

A Study on the Effects of Internal Locus of Control and Creative Work Environment on Intrinsic Job Satisfaction

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200720799

(Master's Program in Business Administration and Public Policy)

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Submitted to the Graduate School of
Systems and Information Engineering
in Partial Fulfillment of the Requirements
for the Degree of Master of Business Administration
at the
The University of Tsukuba

March, 2009

インターナル・ローカス・オブ・コントロールと創造的仕事環境が
内的職務満足に及ぼす効果に関する研究

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ABSTRACT

The present study investigated the relationship among internal locus of control, creative work environment, and intrinsic job satisfaction. Three models were proposed based on past research. A first model tested a direct effect of internal locus of control on intrinsic job satisfaction; a second model tested a mediation effect of creative environment linking internal locus of control to intrinsic job satisfaction; and a third model tested an interaction effect of internal locus of control and creative work environment on intrinsic job satisfaction. Data were collected from Japanese organizations (N=371) to test those models. The study revealed that the direct effect of internal locus of control on intrinsic job satisfaction was positive and significant; also, the effect was partially mediated through creative work environment. However, the interactive effect did not reach statistical significance. The meaning of the findings and directions for future research are discussed.