across counsellors will vary. LOC in the workplace differentiates counsellors who believe they can exercise control over their work and their environment through their own actions; counsellors who are more or less self-reliant. The distinguishing difference in the belief of personal control between internals and externals, will affect their job satisfaction.

More so, Pretorius and Rothmann (2016), advance that an internal locus of control is associated with job satisfaction, and an external locus of control with job dissatisfaction among workers. Individuals with Internal locus of control who ascribe achievement to events under their control, experience more job satisfaction than individuals who believe that they have no control over events determining their achievements. Individuals with a low external locus of control tend to experience satisfaction with most of the aspects that determine employees' job satisfaction, except about opportunities to express one's ability, receiving recognition and task variety. Muhonen and Torkelson (2014) posit that research on gender and locus of control has produced inconsistent results. Previous findings on gender differences in locus of control have varied outcomes. As Schultz and Schultz (2015) point out, significant gender differences in locus of control have not been found for adults in a U.S. population. However, Ademola (2013) noted that there may be specific gender-based differences for specific categories of item to assess locus of control.

Another variable that is important to this study is the prediction of marital status of counsellors on their job satisfaction. Olatunji and Mokuolu (2014) define marital Status as the state of being single, separated, divorced, widowed or married. In this study means the condition of an individual being married, single, divorced or widowed. Marital status is the personal status of each individual in relation to the marriage laws or customs of a country. The categories of marital status identified in the Principles and Recommendations for Population and Housing Censuses, are: (1) single (never married); (2) married; (3) widowed and not remarried; (4) divorced and not remarried; and (5) married but separated. Several personal characteristics, such as age, gender, and marital status, have been reported to affect job satisfaction.

Although Oshagbemi, (2013) posit that marital status affect job satisfaction from time to time. Another influential biographic variable that might have bearing on job satisfaction is marital status of the employees. However, there are not enough studies to draw any conclusion about the effect of marital status on job satisfaction but the limited research conducted on this area consistently indicates that married employees are more satisfied with their jobs than are their unmarried co-workers (Mohammad, Haque & Rashid, 2013). The reason may be that marriage imposes increased responsibilities that may make a steady job more valuable and important. And job satisfaction is required to have a steady job. Many, in such cases, strive to cope up or adjust them with the facets they are dissatisfied with. Olatunji and Mokuolu (2014), observe that married individuals

experience less stress and job satisfaction than their single counterparts. In the same vein, Goh, Koh and Low (2016) assert that married people are more satisfied with their jobs than single people. There is a dearth of literature regarding how marital status predict job satisfaction among counsellors in Delta and Edo States, Nigeria. Regarding secondary school counsellors, there is little or no empirical studies on the joint prediction of locus of control and marital status on job satisfaction. This gap in knowledge required to be filled by the present research.

### **Scope of the Study**

The scope of the study is delimited to self-efficacy, locus of control, and marital status as predictors of counsellors' job satisfaction in Delta and Edo States, Nigeria. The study is limited to secondary schools male and female counsellors. Its content scope are self-efficacy, locus of control, and marital status as predictors of counsellors' job satisfaction. The independent variable is self-efficacy, locus of control, and marital status while job satisfaction is the dependent variable. The geographical scope of the study is Delta and Edo States, Nigeria.

### **Research Questions**

The study were guided by the following research questions:

1. How do secondary school counsellors' locus of control predict their job satisfaction in Delta and Edo States, Nigeria?
2. How do secondary school counsellors' marital status predict their job satisfaction in Delta and Edo States, Nigeria?
3. How do secondary school counsellors' marital status and locus of control jointly predict their job satisfaction in Delta and Edo States, Nigeria?
4. How do secondary school male counsellors' marital status predict their job satisfaction in Delta and Edo States, Nigeria?
5. How do secondary school male counsellors' locus of control predict their job satisfaction in Delta and Edo States, Nigeria?
6. How do secondary school male counsellors' marital status and locus of control jointly predict their job satisfaction in Delta and Edo States, Nigeria?
7. How do secondary school female counsellors' marital status predict their job satisfaction in Delta and Edo States, Nigeria?
8. How do secondary school female counsellors' locus of control predict their job satisfaction in Delta and Edo States, Nigeria?
9. How do secondary school female counsellors' marital status and locus of control jointly predict their job satisfaction in Delta and Edo States, Nigeria?

### **Hypotheses**

The following null hypotheses were tested at 0.05 levels of significances.

1. Secondary school counsellors' locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
2. Secondary school counsellors' marital status do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
3. Secondary school counsellors' marital status and locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

4. Secondary school male counsellors' marital status do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
5. Secondary school male counsellors' locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
6. Secondary school male counsellors' marital status and locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
7. Secondary school female counsellors' marital status do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
8. Secondary school female counsellors' locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.
9. Secondary school female counsellors' marital status and locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

## REVIEW OF RELATED LITERATURE

### Locus of Control of Secondary School Counsellors

Basım, Mehmet, and Harun, (2010) explore the relationship of locus of control in individual behaviour with role conflict and role ambiguity in the workplace environment based on data on 153 selected employees from a leading organization in the public sector in India. The study tested four null hypotheses. The design used for the study was a descriptive correlation design. A questionnaire form consisting of three sections was compiled in order to measure employees' locus of control and their role conflict and role ambiguity. Thus, the sample consisted of 153 employees. All participants were male and single between the ages of 21 and 26. As to the level of education, all had bachelor's degrees. The service period of subjects ranged between 1 and 5 years. The data obtained were analyzed by SPSS 13.0 package. First, for descriptive statistics, the averages, standard deviations and score ranges of all variables were analyzed and the existing levels of variables were found. Then, whether internal-locus-of-control and external-locus-of-control employees differed in respect of role conflict and role ambiguity was examined by an independent t-test. The analyses found that there was a significant difference in perceived role ambiguity of individuals with internal and external locus of control. The most important contribution of the findings to managerial practices is that it may be helpful to employ people with internal locus of control for jobs with high role ambiguity. This study is related to the present study in terms of research design used. Hence, the present will adopt the same research design with the above reviewed empirical study. The study also differs from the current study in terms of the geographical location of the study.

### Locus of Control as Predictor of Job Satisfaction

Nasrullah, Armanu, and Setiawan (2013) examined professionalism and Locus of Control Influence on job satisfaction moderated by spirituality at work and its impact on performance auditor in Southeast Sulawesi. Six research questions and four hypotheses were tested. The study adopted a correlational design. Sampling technique is proportional stratified random sampling. Samples are 122 Government Internal Oversight Apparatus (GIOA) at regional inspectorate in Southeast Sulawesi. Hypothesis testing used is Generalized Structured Component Analysis (GeSCA). These research findings show that good auditor professionalism can increase job satisfaction. However, locus of control had no significant effect on auditor job satisfaction. High job satisfaction significantly improves auditor's performance. Better spirituality in workplace will lowers job

satisfaction of more professional auditors. Therefore, practical implications of professional attitudes and behaviours development cannot be done in a comprehensive manner.. This study shares relevance to the present study because the results showed that locus of control is a predictor of job satisfaction. It also differs from the current study because of the participants used in the study are not secondary school counsellors.

Aladenusi (2015) research on the influence of academic locus of control and social support on research help-seeking behaviour among undergraduates in South-west Nigeria. Three hypotheses were formulated and tested at 0.05 level of significance. The study adopted a descriptive survey research design of an ex-post facto type. Data was collected using four standardized instruments. Research instruments were administered to one thousand eight hundred (1800) undergraduate students that were randomly selected from six universities in south-west Nigeria. Data were analysed using Multiple Regression Analysis, t-test and Pearson Product Moment Correlation at 0.05 alpha levels. The findings showed that research help-seeking behaviour among undergraduates was not satisfactory; positive significant relationship was observed between academic locus of control and research help-seeking behaviour ( $r=.517$ ) and social support ( $r = .388$ ). Academic locus of control and social support predicted research help-seeking attitude significantly with 35.7% of variance explanation percentage. The study concluded that academic locus of control and social support was found to exert influence on undergraduates' research help-seeking behaviour. This study is different from the current study because the academic locus of control of students was investigated as it predict their research help- seeking behaviour. The study is also related to the present study in terms of research design used and the statistical tool used for data analysis in the study.

Lakshman and Mali, (2011) investigated locus of control and its relationship with job satisfaction in Bangalor. Two null hypotheses were tested at 0.05 level of significance. The study adopted correlational design and the sample size is 73. The instrument for data collection was Loco Inventory. The study used a questionnaire, which had thirty-five statements which highlights the factors that determine the locus of control and job satisfaction level of the employees. The Ratio, ANOVA, and Correlation analysis were used as statistical techniques for analysis.

The findings indicate there is a significant variance between internality and age as well as between externality (chance) and age. There is no significant relationship between internality and demographic factors like gender and education. The current study reviewed is different from the present study in terms of the geographical location of the study and the participants used for the study. The study also shares some similarities with the current study in terms of how locus of control can predict job satisfaction of employees in any work settings.

Igbeneghu and Popoola (2011) examined influence of Locus of Control and Job Satisfaction on Organizational Commitment. Three null hypotheses were tested at 0.05 level of significance. The study adopted an ex-post-facto design, because the researcher could not manipulate or control the independent variables which have already occurred. The study population is the 558 medical records personnel in federal and state university teaching hospitals in Nigeria. A single stage random sampling technique was used in selecting 17 out of 20 university teaching hospitals in Nigeria. From these 17 sampled university teaching hospitals, the total sample size of 512

respondents was obtained. The research instrument that was used for the study is the questionnaire called Demographic factors, job satisfaction, work locus of control and organizational commitment scale. (DJWLCOCS). The data collected were analyzed using descriptive and inferential statistics. The findings provide empirical evidence to show that work locus of control which is a personality variable, has a significant inverse relationship with organizational commitment. The findings also provide empirical evidence to support theoretical models which stipulate that job satisfaction has significant positive relationship with organizational commitment. Recommendation was made that in the process of recruiting medical records personnel, the work locus of control orientation or beliefs of applicants should be taken into consideration. From the empirical review, it shows that the study is related to the current study in terms of geographical location, design of the study, statistical tools used, and the variables covered in the study. However, it differs from the current study because the participants used were not secondary school counsellors in Delta and Edo States, Nigeria.

Akintayo (2012) investigated the influence of locus of control and job satisfaction on perceived non-teaching staff productivity in higher institutions in Ogun State of Nigeria. Four null hypotheses were tested at 0.05 level of significance. A descriptive survey research design was adopted for the study. A total of 341 respondents were selected for the study, using proportionate stratified sampling technique. The instruments used for data collection are structured questionnaires titled "Locus of Control Scale (LCS), Job Satisfaction Scale (JSS) and Workers' Productivity Scales (PWPS). Data were analyzed using Regression Analysis and Pearson Product Moment Correlation Statistics. The findings of the study revealed that locus of control and job satisfaction were found to have jointly contributed to perceived non-teaching staff productivity in selected higher institutions in Ogun State of Nigeria. Also, job satisfaction was found to have significantly influenced perceived non-teaching staff productivity. Based on the findings of the study, it is recommended that non-teaching staff should be exposed to skill development programme on the job and on continuous basis in order to update their skills, knowledge, values, and receive proper orientation regarding the correlate of organizational productivity. This empirical study is related to the present study in terms of the how locus of control of worker can predict their job satisfaction. It also differs from the current study in terms of the participants used for the study. The researcher wanted to find out whether locus of control, self-efficacy and marital status are predictors of counsellors' job satisfaction in Delta and Edo state, Nigeria. This serves as a motivation for the study.

Ademola (2013) investigated the extent to which work locus of control and perceived environmental support influence employees' work attitude and organizationally beneficial behaviour in Ekiti State. Four hypotheses were tested at 0.05 level of significance. The cross-sectional survey was adopted as a factorial design. A total of 181 employees (105 females; 76 males), selected from private and public-sector organizations, participated in the study. Hypotheses 1 and 2 were tested with 2 sets of 2 x 2 ANOVA. To test hypotheses 3 and 4, t-test were conducted. Results indicated that employees who held internal locus of control had better work attitude than those who held external locus of control. Though perceived environmental support did not influence employees' work attitude, results revealed that when employees perceived supportive work environment they tended to engage in organizationally beneficial behaviour, compared with when the work environment was perceived as less supportive. Finally, there were no sex and sectorial differences in employees. This empirical study is related to the present study in terms of

the how locus of control of worker can predict their job satisfaction. It also differ from the current study in term of the participants used for the study. The researcher want to find out whether locus of control, self-efficacy and marital status are predictors of counsellors job satisfaction in Delta and Edo state, Nigeria. This serves as a motivation for the study.

### **Marital Status Predictor of Job Satisfaction**

Mohammad, Haque, and Rashid (2013), carried a study on Gender, Marital Status and Job Satisfaction. This study attempts to identify the level of job satisfaction of employees in Bangladesh and to test whether job satisfaction level differs among employees in terms of their gender and marital status. Seven null hypotheses guided the study. Based on the literature review on job satisfaction, an eight-item questionnaire is developed to measure the level of job satisfaction. The design the study adopted is a correlation study. Data for this study are collected from 224 employees (Male = 112, Female = 112, Married = 92, Unmarried = 132) working in 28 different organizations. These 28 organizations are selected randomly. Among 28 organizations, 13 are different financial institutions and 15 are non- financial institutions. However, majority of the responses (a total of 144 responses i.e. 64.28%) are from the financial institutions. This is because of greater availability of female employees in those organizations. Due to social norms and different practical reasons like safety, easy transportation facility (financial institutions are located in convenient places in terms of transportation/communication), better working environment and fixed office timing, female employees are more willing to work in the financial institutions or educational institutions than other types of organizations. After collection of responses all numerical values of different respondents are entered in SPSS 16 version. Then they are divided into four major groups: Male, Female, Married, and Unmarried. Using the data entered into these groups is then used to calculate Means and Standard Deviations. Presence of multi-colinearity and the reliability of the measurement are checked with appropriate statistical tools. To verify whether the differences among different groups are statistically significant or not, calculations of t-ratio are performed. It is found that Bangladesh employees, irrespective of gender and marital status, are 'moderately satisfied'. No statistically significant evidence is observed indicating differences in job satisfaction level between 'male' and 'female' or between 'married' and 'unmarried'. This study differs from the current study in terms of geographical location. It is also related to the present study in terms of the research design and marital status variable covered in the study.

Olatunji and Mokuolu (2014) examined the Influence of Sex, Marital Status, and Tenure of Service on Job Stress, and Job Satisfaction of Health Workers in a Nigerian Federal Health Institution. Three null hypotheses guided the study. The study design is correlational and One hundred and ninety one (191) professionals, comprising one hundred and two (102) nurses and 89 doctors were drawn from Federal Medical Centre, Ido Ekiti in Ekiti State, Nigeria. Perceived Stress Scale developed by Cohen (1983) and Minnesota satisfaction Questionnaire (MSQ) developed by Weise, Davis, Lofquist and England (1967) were employed to assess job stress and satisfaction respectively. Analysis of data was done using Independent t-test and one-way ANOVA. The findings show that Married enjoyed higher level of job satisfaction than single. Also, there is a significant differences between male and female nurses and doctors. Males enjoyed higher level of job satisfaction than females. Recommendations were made that in designing policies to improve upon job satisfaction of workers, single workers should be targeted because they enjoy less satisfaction than married counterparts. Female workers should also be focused when considering



who are more prone to job dissatisfaction. This study is related to the present study because it investigated how marital status can be a predictor of job satisfaction of workers. It differs in the participants used for the study and geographical location.

Joel and Katie (2014) investigated Marital Status, Gender, and Sexual Orientation in Florida. five null hypotheses guided the study. The study used an experimental design that manipulated gender, marital status, and sexual orientation in interview simulations and examined participants' (N 365 working adults) hiring decisions. A significant 3-way interaction was found such that single lesbian women received significantly higher ratings when compared with married lesbian women, and married heterosexual women received significantly higher ratings compared with single heterosexual women. The study revealed that sexual orientation interacted with marital status in women's ratings, but not for men. The study differ from the present study in terms of the design. It is related to the present study in the area of marital status and job satisfaction.

Aduma (2015) investigated attribution style, self-esteem and marital status as predictors of life satisfaction. Three hypotheses were tested. Participants for the study were 350 junior and senior staff of Enugu Teaching Hospital and University of Nigeria, Teaching Hospital Enugu. They comprised of 200 males and 150 females. The participants were obtained through accidental sampling. The participants were of age range of 24 to 53 years with a mean age of 35.85 years. One hundred and eighty (180) participants were married while 165 were unmarried and 5 divorced. Cross sectional design was adopted. Three instruments were used for data collection: Satisfaction with life Scale, attribution style scale, and self-esteem scale. Hierarchical Multiple Regressions was used for the data analysis. Statistical Package for the Social Sciences was employed for the data analysis. Findings of the regression analysis showed that the four dimensions of attribution style were significant predictors of life satisfaction ( $p < .001$ ). Self-esteem significantly predicted life satisfaction ( $p < .001$ ). Similarly, marital status is also a significant predictor of life satisfaction ( $p < .001$ ). The implications of the finding were highlighted, limitations were stated and suggestions were made for further studies. This study is related to the present study in terms of the research design and statistical tool that will be used in this study for data analysis. It also differs from the current study in terms of participants and geographical location of the study.

Sampson and Eya (2016) investigated marital stress and extraversion personality as predictors of job satisfaction among married women teachers in Nsukka, Nigeria. Two hypotheses were tested. The researcher adopted survey design and Two hundred married women teachers participated in the study. Three inventories including marital stress inventory (MSI), BFI sub-scale on extraversion personality and Minnesota satisfaction questionnaire (MSQ) were used for collection of data. Multiple regression analysis was employed to analyse the data. Findings, implications, suggestions for further research and recommendations were made. Such recommendations are that government should imitate programmes like orientation and counselling sections that will encourage teachers to work on their personality dispositions to enable them to achieve greater satisfaction, motivation and productivity in their workplace. This study is related to the present study in terms of how marital status can be a predictor of job satisfaction. It differs in the area of the study.

These studies though none indicated how Self-Efficacy, Locus of Control, and Marital status as Predictors of Counsellors Job Satisfaction in Delta and Edo state Nigeria. From various review

marital status has proven to be a predictor of job satisfaction. The researcher want to find out the extent to which Self-Efficacy, Locus of Control, and Marital status as Predictors of Counsellors Job Satisfaction in Delta and Edo state, Nigeria. This serves as a motivation for the study.

### **Research Design**

The research design of the study is correlational survey. A correlational study focused on examining the relationships among two or more variables. This information can be used either to explain a phenomenon or to make predictions (Gall, Gall, & Borg, 2017). This study used a predictive correlational research design to determine if a predictive relationship exist among locus of control, marital status and job satisfaction of secondary school counsellors in Delta and Edo States.

### **Population of the Study**

The population of the study is 359 practising guidance counsellors in all public secondary schools in Edo and Delta states.

### **Sample and Sampling Technique**

The sample of the study is made up of all practising counsellors in public secondary schools in Secondary schools in Edo and Delta States. Since the population of 359 is small the entire population was studied.

### **Instrument for Data Collection**

Two instruments were used to collect data for this study. These are: Locus of Control (LOC) scale, and Job Satisfaction Questionnaire (JSQ).

### **Reliability of the Instrument**

The two instruments Locus of Control (LC), and Job Satisfaction Questionnaire (JSQ) have good psychometric properties. For GSE, cronbach alpha of internal consistency reliability coefficient of .76 and .90 was reported by Schwarzer and Jerusalem in 1995 . In Nigeria, the instrument has also been used by Adeyemo and Ogunyemi in 2010 a reliability coefficient of .83 index was reported. The reliability of job satisfaction questionnaire was established through a reliability estimate test involving 40 participants (counsellors) from secondary schools in Imo State selected through accidental sampling technique. The researcher used Cronbach alpha method in determining the reliability in which case the instrument was subjected to analysis. The coefficient alpha of the instruments were then determined. The reliability levels are:  $r = 0.68$  for JSQ.

## **METHOD OF DATA COLLECTION**

The researcher and research assistants administered the instruments through direct delivery method. The researcher with the help of 11 well-trained research assistants, distributed the questionnaire to the respondents. The researcher have a briefing meeting with the research assistants during which he intimated them on the purpose of the research, contents of the questionnaires, how to administer the instrument and also how to collect them back. The researcher and assistants collected the completed copies of the questionnaires. Out of the 359 copies of the questionnaire distributed only copies (95.5%) were retrieved from the respondents.

### Method of Data Analyses

For data analyses, research question were answered using simple regression analysis. The null hypotheses were tested using simple and multiple regression analysis. For the hypotheses: where  $r$ -calculated  $>$  than  $r$ -critical, reject null hypothesis and where  $r$ -calculated  $<$  than  $r$ -critical do not reject the null hypothesis. Also, where significant value of (P) is less than 0.05, reject null hypothesis, however, when the value (P) is greater than 0.05, do not reject the null hypothesis.

## RESULTS

### Research Question 1

How do secondary school counsellors' locus of control predict their job satisfaction in Delta and Edo States, Nigeria?

#### Null Hypothesis 1

Secondary school counsellors' locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

**Table 1: Regression analysis on the counsellors' marital status and locus of control as predictors of their job satisfaction**

Variable	R	R <sup>2</sup>	R <sup>2</sup> change	B	BETA	% variance added	Cal. F	Cal t	df
Components	0.856	0.732	0.730			73.0	308.99	339	
0.000 S									
Marital Status				-1.065	-.072			2.48	
0.014 S									
Locus of control				.346	.510			9.65	
0.000 S									

In table 1, it was observed that locus of control of the secondary school counsellors had Beta of 0.510. This indicates that locus of control of the counsellors had contributed to 51.0 percent for their job satisfaction.

Also at 341df and 0.05 level of significant, the calculated t 9.65 with Pvalue 0.000 which is less than the 0.05, the first null hypothesis is rejected. Therefore, secondary school counsellors' locus of control is a significant predictor of their job satisfaction.

### Research Question 2

How do secondary school counsellors' marital status predict their job satisfaction in Delta and Edo States, Nigeria?

#### Null Hypothesis 2

Secondary school counsellors' marital status do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

In table 1 it was observed that marital status of the secondary school counsellors had Beta of -0.072. This indicates that marital status of the counsellors had contributed to 7.2 percent for their job

satisfaction. Also at 341df and 0.05 level of significant, the calculated t 2.48 with Pvalue 0.014 which is less than the 0.05, the second null hypothesis is rejected. Therefore, secondary school counsellors' marital status is a significant predictor of their job satisfaction.

### Research Question 3

How do secondary school counsellors' marital status and locus of control jointly predict their job satisfaction in Delta and Edo States, Nigeria?

### Null Hypothesis 3

Secondary school counsellors' marital status and locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

Finally, table 1, shows that marital status and locus of control of the secondary school counsellors jointly have  $R^2$  adjusted of 0.730. This indicates that marital status and locus of control of the counsellors jointly have contributed to 73.0 percent for their job satisfaction.

Also at 339df and 0.05 level of significant, the calculated F308.99 with Pvalue 0.000 which is less than the 0.05, the third null hypothesis is rejected. Therefore, secondary school counsellors' marital status and locus of control jointly are significant predictors of their job satisfaction.

### Research Question 4

How do secondary school male counsellors' marital status predict their job satisfaction in Delta and Edo States, Nigeria?

### Null Hypothesis 4

Secondary school male counsellors' marital status do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

**Table 2: Regression analysis on the male counsellors marital status and locus of control as predictors of their job satisfaction**

Variable	R	R <sup>2</sup>	R <sup>2</sup> change	B	BETA	% variance added	Cal. F	Cal t	df
Components	0.852	0.725	0.717			71.7	84.54		96
Pvalue									
Remark									
0.000 S									
Marital Status				-1.446	-.082			1.41	
0.161 NS									
Locus of control				.177	.241			1.84	
0.070 NS									

Table 2 indicates that marital status of the secondary school male counsellors had Beta of -0.082. This indicates that marital status of the male counsellors had contributed to -8.2 percent for their job satisfaction. Also at 98df and 0.05 level of significant, the calculated t 1.41 with Pvalue 0.161 which is greater than the 0.05, the fourth null hypothesis is not rejected. Therefore, secondary school male counsellors' marital status is not a significant predictor of their job satisfaction.

### Research Question 5

How do secondary school male counsellors' locus of control predict their job satisfaction in Delta and Edo States, Nigeria?

**Null Hypothesis 5**

Secondary school male counsellors' locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria. Again in table 2, it was observed that locus of control of the secondary school male counsellors had Beta of 0.241. This indicates that locus of control of the male counsellors had contributed to 24.1 percent for their job satisfaction.

Also at 98df and 0.05 level of significant, the calculated  $t$  1.84 with Pvalue 0.070 which is greater than the 0.05, the fifth null hypothesis is not rejected. Therefore, secondary school male counsellors' locus of control is not a significant predictor of their job satisfaction.

**Research Question 6**

How do secondary school male counsellors' marital status and locus of control jointly predict their job satisfaction in Delta and Edo States, Nigeria?

**Null Hypothesis 6**

Secondary school male counsellors' marital status and locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

Table 2, reveals that marital status and locus of control of the secondary school male counsellors jointly have  $R^2$  adjusted of 0.717. This indicates that marital status and locus of control of the male counsellors jointly have contributed to 71.7 percent for their job satisfaction.

Also at 96df and 0.05 level of significant, the calculated  $F$  84.54 with Pvalue 0.000 which is less than the 0.05, the sixth null hypothesis is rejected. Therefore, secondary school male counsellors' marital status and locus of control jointly are significant predictors of their job satisfaction.

**Research Question 7**

How do secondary school female counsellors' marital status predict their job satisfaction in Delta and Edo States, Nigeria?

**Null Hypothesis 7**

Secondary school female counsellors' marital status do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

**Table 6: Regression analysis on the female counsellors marital status and locus of control as predictors of their job satisfaction**

Variable	R	$R^2$	$R^2$ change	B	BETA	% variance added	Cal. F	Cal t	df
Components	0.866	0.749	0.746			74.6	237.97		239
0.000 S									
Marital Status				.406	.025				0.72
0.470 NS									
Locus of control				.393	.590				10.22
0.000 S									

Table 3 reveals that marital status of the secondary school female counsellors had Beta of 0.025. This indicates that marital status of the female counsellors had contributed to 2.5 percent for their job satisfaction.

Also, at 241df and 0.05 level of significant, the calculated t 0.72 with Pvalue 0.470 which is greater than the 0.05, the seventh null hypothesis is not rejected. Therefore, secondary school female counsellors' marital status is not a significant predictor of their job satisfaction.

### **Research Question 8**

How do secondary school female counsellors' locus of control predict their job satisfaction in Delta and Edo States, Nigeria?

### **Null Hypothesis 8**

Secondary school female counsellors' locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria. Again in Table 3, it was observed that locus of control of the secondary school female counsellors had Beta of 0.590. This indicates that locus of control of the female counsellors had contributed to 59.0 percent for their job satisfaction.

Also at 241df and 0.05 level of significant, the calculated t 10.22 with Pvalue 0.000 which is less than the 0.05, the eighth null hypothesis is rejected. Therefore, secondary school female counsellors' locus of control is a significant predictor of their job satisfaction.

### **Research Question 9**

How do secondary school female counsellors' marital status and locus of control jointly predict their job satisfaction in Delta and Edo States, Nigeria?

### **Null Hypothesis 9**

Secondary school female counsellors' marital status and locus of control do not significantly predict their job satisfaction in Delta and Edo States, Nigeria.

Finally, Table 3, shows that marital status and locus of control of the secondary school female counsellors jointly have  $R^2$  adjusted of 0.746. This indicates that marital status, and locus of control of the female counsellors jointly have contributed to 74.6 percent for their job satisfaction. Also at 239df and 0.05 level of significant, the calculated  $F_{237.97}$  with Pvalue 0.000 which is less than the 0.05, the twelfth null hypothesis is rejected. Therefore, secondary school female counsellors' marital status and locus of control jointly are significant predictors of their job satisfaction.

## **DISCUSSION OF RESULTS**

From the study, it was observed that secondary school counsellors' locus of control in Delta and Edo State had predictor variable that accounted for 51 percent of variance in counsellors job satisfaction. This indicated that locus of control of counsellor had contributed 51 percent for job satisfaction. This therefore shows that locus of control of secondary school counsellors' in Delta and Edo States is a significant predictor of their job satisfaction. The findings affirmed the study of Chen and Silverthorne (2008) that people with internal locus of control tend to be more satisfied with their job. This internal locus of control is a predictor of job satisfaction among workers. Also Dollinger (2016) reported that internal locus of control is a predictor of job satisfaction. Spector (2008) observation is in line with the findings that individuals with internal locus of control are more job satisfied because they are less likely to be more committed to the task and are more likely to be successful in the organization. The reason for this could be attributed to the fact that counsellors' with an internal locus of control developed ways to shield stress, regardless of job

challenges and are more satisfied with their jobs while those counsellors' with an external locus of control relied on chance and external support to reduce job dissatisfaction.

The result of this study revealed that marital status of secondary school counsellors' in Delta and Edo States had predictor variable that accounted for 7.2 percent of variance in counsellors' job satisfaction. This indicated that marital status of counsellor had contributed 7.2 percent for the job satisfaction. This therefore, show that secondary school counsellors' marital status in Delta and Edo States is a significant predictor of job satisfaction. This findings is in line with the finding in a study carried out by Oshagbemi (2013) who argues that marital stats affect job satisfaction from time to time as well as the marital status of the employee. Being single or married have great impact on counsellor job satisfaction.

The study agrees with the study carried out by Mohammand, Haque and Rashid (2013) that married counsellor are satisfied with their jobs than the unmarried counsellors. The reason may be marriage imposes increased responsibilities that may make a steady job more valuable and important. Furthermore Olatunji and Mokuola (2014); Goh, Koh and Low (2016) affirm the claim of this study that married individuals experience less stress and more job satisfaction than their single counterparts. The reason for this could be attributed to married counsellors experiencing job satisfied when he/ she is able to meet up with marriage responsibilities such as; catering for the children welfare, supporting their spouses and lots more. It could be possible that single counsellor who experience job dissatisfaction might not really have someone to confided in, unlike their married colleagues who might discussed their job related issued with their spouses at home and share some responsibility with them leading to their job satisfaction.

In this study, the analyses showed that secondary school counsellors' in Delta and Edo States marital status and locus of control have jointly predictors' variable that accounted for 73 percent of variance in counsellors' job satisfaction. This indicated that marital status, and locus of control of counsellor had contributed 73 percent for the job satisfaction. This therefore show that Secondary school counsellors' marital status and locus of control jointly are significant predictors of their job satisfaction in Delta and Edo States.

The study agrees with the view of Waite and Gallagher (2010) that being married may have a predictive variety of positive effect on job satisfaction of the individual and families. Hence Smith (2013) noted that married couples have more job satisfaction than unmarried couples because they save significantly more than other household types. In line with the finding Mahajan and Kaur (2016) reported that married couples have higher job satisfaction with median incomes and net worth than other adult who were widow, divorced or never married. The reason for this could be attributed to the idea that married counsellors whose spouse is financially capable of providing for the home experience more job satisfaction than a single counsellors who shoulder all responsibility without any one support. Also unmarried counsellors experience greater economic hardship which contributes to their poorer job satisfaction and physical well-being.

The findings is in agreement with Oesterman (2013) that external locus of control is not a predictor of job satisfaction. Also Judges and Bono (2011) supported the claim of the study that there is a positive prediction between locus of control and job satisfaction. However, Stella and Peter affirm

the finding of the study that counsellors with internal locus of control are more satisfied with their job and are successful in coping with difficulties inherent in the job. Based on this situation, one may further deduce that counsellors' with internal locus of control are more determined to change unpleasant events that may lead to job dissatisfaction because they believed they determined the happening in their job while those counsellors' with external locus of control experiencing job dissatisfaction tend to attribute external forces such as luck or poor salary as the reason for their job dissatisfaction.

The finding of the study revealed that male and female counsellors in Delta and Edo States have predictor variable that accounted for 8.2 and 2.5 percent of variance in counsellors' job satisfaction. This indicated that male and female marital status of counsellor had contributed 8.2 and 2.5 percent for the job satisfaction. This implies that secondary school male and female counsellors' marital status in Delta and Edo States is not a significant predictor of their job satisfaction.

The finding of this study is in agreement with the study of Mohammend, Haque and Rasid (2013) that no statistically significant evidence is observed indicating difference in job satisfaction between male and female as it related to their marital status in Bangladeshi. The finding of this study oppose the work of Olatuji and Mokuolu (2014) who argued that there is a significant difference between male and female married couples as it relate to their job satisfaction. In other word male enjoy higher satisfaction than the female married couple. The findings disagree with the study carried out by Aduma (2015) that marital status of male and female counsellor is a significant predictor of job and life satisfaction. The reason behind school male and female counsellors' marital status do not significant predict job satisfaction may be their different types of expectations from the job. The attribution may be that men and women use qualitatively different criteria in their assessment of job satisfaction. It might be that married female counsellors place more value on the social factors of a job than married males place more value on the opportunity for self-expression in their jobs.

The result of this study revealed that secondary school male and female counsellors' locus of control in Delta and Edo States had a predictor of variable that accounted for 64.4 and 59 percent of variance in counsellors' job satisfaction. This indicated that male and female marital status of counsellor had contributed 64.4 and 59 percent for the job satisfaction. This therefore shows that locus of control of secondary school male counsellors' in Delta and Edo States is not a significant predictor of their job satisfaction, while locus of control of secondary school female counsellors' in Delta and Edo States is a significant predictor of their job satisfaction.

This findings agree with Muhonen and Torkelson (2014) that research on gender and locus of control has produced inconsistent results. Some studies indicate that women are more externally oriented than men (Rubenstein 2004). Some research has shown no gender differences in locus of control (Holder & Vaux 1998; Lengua & Stormshak 2000). The reason for variation of locus of control of male and female counsellors as it predict their job satisfaction might be due to the different belief system of male and female. Also male counsellors might be goal driven than the female counsellors.



## CONCLUSION

Based on the findings of this study, it was concluded that secondary school counsellors' in Delta and Edo States marital status and locus of control jointly are significant predictors of their job satisfaction. On the other hand, the study also concluded that secondary school male and female counsellors' marital status and locus of control are not significant predictor of the job satisfaction in Delta and Edo States. The study concluded that States marital status, and locus of control of male and female counsellors' jointly are significant predictors of their job satisfaction in Delta and Edo States.

### Implications of the Study

The finding of the study revealed that secondary school counsellors' in Delta and Edo States marital status and locus of control jointly are significant predictors of job satisfaction. The result also show that secondary school male and female counsellors' marital status and locus of control are not significant predictors of their job satisfaction in Delta and Edo States. The findings of this study have implication for secondary school counsellors' in Delta and Edo States and beyond in the sense that it will enable them draw a balance among the variables locus of control, marital status and their job satisfaction. It will help the secondary school counsellors' in Delta and Edo States to see the need to effectively manage locus of control and marital life so as to achieve job satisfaction.

The finding of this study also have implication for school authority. It will help them see the need to properly educate their staff (secondary school counsellors) on the predictive power of marital status and locus of control on the job satisfaction and how to properly manage these predictive variables so as to achieve maximum job satisfaction.

### Recommendations

Based on the findings of this study and their implications, the researcher has proffered the following recommendations:

1. Since marital status and locus of control are jointly predictors of job satisfaction among secondary school counsellors. Hence, earnest efforts should be made by governments and counselling psychologists to enhance locus of control of counsellors for the purpose of transforming education in Nigeria. Counsellors with internal locus of control are more likely to create and promote conditions and interpersonal networks that nourish and sustain work satisfaction.
2. In designing policies to improve upon job satisfaction of workers, single workers should be targeted because they enjoy less satisfaction than married counterparts. Female workers should also be focused when considering who are more prone to job dissatisfaction.
3. It is recommended that management of post primary education boards should occasionally organised programmes that will enhance school internal locus of control beliefs so that their job satisfaction could be enriched.
4. Government should make policies that would enhance the job satisfaction level of secondary school counsellors. For instance, provision of regular training on the job or in-service training for secondary school counsellors from time to time will not only make them more competent but will also enhance their job satisfaction. This could further led to an increase in their internal locus of control.

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