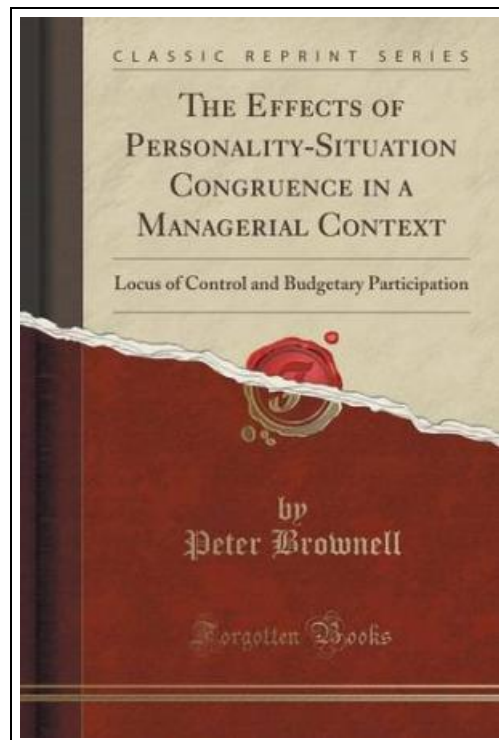


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Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Excerpt from *The Effects of Personality-Situation Congruence in a Managerial Context: Locus of Control and Budgetary Participation* Forty-six undergraduate business school students and forty-eight middle-level management personnel from a large manufacturing company took part in a laboratory experiment designed to examine the impact of internal-external locus of control on the relationship between budgetary participation and performance. Results indicated that, as hypothesized, internally-oriented subjects performed best in conditions of high participation (corresponding to substantial situational control) and externally-oriented subjects performed best in conditions of low participation (corresponding to limited situational control). In addition, the subjects in these two highest performing groups indicated more enjoyment in the experimental task than did their counterparts in less-preferred, or incongruent conditions. These results are consistent with previous literature which has shown task performance to be subject to the interaction between generalized expectancies in terms of I-E locus of control, and the source of control in a particular situation. The implications of these results for personnel selection and placement in organizations is discussed. About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books. Find more at This book is a reproduction of an important historical work. Forgotten Books uses state-of-the-art technology to digitally reconstruct the work, preserving the original format whilst repairing imperfections present in the aged copy. In rare cases, an imperfection in the original, such as a blemish or missing page, may be replicated in our edition. We do, however, repair the vast majority of imperfections successfully; any imperfections that remain are intentionally left to preserve the state of such historical works.

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