

Locus of Control as Moderator of Relationship between Leadership Behaviors of Principals and their faculty outcomes: A Path-Goal Approach

By

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Abstract

This study was designed to test the path-goal theory of leadership in an educational setting. It investigated the relationship among leadership behavior of degree college principals, and faculty job satisfaction, acceptance of leader and job expectancies moderated by locus of control. The questionnaire comprised of a combination of instruments measuring directive and participative leadership styles, locus of control and all three subordinate outcomes along with two scales for measuring role ambiguity and stress of the principals for controlling their affects. Responses were received from 445 lecturers and 138 principals of respective colleges. MANCOVA was used to know the moderating affect of locus of control on the relationship of leadership style and subordinates' outcomes controlling the effect of role ambiguity and stress of the principals. Findings indicated that the locus of control differentially affected subordinate outcomes relationships with directive and participative leader behaviors. Three out of four hypotheses were according to the predictions of theory. All the results of the study were discussed in relation to the path-goal theory.