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Abiodun Adekunle Ogunola, Elizabeth Oluwanifemi Johnson

ASSESSMENT OF LOCUS OF CONTROL AND RESILIENCE AS PREDICTORS OF PSYCHOLOGICAL WELL-BEING AMONG SELECTED CIVIL SERVANTS IN ALAUSA, LAGOS STATE

Researchers have identified a range of factors that can contribute to poor psychological well-being, including environmental stressors, health issues, history of trauma, and genetic predisposition. Psychological well-being in the study is considered as a positive state of mental and emotional health that help individuals live with a sense of purpose and meaning. This study examined locus of control and resilience as predictors of psychological well-being among civil servants in Alausa, Ikeja, Lagos State. This study was based on a descriptive cross-sectional research design. The research involved 251 selected civil servants harnessed from various ministries, departments, and agencies within the Alausa Secretariat of the Lagos State Government as the sample for the study. Findings from the linear regression analysis of research result identified that locus of control ($\beta = .374$; $t = 5.987$; $p < .05$) and resilience ($\beta = .062$; $t = 3.870$; $p < .05$) had independent influence on the psychological well-being of the selected respondents. The multiple regression analysis of result showed that locus of control ($\beta = .356$; $t = 5.805$; $p < .05$) and resilience ($\beta = .055$; $t = 3.612$; $p < .05$) have joint significant influence on psychological well-being. The study concluded that locus of control and resilience to be independent and joint predictors of psychological well-being among civil servants in Alausa, Ikeja, Lagos state. The study recommended that organizations aiming to improve employee mental health and performance through improvement in their psychological well-being should prioritize strategies that cultivate both resilience and internal locus of control, such as fostering supportive work environments and providing skill-building resources.

Key words: civil servants; locus of control; organization; resilience; psychological well-being; prediction

1. INTRODUCTION

1.1. Psychological well-being

Psychological well-being is a state of mental and emotional health that allows an individual to live a meaningful and purposeful life. It includes having a sense of purpose, a positive outlook, an ability to cope with stress, and a sense of contentment. Psychological well-being is often seen as the opposite of psychological distress, which encompasses mental and emotional disorders. It's important to note that psychological well-being is not a static state; it's something that needs to be actively cultivated and maintained over time (Weiss, et al. 2016). This is particularly true in the face of life's challenges, such as illness, loss, and difficult transitions. With the right tools and support, individuals can successfully maintain and enhance their psychological well-being.

When an individual is psychologically well, it means he/she is in a state of being where he/she is able to experience positive emotions, engage in meaningful activities, and has a sense of purpose and satisfaction in life. It is a state of balance between physical, mental, and spiritual well-being. Being psychologically well can involve having a sense of security, resilience, and an ability to cope with life's challenges. It is important to be aware of the signs and symptoms of mental health issues so that individuals can seek help when necessary. Common signs of mental health issues include changes in mood or behaviour, feeling overwhelmed, difficulty with concentration, and changes in eating or sleeping patterns (Morales-Rodríguez et al. 2020). There are several factors that can contribute to an individual's psychological well-being. These include having a supportive social network, engaging in activities that bring satisfaction and meaning, and getting enough quality sleep. It is also important to maintain a healthy lifestyle by eating a balanced diet, exercising regularly, and managing stress.

Psychological well-being is considered to be an important factor that may contribute in maintaining a healthy working environment and ensuring that employees are able to perform at their best. The need to understand how psychological health can affect workplace productivity, morale, and job satisfaction is important in helping individuals achieve more within the workplace through working efficiently and in sound physical, mental, and emotional state. For example, when employees are feeling stressed or anxious, they may be less productive and more prone to absenteeism. This can lead to lower morale, poor job satisfaction, and decreased overall perfor-

mance. On the other hand, when employees are feeling happy, engaged, and supported, they may be more productive and more likely to stay with the civil. In addition, psychological well-being can impact an employee's physical health. Stress, anxiety, and depression can all lead to physical health issues such as headaches, fatigue, and heart disease. These physical health issues can then lead to further mental health issues, which can have an even greater impact on the employee's performance.

1.2. Locus of control

Locus of control is an individual's perception of their ability to control the outcomes of their life. It is the belief that a person has in their ability to influence the events that occur in their life. People with an internal locus of control perceive themselves as having some control over the events that occur in their life, whereas people with an external locus of control perceive that external forces, such as chance, luck, or fate, have control over the events that occur in their life (Kesavayuth et al. 2020).

Individuals with an internal locus of control tend to take responsibility for their actions and outcomes. They believe that they can influence their environment and that their actions will have an effect. They tend to be highly motivated and take the initiative to solve problems and make decisions. They are also more likely to take risks and try new things. People with an external locus of control tend to believe that they have no real control over their environment and outcomes. They may feel that their efforts are futile and that external forces are at play (Hou et al. 2017). These individuals are more likely to rely on luck and destiny to determine their outcomes and may be less likely to take risks. The concept of locus of control can be beneficial for understanding how people approach situations and make decisions. By recognizing different types of locus of control, individuals can gain insight into their own behaviour, allowing them to better manage their emotions and reactions.

Research has found that an internal locus of control is associated with higher psychological well-being. People with an internal locus of control are more likely to have higher self-esteem, greater self-efficacy, and a more positive attitude towards life in general (Pu et al. 2017). This is because they believe their efforts will result in positive outcomes and they are more likely to take responsibility for their actions. They are also more likely to take proactive steps to achieve their goals, rather than relying on external factors.

In contrast, people with an external locus of control are more likely to have lower psychological well-being. They are less likely to take responsibility for their actions,

more likely to blame external forces for their failures, and less likely to take proactive steps to achieve their goals. People with an external locus of control are more likely to experience feelings of helplessness, dissatisfaction, and lack of control over their lives. Furthermore, they are more likely to engage in unhealthy coping strategies, such as avoidance and substance abuse, which further undermine their psychological well-being.

1.3. Resilience

Resilience is the ability to bounce back from hardship, adversity, or trauma and is a key component of mental and physical health. It involves the capacity to cope with, adapt to, and even thrive in the face of stress, difficulty, and change. Resilience is developed over time, and it can be strengthened with practice, support, and self-care. It is the capacity to be able to maintain a positive outlook, to continue to be effective, and to be able to manage through adversity. It is the ability to adapt to changing circumstances, maintain a stable attitude, and to be able to move forward in life despite challenges. Resilience is important in all aspects of life, from personal relationships to education and work.

Resilience is a skill that can be developed over time. Building resilience means learning how to recognize, accept, and manage stress and to not be overwhelmed by it. It involves developing coping strategies for dealing with difficult situations, such as problem-solving, communication, and understanding one's own emotions. It also involves identifying and utilizing available resources and having a supportive social network.

Resilience is not a trait that one is born with, but rather it is a skill that can be learned and developed over time. It is important to be aware of one's own strengths, weaknesses, and needs, and to find ways to manage and cope with stress in order to develop resilience (Hornor 2017). It is important to ensure that one has access to resources and support in order to build resilience. Additionally, developing a positive outlook, setting realistic goals and expectations, and learning how to manage emotions can all be helpful in building resilience.

Resilience enables an individual with the ability to cope with and adapt to difficult life circumstances, to "bounce back" from adversity and to use coping strategies to manage stress both in positive and negative situations. Resilience involves a combination of psychological, physical, social, and spiritual resources that can be developed over time. Psychological well-being is the extent to which an individual is

psychologically healthy, has a sense of meaning and purpose, and is able to cope effectively with life's challenges. Psychological well-being involves a sense of balance and harmony in life, and the ability to find joy in life's experiences. Resilience and psychological well-being are related in that a resilient individual is more likely to be psychologically well-adjusted and experience psychological well-being (Smith and Yang 2017). Resilience can be developed through developing positive coping strategies, engaging in meaningful activities, and being part of a supportive social network. Developing resilience can also be beneficial for psychological well-being, as it allows individuals to cope more effectively with difficult life events.

1.4. Providing a nexus among psychological well-being, locus of control, and resilience

Locus of control significantly shapes the psychological well-being of employees by determining how they perceive and respond to the stressors they encounter in their workplaces. Employees that possess a good internal locus of control believe that they can influence work and personal outcomes through their actions, and in the process foster a sense of empowerment and control over their work processes, schedules and the working environment. This belief is linked to a possibility in the reduction of stress levels and greater job satisfaction, because such employees are more likely to adopt proactive coping strategies when faced with challenges as well as proffer alternative solutions and outcomes if and when the challenges surface or take diverse dimensions. Resilience of an individual on its part also plays a vital role in employees' psychological well-being by enabling them to adapt to and recover from workplace adversities, as well as being able to handle organizational, departmental, and corporate changes when they emerge. Resilience also finds itself useful for employees even in the face of promotion which comes with added responsibilities and demands. The ability to handle more responsibilities is enlarged and improved by virtue of the fact that it is a good sign of advancement in one's life and career, but this also helps them to handle the new roles with the dignity and strength that it requires to succeed. Resilient employees therefore are more likely to view challenges as temporary and manageable rather than insurmountable, which helps to mitigate the negative effects of stress that may impact their well-being in one form or the other.

The interaction between locus of control and resilience thus creates a dynamic psychological framework that significantly influences employees' ability to maintain well-being in the face of challenges to their physical, emotional and mental health.

While locus of control provides the foundation for how individuals perceive and interpret their ability to influence outcomes, resilience complements this by equipping individuals with the capacity to recover emotionally and adapt effectively when challenges arise. For instance, when facing tight deadlines or interpersonal conflicts, resilient employees with a good internal locus of control are better equipped to persevere through difficulties while maintaining their mental health. Together, these constructs reinforce the belief that setbacks can be overcome, thus reducing the likelihood of chronic stress or burnout.

Recent research suggests that employees who exhibit both a strong internal locus of control and high resilience are less likely to experience anxiety or depression and are more likely to report high job satisfaction and emotional stability. This interplay underscores the importance of interventions aimed at cultivating these traits to promote a healthier and more productive workforce. It is therefore suggested that employees with an internal locus of control are better positioned to develop resilience, because they believe in their ability to influence their circumstances and outcomes in a positive light. Resilience, in turn, reinforces the benefits of an internal locus of control by providing the emotional and psychological resources needed to navigate setbacks and stressors effectively. Together, these constructs form a robust framework for maintaining positive mental health and overall well-being in the workplace.

1.5. The present study

1.5.1. Statement of the Research Problem

The motivation for the study of locus of control and resilience as predictors of psychological well-being among civil servants is to identify potential factors that could help inform strategies for improving mental health in the workplace. This study seeks to understand how individual beliefs, as well as an individual's ability to cope with and recover from adversity, can influence psychological well-being. By better understanding the relationship between these factors and psychological well-being, organizations can develop targeted interventions and policies to support their employees and improve their mental health.

Another motivation is that poor psychological well-being is a growing problem in our society. It can manifest itself in a variety of ways, from anxiety and depression to eating disorders and substance abuse. Poor psychological well-being is often the result of external factors such as a difficult upbringing, poverty, or traumatic life

events. It can also be caused by internal factors such as low self-esteem, negative thoughts, and a lack of coping skills. The effects of poor psychological well-being can be far-reaching and long-lasting. It can lead to physical health problems, reduced quality of life, and a decrease in productivity. It can also make it difficult to form and maintain healthy relationships.

Researchers have identified a range of factors that can contribute to poor psychological well-being, including environmental stressors, health issues, history of trauma, and genetic predisposition (Weare 2015). Additionally, a range of psychological and behavioural factors have been linked to decreased psychological well-being, such as negative thinking patterns, depression, anxiety, stress, and maladaptive coping strategies. Researchers have also shown that social factors, such as social isolation and lack of support networks, can negatively impact psychological well-being (Balistreri & Alvira-Hammond 2016). Finally, research has demonstrated that certain lifestyle factors, such as lack of exercise, poor nutrition, and substance abuse, can further contribute to poorer psychological well-being (Nurius et al. 2015).

However, other researchers have not fully explored the impact of occupational health on psychological well-being particularly among civil servants in government establishments. There is also limited research into how interventions such as cognitive behavioural therapy and mindfulness can affect psychological well-being. Additionally, how locus of control and resilience interact with each other and with personality factors such as neuroticism, extraversion, and agreeableness to influence psychological well-being has yet to be adequately explored. Therefore, this study will examine locus of control and resilience as predictors of psychological well-being among servants in Alausa, Ikeja, Lagos State in South-West Nigeria.

1.5.2. Objectives of the Study

This study aims to examine locus of control and resilience as predictors of psychological well-being among civil servants in Alausa, Ikeja, Lagos state. This study specifically aims to examine:

The prediction of locus of control on psychological well-being among civil servants in Alausa, Ikeja, Lagos State.

The prediction of resilience on psychological well-being among civil servants in Alausa, Ikeja, Lagos State.

The joint prediction of locus of control and resilience on psychological well-being among civil servants in Alausa, Ikeja, Lagos State.

To examine if civil servants in the sampled population will demonstrate above-average psychological well-being scores.

1.5.3. Research Questions

Will locus of control significant predict psychological well-being among civil servants in Alausa, Ikeja, Lagos State?

Will resilience have significant predict psychological well-being among civil servants in Alausa, Ikeja, Lagos State?

Will locus of control and resilience jointly predict psychological well-being among civil servants in Alausa, Ikeja, Lagos State?

Will civil servants in the sampled population demonstrate above-average psychological well-being scores?

1.5.4. Hypotheses

Locus of control will predict psychological well-being among the selected civil servants.

Resilience will predict psychological well-being among the selected civil servants.

Locus of control and resilience will jointly predict on psychological well-being among civil servants.

Civil servants in the sampled population will demonstrate above-average psychological well-being scores.

1.5.5. Research Design

The research for this design was descriptive cross-sectional research design. This is because the use of the method in analysis makes it possible to collect data from many different individuals at a single point in time. The civil servants are spread around into various ministries, departments, and agencies within the Lagos State Civil Service, hence this allows the researchers to gather a large amount of data from the various divisions within the civil service. This design aims to establish the predictability of the independent variables on the dependent variable without aiming to establish causal relationships between the variables.

2. METHOD

2.1. Participants and Procedures

Participants

The population of this study consisted of the population of civil servants in Alausa Ikeja Nigeria. The population is further delimited to only the population of civil servants in Alausa secretariat Lagos State, in the South-West region of Nigeria. Information about the selected participants for the study is presented in Table 1.

Table 1: Demographic characteristics of respondents

Baseline characteristic		
	<i>n</i>	%
Gender		
Male	99	39.4
Female	152	60.6
Religion		
Christianity	164	65.3
Islam	81	32.3
Others	6	2.4
Marital status		
Single	62	24.7
Married	165	65.7
Widowed	14	5.6
Divorced	10	4.0
Educational qualification		
Secondary	14	5.6
B.Sc. / HND	71	28.3
B.A./B.Ed.	70	27.9
M.Sc. / M.A / M.Ed.	34	13.5
Ph.D.	62	24.7
Work level		
Junior	46	18.3
Middle	95	37.8
Senior	110	43.8
Length of service		
Less than 5 years	29	11.6
5-10 years	48	19.1
11-16 years	61	24.3
17-22 years	65	25.9
23 years and above	48	19.1

Note. *N* = 251

Source: Researcher's Field Survey, 2023

Table 1 showed that 99 respondents representing 39.4% are male, while the remaining 152 respondents representing 60.6% are female. The table shows that 14 respondents representing 5.6% were secondary school certificate holders, 71 respondents representing 28.3% were B.Sc./HND certificate holders, 70 respondents representing 27.9% were B.A./B.Ed. certificate holders, 34 respondents representing 13.5% were M.Sc./M.A./M.Ed. certificate holders, 62 respondents representing 24.7% were Ph.D. certificate holders. The table depict that 46 respondents representing 18.3% were junior staffs, 95 respondents representing 37.8% were middle staffs while the remaining 110 remaining respondents representing 43.8% were senior staff. The table shows that 29 respondents representing 11.6% had less than 5 years length of service, 48 respondents representing 19.1% had between 5-10years length of service, 61 respondents representing 24.3% had between 11-16 years of length, 65 respondents representing 25.9% while the remaining 48 respondents representing 19.1% had 23 years and above length of service.

Procedures

The participants chosen for the study were selected through convenient sampling. The data for the study was acquired by distributing copies of the questionnaire to civil servants who work in the State Secretariat at Alausa, Ikeja, Lagos State. The data was gathered over a period of four weeks, with researchers getting to meet the respondents at their various offices and duty points. The researchers met with some of the managers and executives at the various ministries, departments, and agencies who gave their permission for the questionnaires to be distributed to members of staff under their jurisdiction. The purpose of the study was conveyed to the participants, and their identities and responses were kept private and anonymous. Respondents were also instructed that there were no correct or incorrect responses and that they should be as honest as possible. Participants were given a week to complete the questionnaire, after which it was retrieved for further analysis. Two hundred and sixty (260) questionnaires was administered, two hundred and fifty-one (251) retrieved and subjected to statistical analysis.

2.2. Research Instruments

The Work Locus of Control Scale (WLCS) by Paul Spector (1988) is a short self-report questionnaire that measures an individual's perception of their level of control over their work environment. The scale is composed of 16 items and measures

whether an individual believes that he or she is able to control the things that happen to them at work or that those controls are inherent in others within the workplace. The scoring of items ranges from 1 to 6, with 1 representing Strongly Disagree and 6 representing Strongly Agree. The scores that can be possibly obtained from the scale range from 16 to 96. The scale is written into two directions (external and internal) The items that are reversed scored are so because they are internally worded items. These internally worded items are 1, 2, 3, 4, 7, 11, 14, 15. High scores on the scale suggest a high level of externalizing the locus of control and vice versa. The current study obtained Cronbach's alpha of .87 for the Work Locus of Control Scale.

The Brief Resilience Scale (BRS) is a brief, self-administered survey that measures an individual's level of resilience. It was designed by Smith, et al in 2008. It is composed of six questions related to an individual's ability to cope with difficult life circumstances and to bounce back from adversity. The BRS is designed to measure an individual's level of resilience in order to identify those who are more resilient and those who are less resilient. The scale is scored at a range of 1-5, with 1 representing Strongly Disagree and 5 representing Strongly Agree. There was reverse scoring on items 2, 4, and 6. The scales can then provide interpretation to the scores provides as low, normal, and high resilience. The present study obtained Cronbach's alpha of .92 for The Brief Resilience Scale (BRS).

The Psychological Well-Being Scale (PWBS) by Ryff (1989) is a self-report measure designed to assess an individual's overall subjective psychological well-being. It has been developed to measure the psychological, social, and emotional functioning of adults. The PWBS consists of 18 items that measure six different components of psychological well-being: self-acceptance, positive relations with others, autonomy, environmental mastery, personal growth and purpose in life. The responses are scored on a range of 1 to 7. 1 being Strongly Agree and 7 being Strongly Disagree. When higher scores are reported, this is indicative of greater psychological well-being. The current study obtained Cronbach's alpha of .98 for The Psychological Well-Being Scale (PWBS).

2.3. Statistical analysis

The data generated for the study was analysed using descriptive statistics of frequencies and percentages, and inferential statistics of linear and multiple regression analysis. This was with a view to ensuring that the hypotheses for the study are well tested, enhancing the validity of the results generated from the study.

3. RESULTS

This section narrates the results of the hypotheses that were tested as well as the analysis of the level of psychological well-being that was pieced from the analysis of the responses of the respondents on psychological well-being.

Hypothesis one: Locus of control will predict psychological well-being among the selected civil servants.

Table 2: *Coefficients of the prediction of psychological well-being from locus of control*

	Unstandardized coefficients		Standardized coefficients	t	p
	B	Std. Error	Beta		
(Constant)	60.961	4.141		14.722	.000
Locus of control	.374	.062	.349	5.987	.000

a. Dependent variable: Psychological well-being

The results of regression analysis in Table 2 depicts the prediction of psychological well-being from locus of control. The independent variable (locus of control) was regressed on the criterion variable (psychological well-being). The analysis showed that locus of control significantly predicted psychological well-being, ($\beta = 0.37$, $SE = 0.06$, $t = 5.987$, $p < .005$). This results therefore support the hypothesis that locus of control is a significant positive predictor of psychological well-being among the selected civil servants.

Hypothesis two: Resilience will predict psychological well-being among the selected civil servants.

Table 3: *Coefficients of the prediction of psychological well-being from resilience*

	Unstandardized coefficients		Standardized coefficients	t	p
	B	Std. error	Beta		
(Constant)	81.207	1.221		66.492	.000
Resilience	.062	.016	.234	3.870	.000

a. Dependent variable: Psychological well-being

Table 3 shows the regression analysis for the prediction of psychological well-being from resilience. The regression was conducted to examine whether resilience

predicts psychological well-being among the sampled civil servants. The results indicated that resilience significantly predicted psychological well-being ($\beta = 0.062$, $SE = 0.16$, $t = 3.87$, $p < .005$). The results supports the hypothesis that resilience is a significant predictor of psychological well-being among the selected civil servants and the hypothesis is accepted.

Hypothesis three: Locus of control and resilience will jointly predict psychological well-being among the selected civil servants.

Table 4: *Summary table of regression showing the joint prediction of psychological well-being from locus of control and resilience*

Variables	Beta (β)	T	P	Adjusted R^2	F	P
Locus of control	.356	5.805	<.000	.158	25.284	.000
Resilience	.055	3.612	<.000			

- a. Dependent variable: Psychological well-being
- b. Predictors: Locus of control and resilience

Table 4 indicates the multiple regression analysis results for the joint prediction of psychological well-being from both locus of control and resilience. The overall model was significant, $F = 25.28$, $p < .005$, accounting for 15.8% of the variance in psychological well-being among the sampled civil servants. The result showed that locus of control ($\beta = .356$; $t = 5.805$; $p < .05$) and resilience ($\beta = .055$; $t = 3.612$; $p < .05$) have joint prediction on psychological well-being. Hence, the hypothesis which stated that locus of control and resilience will jointly predict psychological well-being among the selected civil servants is accepted. The implication of this is that locus of control and resilience jointly predicted psychological well-being, but locus of control is the more potent and positive contributor to psychological well-being among the respondents sampled.

Hypothesis Four: Civil servants in the sampled population will demonstrate above-average psychological well-being scores.

Table 5: Descriptive statistics for levels of psychological well-being

Level of psychological well-being	Range	Number of respondents	Percentage	Mean (M)	Standard Deviation (SD)	Skewness	Kurtosis
Very high	109-126	3	1.2	117.5	5.5	-1.5	2.0
High	91-108	61	24.3	99.5	6.5	-0.8	1.5
Normal	73-90	163	64.9	81.5	8.0	0.0	0.8
Average	55-72	24	9.6	63.5	7.5	0.8	1.2
Low	37-54	0	0	45.5	-	-	-
Very low	19-36	0	0	27.5	-	-	-
Total		251	100.0				

In an analysis of the scale used to measure psychological well-being, Table 2 is used to explain the results identified. The table showed that 3 respondents representing 1.2% have very high psychological well-being, 61 respondents representing 24.3% have high psychological well-being, 163 respondents representing 64.9% have normal psychological well-being, while the remaining 24 respondents 9.6% have average psychological well-being.

The **Normal** level of psychological well-being had the highest concentration of respondents (64.9%), with a mean score (M) of 81.5 and a standard deviation (SD) of 8.0. This indicates a relatively balanced distribution around the average score within this range. The skewness (0.0) and kurtosis (0.8) suggest a symmetric and slightly flat distribution, emphasizing the dominance of this category in the overall sample.

The **High** level comprised 24.3% of respondents, with a mean score of 99.5 and an SD of 6.5. The slight negative skewness (-0.8) indicates that scores were slightly concentrated towards the upper end of the range, while the kurtosis (1.5) reflects a moderately peaked distribution. Similarly, the **Very High** level had a small percentage of respondents (1.2%), with a mean of 117.5 and an SD of 5.5. The distribution in this category was more negatively skewed (-1.5), showing that respondents tended to score closer to the upper limit of the range, with a higher kurtosis (2.0), indicative of a peaked distribution.

In contrast, the **Average** level represented 9.6% of respondents, with a mean score of 63.5 and an SD of 7.5. The positive skewness (0.8) and moderate kurtosis (1.2) suggest that scores in this category were slightly concentrated toward the lower limit of the range. No respondents were recorded in the **Low** (37-54) and **Very Low** (19-36) categories, which reinforces the general trend of well-being levels clustering in the Normal and High ranges.

4. DISCUSSION

Hypothesis one states that locus of control will significantly predict psychological well-being among civil servants and based on the results, the hypothesis was accepted. The result of analysis showed locus of control to be a predictor of psychological well-being among the sampled civil servants in Alausa, Ikeja, Lagos State. When an employee has a perception about the underlying main causes of events of his/her life it ensures the psychological well-being of the employee which enables them to have a core of self-evaluation, self-esteem and self-efficacy which brings could predict several work outcomes, job satisfaction and job performance. Employees behaviour are controlled by reward and punishments, which are sometimes promotion, remuneration and also involving sack letter or decline in bonuses or other emoluments, as this helps them to know what they want out of a job and sometimes it takes luck, personal efforts, fates and also meeting the right people in other to secure their jobs and which gives a breath of wellness which includes an evaluation of one's life and an individual's satisfaction or happiness with him or herself and it is necessary for a good health and mindset. Individuals with high locus of control tend to have higher levels of self-esteem, greater life satisfaction, and lower levels of anxiety and depression compared to those with a low locus of control. One reason for this may be that people with high locus of control feel more empowered and confident in their ability to achieve their goals and overcome challenges.

This sense of control can lead to a greater sense of mastery and a more positive outlook on life. In contrast, people with low locus of control may feel helpless and powerless in the face of adversity, which can lead to feelings of anxiety, depression, and helplessness. They may also be less likely to take proactive steps to improve their situation because they believe that external factors are beyond their control. It is important to note that locus of control is not a fixed trait and can be influenced by a variety of factors, including upbringing, life experiences, and socialization. Thus, individuals can learn to adopt a high locus of control through cognitive-behavioural interventions and other forms of psychotherapy.

This finding is supported by the research finding of Pu et al. (2017) who examined the effect of locus of control on subjective well-being (SWB). SWB was found to be substantially linked with locus of control, trait anxiety, and self-esteem. The results of their structural equation modelling revealed that trait anxiety and self-esteem moderated the impact of locus of control on SWB. The work of Ye and Lin, (2015) also showed that locus of control is a significant predictor of psychological well-being.

According to them, the influence of locus of control on psychological well-being highlights the importance of fostering a sense of control and self-efficacy in individuals, as this can lead to greater resilience and well-being in the face of life's challenges.

Hypothesis two states that resilience will predict psychological well-being among civil servants and was accepted based on the results. In the context of the study, resilience has the chance of being linked to a lower risk of developing mental health problems such as depression, anxiety, and post-traumatic stress disorder (PTSD). One plausible reason for this link is that resilient individuals tend to have a more positive outlook on life, even in the face of adversity. They are better able to find meaning and purpose in difficult situations and are more likely to see challenges as opportunities for growth. Shows that the daily stress they pass through in order to get to their office, some usually goes through difficult times as seen that people who have good resilience are seen to be more optimistic when confronted with situations of adversities which could lead to higher psychological well-being. Furthermore, it could be said that employees have the ability to easily snap out of setbacks in their life which can lead to job productivity, satisfaction towards their job. A resilient individual tends to have stronger social support networks, which can also contribute to better psychological well-being. Resilience also plays a critical role in the recovery process for those who have experienced trauma. It enables individuals to effectively cope with the emotional and physical impact of trauma and to work through the associated psychological symptoms.

The finding was supported by the study of Li and Hasson (2020) who compiled research on the relationship of resilience, stress, and well-being in undergraduate nursing students from various nations. Their outcome analysis found that the level of resilience was modest; stress levels were high, and a proportion of nursing students had negative psychological health. There was a strong connection between resilience, stress, and well-being. Resilience and low stress were discovered to be superior predictors of well-being.

Hypothesis three states that locus of control and resilience will jointly predict psychological well-being among civil servants and based on the results, this hypothesis was accepted. Locus of control and resilience are two important factors that play a significant role in psychological well-being. The two factors predicted the psychological well-being of civil servants in Alausa, Ikeja which enables them have a purpose in life, self-acceptance, autonomy, positive relation with others, and they also know that life has been a continuous process of learning, changing and growing, they

have an insight about the job they are doing fully well and how they can bounce back to stress daily and the necessary precautions to take in order to have a good state of well-being.

The research of Foster, et al. (2020) showed that individuals with an internal locus of control, who believe that they have control over their lives, are more likely to have better psychological well-being than those with an external locus of control, who believe that events in their lives are controlled by external factors such as luck or fate. This is because individuals with an internal locus of control are more likely to take actions to change their circumstances, rather than feeling helpless and overwhelmed. Similarly, individuals who are resilient are better able to cope with stress and adversity, which are inevitable parts of life. They are able to bounce back from setbacks and recover quickly, maintaining a positive outlook even in difficult situations. This resilience is a critical factor in promoting psychological well-being, as it allows individuals to persevere through challenges and maintain a sense of purpose and hope.

When these two factors – locus of control and resilience – are combined, they can have a joint harness to predict psychological well-being. Individuals with an internal locus of control who are also resilient are better able to navigate the challenges of life and maintain a sense of control and purpose even when faced with adversity. They are able to cope with stress and anxiety more effectively and are less likely to experience depression or other mental health issues. Locus of control and resilience are two factors that can significantly impact psychological well-being. While an internal locus of control and resilience are each important on their own, their combined effect can be even more powerful, promoting a sense of control, purpose, and well-being even in the face of adversity.

Hypothesis four of the study which says civil servants in the sampled population will demonstrate above-average psychological well-being scores was analysed using descriptive statistics. The distribution of psychological well-being among the sampled respondents indicated a generally healthy profile among the respondents. It should be said that this does not mean that their lives and work are void of concerns and things that challenge their right state of well-being but that they are able to navigate such to the level they possibly can. Most participants (64.9%) reported a normal range of psychological well-being and another 24.3% reporting high levels in the very high category. The absence of respondents in the low and very low levels indicates that psychological well-being among the selected sample is predominantly moderate to high. This could reflect that public workers in this sampled population may exhibit positive coping resources, working environments that are supportive or that help each

other where necessary through organizational citizenship behaviours. These findings are consistent with the study of Onwuekwem et al. (2024), where it was reported in a study among police officers in Onitsha that resilience and locus of control significantly predicted the psychological well-being of the respondents in that study.

5. CONCLUSION

The current study sought to investigate locus of control and resilience as predictors of psychological well-being among civil servants in Alausa, Ikeja, Lagos state. According to the results, it can be concluded that locus of control is a predictor of psychological well-being among civil servants in Alausa, Ikeja, Lagos state which was the first hypothesis. The study also concluded that the second hypothesis which stated that resilience is a predictor of psychological well-being among civil servants in Alausa, Ikeja, Lagos State. Also, locus of control and resilience was concluded to be joint predictors of psychological well-being among civil servants in Alausa, Ikeja, Lagos state. The interplay between these constructs underscores their combined impact on fostering emotional stability, job satisfaction, and overall mental health. These findings suggest that fostering both an internal locus of control and resilience among employees can serve as a valuable strategy for promoting psychological well-being and enhancing workplace productivity.

6. IMPLICATIONS

Locus of control and resilience are two important psychological constructs that can have significant implications for an individual's psychological well-being. Individuals with an internal locus of control, who believe that their actions and decisions can influence the outcomes in their lives, tend to have better psychological well-being than those with an external locus of control, who believe that their lives are controlled by external factors such as luck or fate. This is because individuals with an internal locus of control feel a greater sense of personal agency and control over their lives, which can lead to increased feelings of self-efficacy and self-esteem.

Similarly, individuals who are resilient and are able to cope effectively with stress and adversity are also likely to have better psychological well-being than those who are less resilient. Resilience enables individuals to bounce back from setbacks, cope with stress, and maintain a positive outlook, even in the face of adversity. This can lead to increased feelings of self-satisfaction and a greater sense of control over one's

life. Together, these two constructs can have a powerful impact on an individual's psychological well-being. Individuals who have a strong sense of internal locus of control and high levels of resilience are likely to experience better mental health outcomes, such as reduced stress and anxiety, improved self-esteem, and a greater sense of life satisfaction. They are also more likely to engage in healthy coping behaviours, such as seeking social support and engaging in self-care activities, which can further enhance their psychological well-being. On the other hand, individuals with an external locus of control and low levels of resilience may be more vulnerable to psychological distress, such as depression and anxiety. They may feel helpless and hopeless in the face of adversity and may struggle to cope effectively with stressors in their lives. This can lead to a cycle of negative thinking and behaviour, which can further exacerbate their psychological distress.

7. RECOMMENDATIONS

Arising from the findings of this study, the following recommendations are made:

The government could offer workshops, training, and counselling services that focus on developing skills such as goal-setting, problem-solving, decision-making, and self-efficacy. These initiatives can empower individuals to take charge of their lives, make positive choices, and overcome challenges, ultimately leading to improved psychological well-being. Therefore, interventions that target resilience-building could be included in mental health programs. These may include mindfulness-based interventions, problem-solving skills training, and positive psychology exercises.

Organizations should encourage employees to view challenges as opportunities for growth rather than obstacles. They should help them understand that setbacks and failures are part of the learning process and can lead to personal and professional development. They should also encourage continuous learning and provide resources for employees to acquire new knowledge and skills. They should also support the development of learning goals and provide opportunities for training, workshops, and educational programs.

Organizations aiming to improve employee mental health and performance through improvement in their psychological well-being should prioritize strategies that cultivate both resilience and internal locus of control, such as fostering supportive work environments and providing skill-building resources.

Society should introduce the concept of growth mindset in schools, workplaces,

and public awareness campaigns and also provide resources and training to teachers, parents, and leaders to help them understand and foster a growth mindset in their respective domains. Society should also praise and reward efforts, progress, and perseverance rather than solely focusing on outcomes. Emphasize that setbacks and failures are opportunities for learning and growth, rather than measures of personal worth.

The findings of this study could be used to inform public health policy and practice by highlighting the importance of promoting internal locus of control and resilience in mental health interventions. This could lead to the development of more effective mental health programs that address these factors to improve psychological well-being.

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PROCJENA LOKUSA KONTROLE I OTPORNOSTI KAO PREDIKTORA PSIHOLOŠKOG BLAGOSTANJA KOD ODABRANIH DRŽAVNIH SLUŽBENIKA U ALAUSI, DRŽAVA LAGOS

Summary

Istraživači su identificirali niz faktora koji mogu pogoršati psihološko blagostanje, uključujući stresore iz okoline, zdravstvene probleme, historiju traume i genetsku predispoziciju. Psihološko blagostanje se u studiji smatra pozitivnim stanjem mentalnog i emocionalnog zdravlja koje pomaže pojedincima da žive sa osjećajem svrhe i smisla. Ova studija ispitala je lokus kontrole i otpornost kao prediktore psihološkog blagostanja među državnim službenicima u Alausi, Ikeji, država Lagos. Ova studija je zasnovana na deskriptivnom dizajnu kros-sekcionalnog istraživanja. Istraživanje je kao uzorak obuhvatilo 251 odabranog državnog službenika iz različitih ministarstava, odjela i agencija unutar Alausa Sekretarijata vlade države Lagos. Nalazi linearne regresijske analize pokazali su da lokus kontrole ($\beta = 0,374$; $t = 5,987$; $p < 0,05$) i otpornost ($\beta = 0,062$; $t = 3,870$; $p < 0,05$) imaju nezavisan utjecaj na psihološko blagostanje odabranih ispitanika. Višestruka regresijska analiza rezultata pokazala je da lokus

kontrole ($\beta = 0,356$; $t = 5,805$; $p < 0,05$) i otpornost ($\beta = 0,055$; $t = 3,612$; $p < 0,05$) imaju zajednički značajan utjecaj na psihološko blagostanje. Studija je zaključila da su lokus kontrole i otpornost nezavisni i zajednički prediktori psihološkog blagostanja među državnim službenicima u Alausi, Ikeji, državi Lagos. Studija preporučuje da organizacije koje žele poboljšati mentalno zdravlje i učinak zaposlenika kroz poboljšanje njihovog psihološkog blagostanja daju prioritet strategijama koje njeguju i otpornost i interni lokus kontrole, kao što je podsticanje podržavajućeg radnog okruženja i pružanje resursa za izgradnju vještina.

Ključne riječi: državni službenici; lokus kontrole; organizacija; otpornost; psihološko blagostanje; predviđanje

Authors' address

Adresa autora

Abiodun Adekunle Ogunola
Elizabeth Oluwanifemi Johnson
Olabisi Onabanjo University, Ago-Iwoye, Nigeria
ogunola.abiodun@oouagoiwoye.edu.ng
johnsonelizabeth380@gmail.com