CHAPTER: 4

RESULTS & DISCUSSION

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To investigate the relationship between Personality dimensions (Locus of control, Positive affectivity, and negative affectivity) and mental health, burnout, work adjustment. A bivariate correlation was conducted using the Statistical Program for Social Sciences (SPSS). As data were not normally distributed (non parametric) so selected "spearman" correlation and Regression statistical analysis.

Results have been presented in four subsections. The first subsection has dealt with descriptive statistics. Second subsection has incorporation with correlation of independent variable with dependent variable. The third subsection the effect of independent variable on the outcome variable is presented and the last subsection has dealt with regression analysis of the independent and dependent of variables.

Total 12 variables included in the present given below list of the variables

(Independent variables) **Personality dimensions**	**Outcome (Dependent Variable)**
Negative affectivity	**Mental Health** Depression Anxiety Obsessive Compulsive Behavior Somatization
Positive affectivity	**Burnout** Emotional Exhaustion

	Depersonalization Personal Accomplishment
work locus of control (Internal/ External Locus of control)	**Work adjustment**

Control Variable
Age : (35 years to 50 years)
Work experience: minimum 5 years.

Descriptive statistics included mean, median, mode standard deviation, minimum and maximum score were also obtain for each of the variables; i.e. independent, dependent and control variable descriptive statistics have been presented in the table 1 & 2

Table: 1 Descriptive Statistics of independent variable

	GENDER	Age Group	Internal loc	External loc	Positive affectivity	Negative affectivity
N Valid	500	500	500	500	500	500
Missing	0	0	0	0	0	0
Mean	1.4000	1.16	2.3323	3.0518	.6667	.7322
Median	1.0000	1.00	2.2500	3.0000	.7273	.6364
Mode	1.00	1	2.00	3.50	.73	.27
Std. Deviation	.49039	.363	.67169	.93761	.23376	.44076
Variance	.240	.132	.451	.879	.055	.194
Skewness	.409	1.902	.584	.151	.295	.051
Std. Error of Skewness	.109	.109	.109	.109	.109	.109
Kurtosis	-1.840	1.623	.222	-.655	1.569	-1.519
Std. Error of Kurtosis	.218	.218	.218	.218	.218	.218
Minimum	1.00	1	1.25	1.38	.09	.00
Maximum	2.00	2	4.75	6.00	1.64	1.45

Table: 2 Descriptive Statistics of dependent variable

	Emotional exhaution	Depersonali -zation	Personal Accomplishme -nt	Somatizat -ion	Anxi -ety	Obsessive compulsive	Depressi -on	Work Adjus t- ment
N Valid	500	500	500	500	500	500	500	500
Missing	0	0	0	0	0	0	0	0
Mean	2.0864	1.8312	3.7435	1.5142	1.5437	1.6794	1.5593	2.4166
Median	2.1111	2.0000	3.7500	1.3333	1.4286	1.6250	1.4286	2.4286
Mode	2.89	2.20	3.88	1.08	1.07	2.06	1.14	3.36
Std. Deviation	.95566	1.01214	.93268	.49951	.47860	.45285	.48952	.76789
Variance	.913	1.024	.870	.250	.229	.205	.240	.590
Skewness	-.092	-.097	.143	1.173	1.152	.513	1.092	.066
Std. Error of Skewness	.109	.109	.109	.109	.109	.109	.109	.109
Kurtosis	-.928	-.733	-.316	.661	1.390	-.484	.912	-1.242
Std. Error of Kurtosis	.218	.218	.218	.218	.218	.218	.218	.218
Minimum	.00	.00	1.63	1.00	1.00	1.00	1.00	1.14
Maximum	4.00	4.20	6.00	3.00	3.29	2.81	3.21	3.86

The statistical analysis of the data was done to verify hypothesized relationship among the variables. First the relationship between independent variables (personality dimensions) and outcome variables mental health, burnout and work adjustment was investigated.

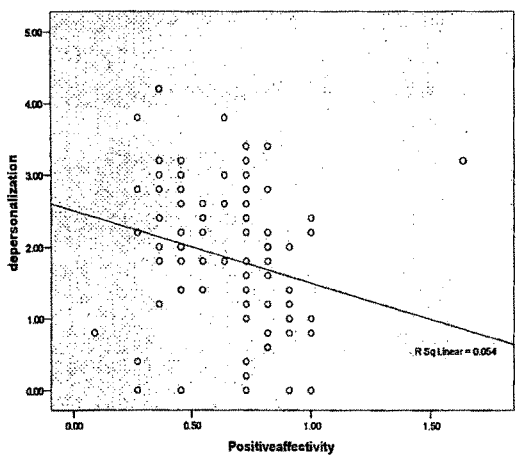
The strength of association between independent and dependent variables was calculated with the help of correlation analysis. The obtained Inter correlation between the independent and dependent variable; the result depict that there was a correlation between almost all variables

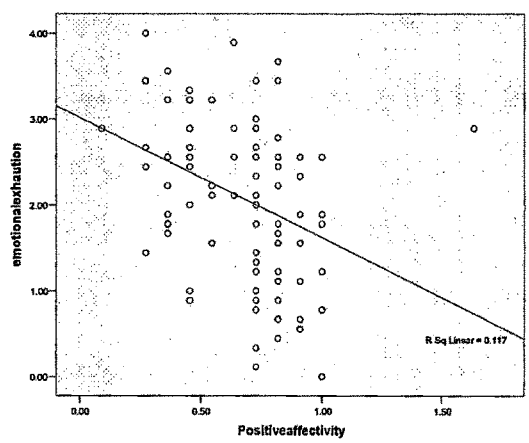
Table: 3 Correlation between Positive Affectivity and burnout

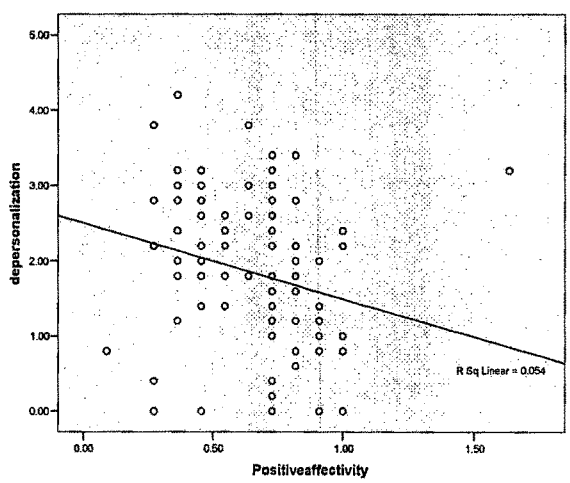
Correlations

			emotional exhaution	deperson alization	personalacco mplishment	Positiveaf fectivity
Spearman's rho	emotionalexhaution	Correlation Coefficient	1.000	.614**	-.055	-.401**
		Sig. (2-tailed)	.	.000	.216	.000
		N	500	500	500	500
	depersonalization	Correlation Coefficient	.614**	1.000	-.272**	-.322**
		Sig. (2-tailed)	.000	.	.000	.000
		N	500	500	500	500
	personalaccomplishment	Correlation Coefficient	-.055	-.272**	1.000	.332**
		Sig. (2-tailed)	.216	.000	.	.000
		N	500	500	500	500
	Positiveaffectivity	Correlation Coefficient	-.401**	-.322**	.332**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	500	500	500	500

**. Correlation is significant at the 0.01 level (2-tailed).







As predicted the result shows that Positive affectivity has statistically significant moderate negative correlation with two components of burnout emotional exhaustion and depersonalization ($r = -.401$, $N = 500$, $P < 0.05$, two tailed. $r = -.322$, $N = 500$, $P < 0.05$, two tailed respectively). Positive affectivity has significant moderate positive correlation with third components of burnout personal accomplishment. ($r = .332$, $N = 500$, $P < 0.01$, two tailed.).

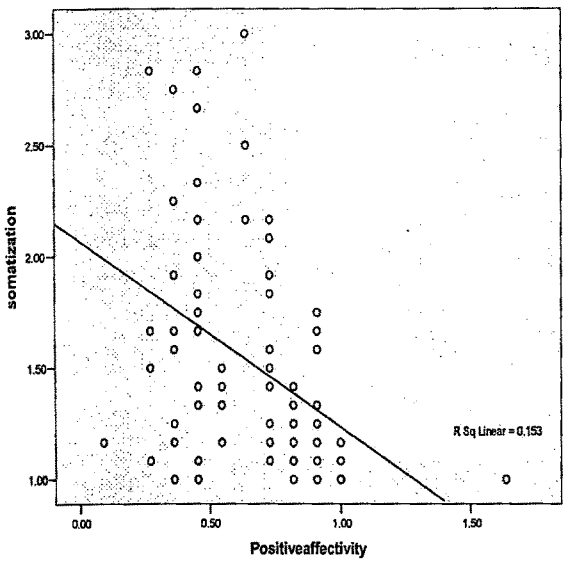
This result supports the hypothesis it means individual with high positive affectivity personality dimension then there is high chances that they will be having low burnout at work.

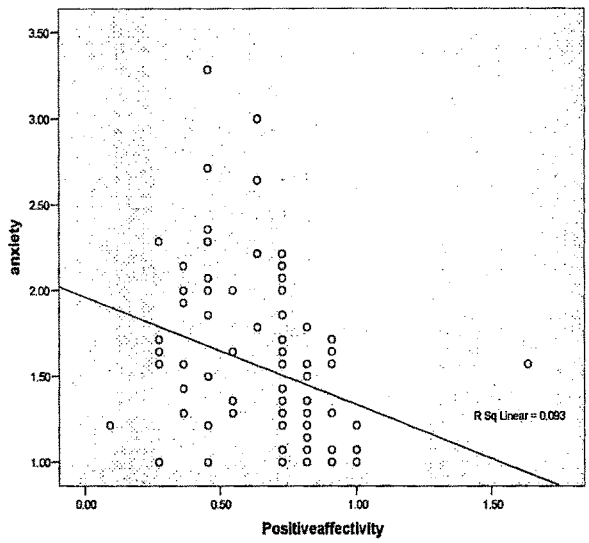
Table: 4 Correlation between positive affectivity and mental health

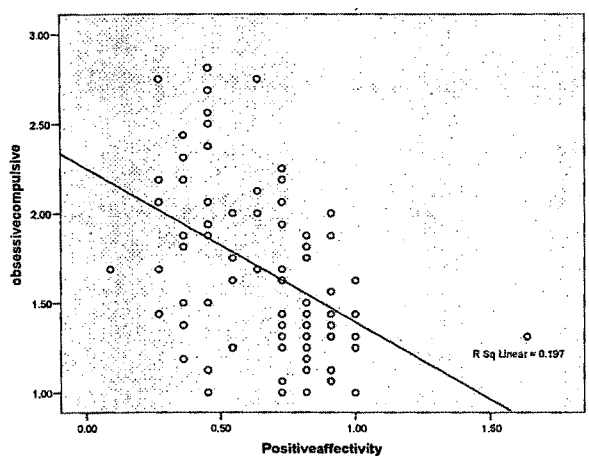
Correlations

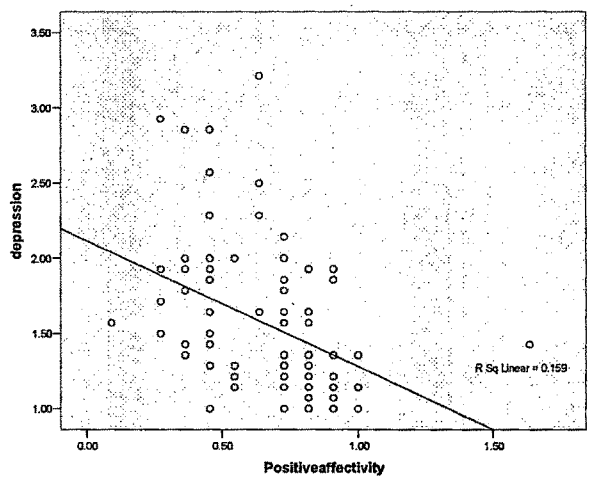
			somatization	anxiety	obsessivecompulsive	depression	Positiveaffectivity
Spearman's rh	somatization	Correlation Coefficie	1.000	.826**	.826**	.815**	-.477**
		Sig. (2-tailed)	.	.000	.000	.000	.000
		N	500	500	500	500	500
	anxiety	Correlation Coefficie	.826**	1.000	.801**	.836**	-.431**
		Sig. (2-tailed)	.000	.	.000	.000	.000
		N	500	500	500	500	500
	obsessivecompulsiv	Correlation Coefficie	.826**	.801**	1.000	.810**	-.486**
		Sig. (2-tailed)	.000	.000	.	.000	.000
		N	500	500	500	500	500
	depression	Correlation Coefficie	.815**	.836**	.810**	1.000	-.482**
		Sig. (2-tailed)	.000	.000	.000	.	.000
		N	500	500	500	500	500
	Positiveaffectivity	Correlation Coefficie	-.477**	-.431**	-.486**	-.482**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.
		N	500	500	500	500	500

**. Correlation is significant at the 0.01 level (2-tailed).









Mental health (depression, anxiety, obsessive compulsive behavior, somatization, ($r = -.482, -.431, -.486, -.477$ respectively, $N = 500$, $P < 0.01$, two tailed.) was observed to have moderate negative relationship with positive affectivity.

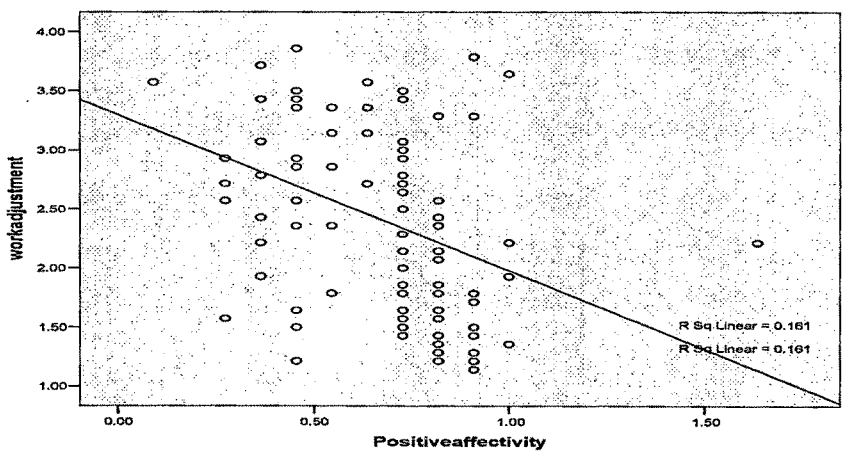
This result supports the hypothesis. Result indicates that individual with high positive affectivity personality dimensions will be having low chances to suffer from mental health problems.

Table: 5 Correlation between Positive affectivity and work adjustment

Correlations

			Positiveaffectivity	workadjustment
Spearman's rh	Positiveaffectiv	Correlation Coeffici	1.000	-.460**
		Sig. (2-tailed)	.	.000
		N	500	500
	workadjustmen	Correlation Coeffici	-.460**	1.000
		Sig. (2-tailed)	.000	.
		N	500	500

**. Correlation is significant at the 0.01 level (2-tailed).



Result shows that a significant moderate negative correlation between positive affectivity and work adjustment ($r = -.460$, $N = 500$, $P < 0.01$, two tailed.)

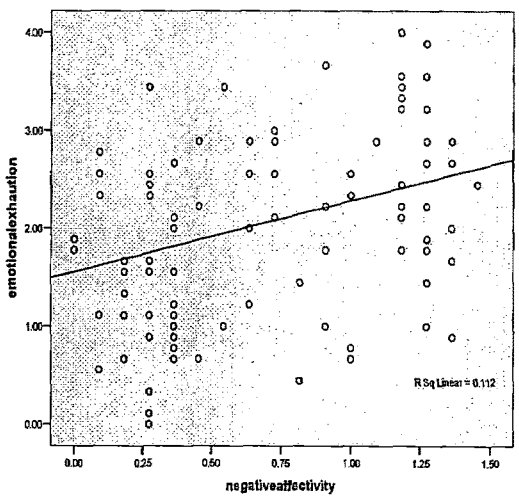
Result indicates that individual with high positive affectivity personality dimensions will be having low work adjustment. This result rejects the hypothesis.

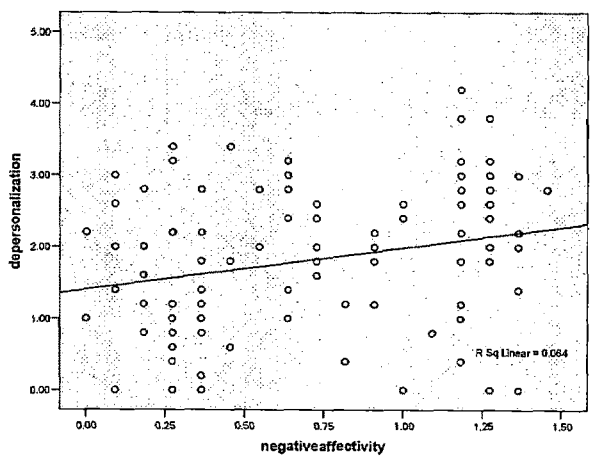
Table: 6 Correlation between Negative Affectivity and burnout

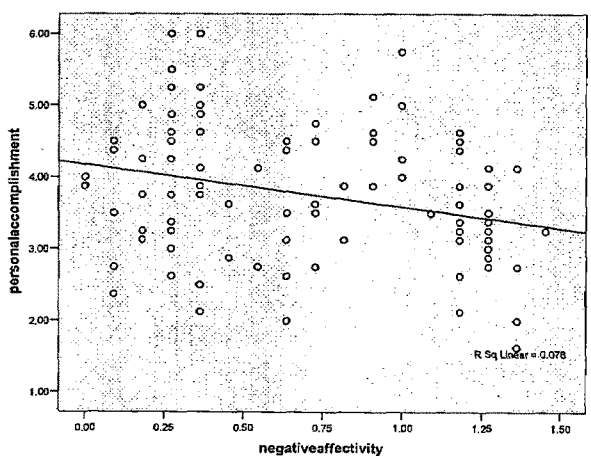
Correlations

			emotional exhaution	deperson alization	personalacco mplishment	negativea ffectivity
Spearman's rho	emotionalexhaution	Correlation Coefficient	1.000	.614**	-.055	.301**
		Sig. (2-tailed)	.	.000	.216	.000
		N	500	500	500	500
	depersonalization	Correlation Coefficient	.614**	1.000	-.272**	.244**
		Sig. (2-tailed)	.000	.	.000	.000
		N	500	500	500	500
	personalaccomplishment	Correlation Coefficient	-.055	-.272**	1.000	-.280**
		Sig. (2-tailed)	.216	.000	.	.000
		N	500	500	500	500
	negativeaffectivity	Correlation Coefficient	.301**	.244**	-.280**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	500	500	500	500

**. Correlation is significant at the 0.01 level (2-tailed).







Negative affectivity has exactly opposite relationship as compare to positive affectivity. The result support the hypothesis; result showed that a significant moderate positive correlation with two components of burnout emotional exhaustion and depersonalization (r = .301, 244 N= 500, P < 0.01, two tailed. respectively). The result shows a significant negative correlation between negative affectivity and third component of burnout personal accomplishment. (r = -208 N= 500, P < 0.01, two tailed.)

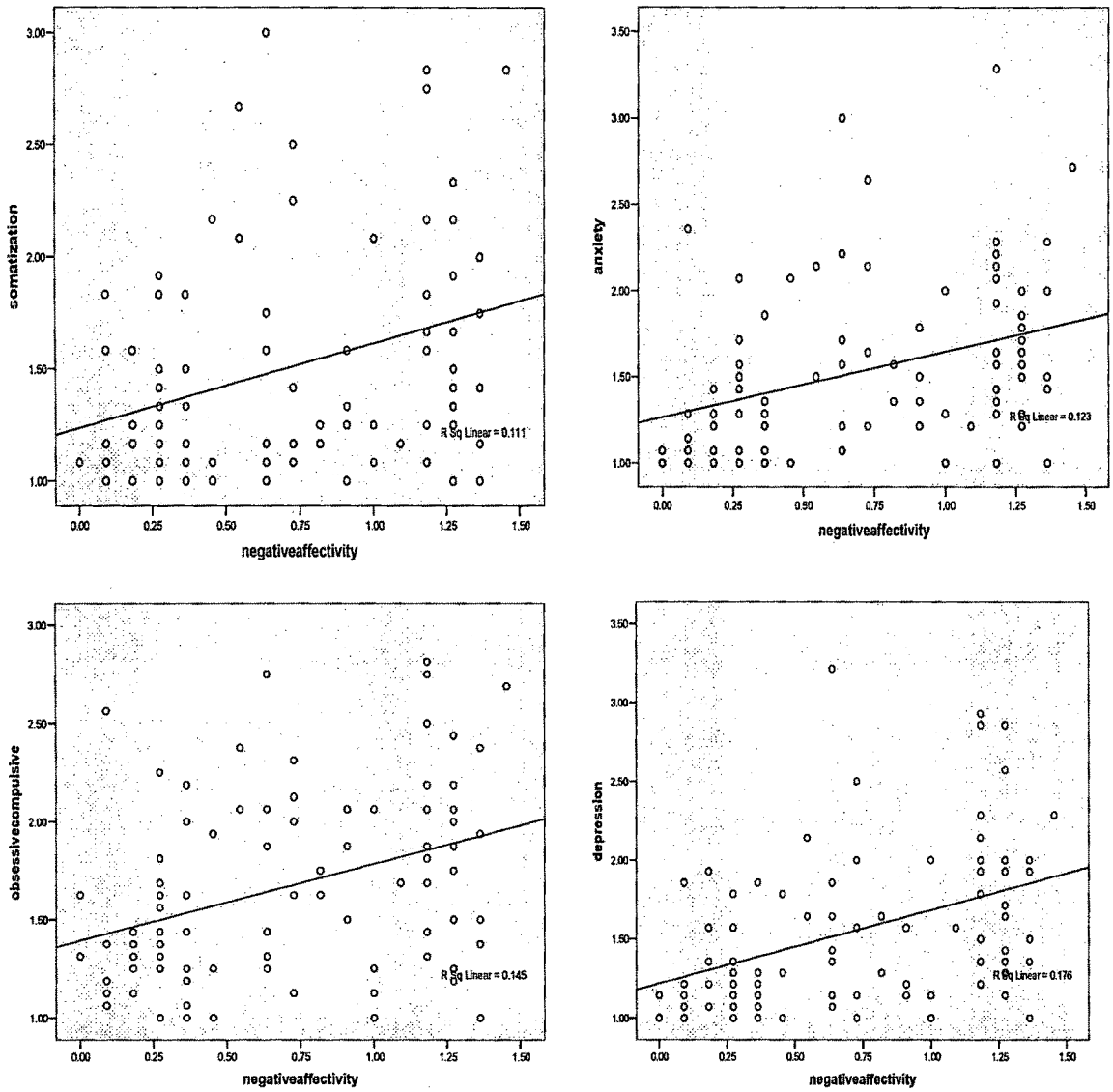
It indicates that individual with high negative affectivity personality dimensions will be having high burnout. This finding supports the hypothesis.

Table: 7 Correlation between Negative affectivity and mental health

Correlations

			somatization	anxiety	obsessivecompulsive	depression	negativeaffectivity
Spearman's rh	somatization	Correlation Coeffici	1.000	.826**	.826**	.815**	.344**
		Sig. (2-tailed)	.	.000	.000	.000	.000
		N	500	500	500	500	500
	anxiety	Correlation Coeffici	.826**	1.000	.801**	.836**	.384**
		Sig. (2-tailed)	.000	.	.000	.000	.000
		N	500	500	500	500	500
	obsessivecompulsi	Correlation Coeffici	.826**	.801**	1.000	.810**	.376**
		Sig. (2-tailed)	.000	.000	.	.000	.000
		N	500	500	500	500	500
	depression	Correlation Coeffici	.815**	.836**	.810**	1.000	.423**
		Sig. (2-tailed)	.000	.000	.000	.	.000
		N	500	500	500	500	500
	negativeaffectivity	Correlation Coeffici	.344**	.384**	.376**	.423**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.
		N	500	500	500	500	500

**.Correlation is significant at the 0.01 level (2-tailed).



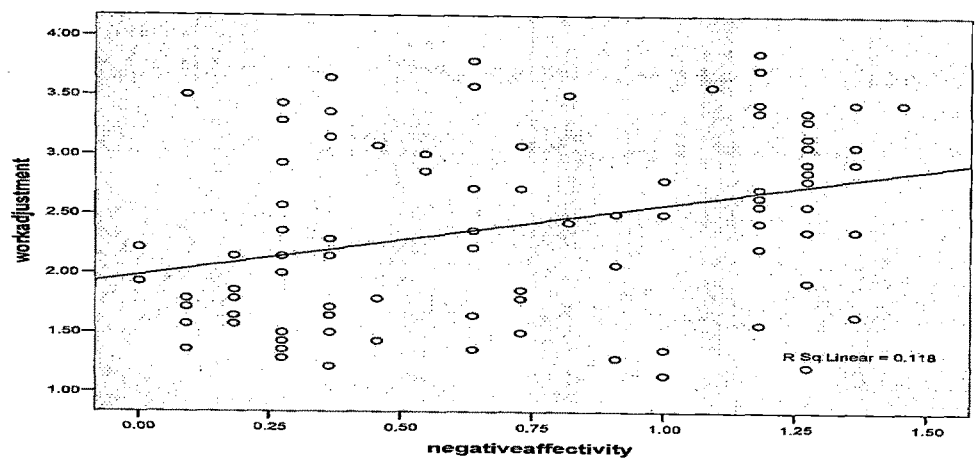
As predicted Mental health (depression, anxiety, obsessive compulsive behavior and somatization, ($r = .423, .384, .376, .249, 344$ respectively, $N= 500$, $P < 0.01$, two tailed.) and negative affectivity has moderate positive correlation. This result support the hypothesis it indicates that individual with high negative affectivity personality dimensions will have high chances to suffer from mental health problems.

Table: 8 Correlation between negative affectivity and work adjustment

Correlations

			negativeaffectivity	workadjustment
Spearman's rho	negativeaffectivity	Correlation Coefficient	1.000	.332**
		Sig. (2-tailed)	.	.000
		N	500	500
	workadjustment	Correlation Coefficient	.332**	1.000
		Sig. (2-tailed)	.000	.
		N	500	500

**. Correlation is significant at the 0.01 level (2-tailed).



Negative affectivity has shows significant moderate positive relationship between negative affectivity and work adjustment ($r = .332$, $N = 500$, $P < 0.01$, two tailed.) This result is rejects the hypotheses. It indicates that individual with high negative affectivity personality dimensions will have high work adjustment.

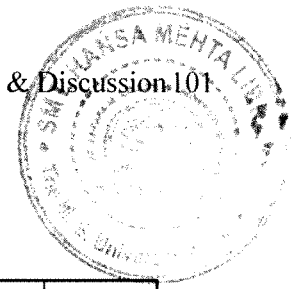
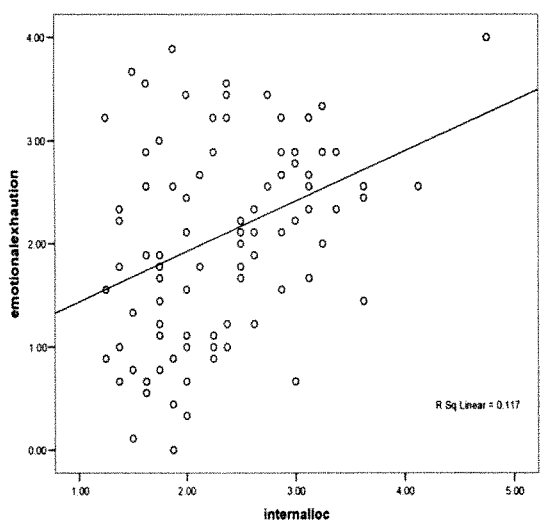


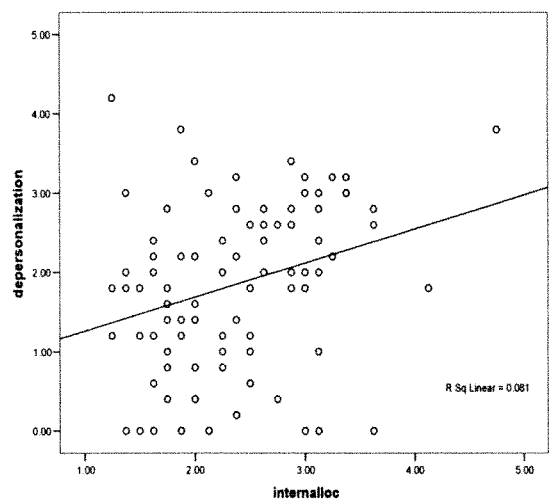
Table: 9 Correlation between Internal locus of control and burnout

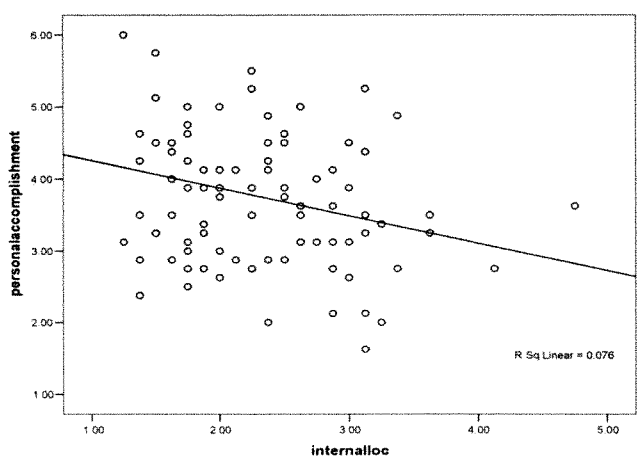
Correlations

			emotional exhaution	deperson alization	personalacco mplishment	internalloc
Spearman's rho	emotionalexhaution	Correlation Coefficient	1.000	.614**	-.055	.327**
		Sig. (2-tailed)	.	.000	.216	.000
		N	500	500	500	500
	depersonalization	Correlation Coefficient	.614**	1.000	-.272**	.311**
		Sig. (2-tailed)	.000	.	.000	.000
		N	500	500	500	500
	personalaccomplishment	Correlation Coefficient	-.055	-.272**	1.000	-.234**
		Sig. (2-tailed)	.216	.000	.	.000
		N	500	500	500	500
	internalloc	Correlation Coefficient	.327**	.311**	-.234**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	500	500	500	500

**. Correlation is significant at the 0.01 level (2-tailed).







Result indicates that there is significant moderate positive correlation between internal locus of control and two components of burnout emotional exhaustion and depersonalization, (r = .327 &.311, N= 500, P < 0.01, two tailed.

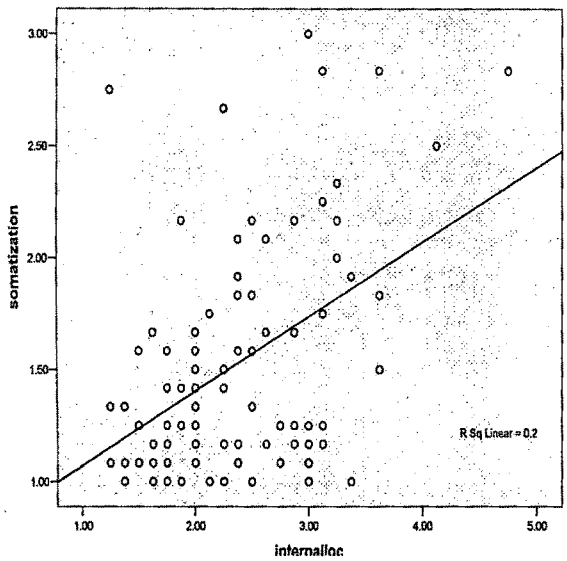
As predicted Internal locus of control has shows significant weak negative correlation with third component of burnout personal accomplishment. (r = -.234, N= 500, P < 0.01, two tailed), this result indicates that individual with internal locus of control personality dimensions will be having high burnout at work. Though the third component of burnout shows negative relationship with internal locus of control but this correlation is very weak. The result partially rejects the hypothesis.

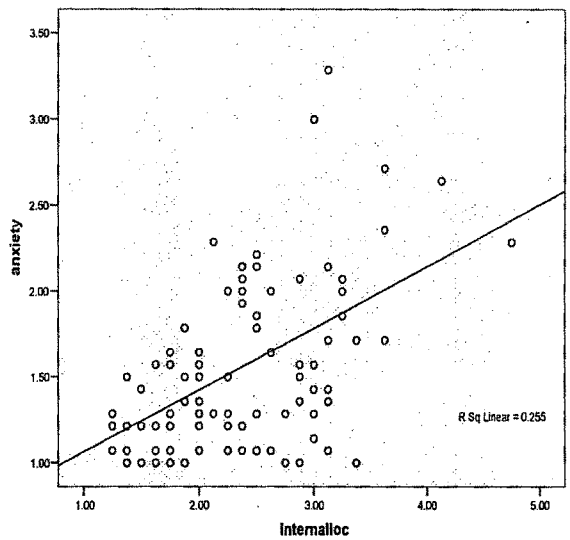
Table: 10 Correlation between Internal locus of control and mental health.

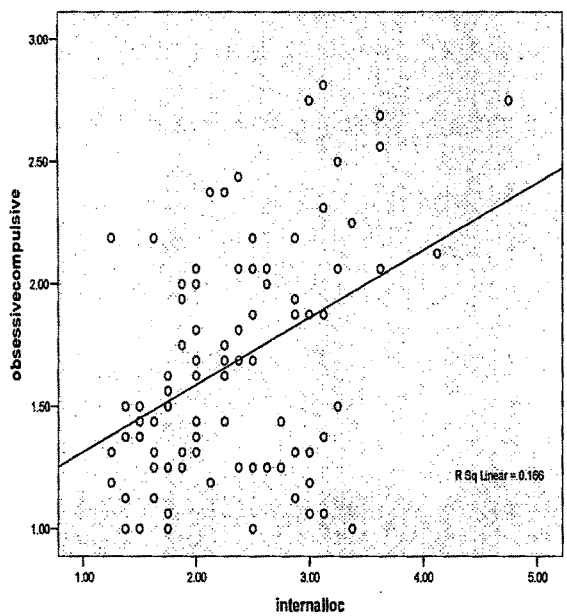
Correlations

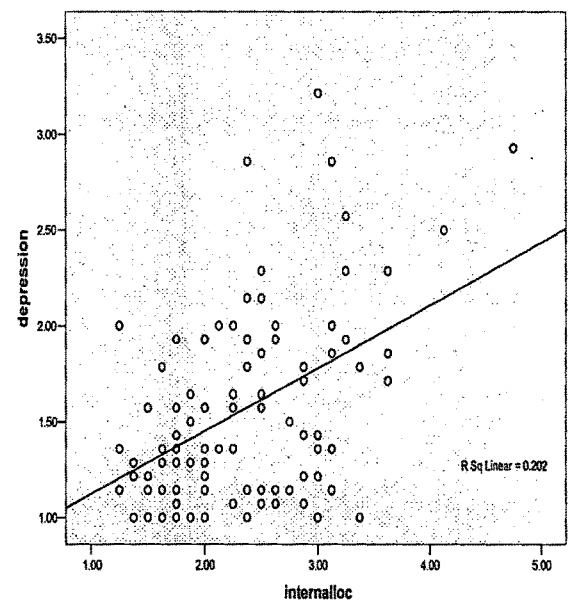
			somatization	anxiety	obsessivecompulsive	depression	internalloc
Spearman's rh	somatization	Correlation Coeffici	1.000	.826**	.826**	.815**	.397**
		Sig. (2-tailed)	.	.000	.000	.000	.000
		N	500	500	500	500	500
	anxiety	Correlation Coeffici	.826**	1.000	.801**	.836**	.478**
		Sig. (2-tailed)	.000	.	.000	.000	.000
		N	500	500	500	500	500
	obsessivecompulsi	Correlation Coeffici	.826**	.801**	1.000	.810**	.338**
		Sig. (2-tailed)	.000	.000	.	.000	.000
		N	500	500	500	500	500
	depression	Correlation Coeffici	.815**	.836**	.810**	1.000	.369**
		Sig. (2-tailed)	.000	.000	.000	.	.000
		N	500	500	500	500	500
	internalloc	Correlation Coeffici	.397**	.478**	.338**	.369**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.
		N	500	500	500	500	500

**. Correlation is significant at the 0.01 level (2-tailed).









It has observed that Mental health components Depression, Anxiety, obsessive compulsive behavior, somatization, ($r = .369, .478, .338, .397$ respectively, $N=500$, $P < 0.01$, two tailed) and internal locus of control has significant moderate positive correlation.

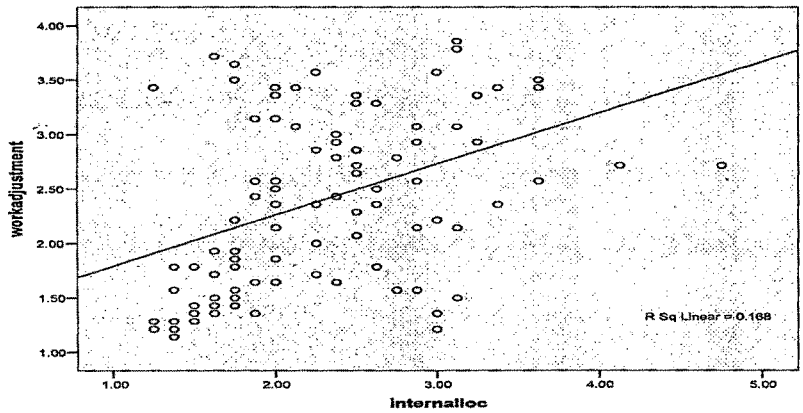
This result shows that individual with internal locus of control will have high chance to suffer from mental health problem. This result rejects the hypotheses.

Table: 11 Correlation between Internal locus of control and work adjustment

Correlations

			internalloc	workadjustment
Spearman's rho	internalloc	Correlation Coefficient	1.000	.432**
		Sig. (2-tailed)	.	.000
		N	500	500
	workadjustment	Correlation Coefficient	.432**	1.000
		Sig. (2-tailed)	.000	.
		N	500	500

**. Correlation is significant at the 0.01 level (2-tailed).



Internal locus of control has shows significant moderate positive correlation with work adjustment ($r = 432$, $N = 500$, $P < 0.01$, two tailed).

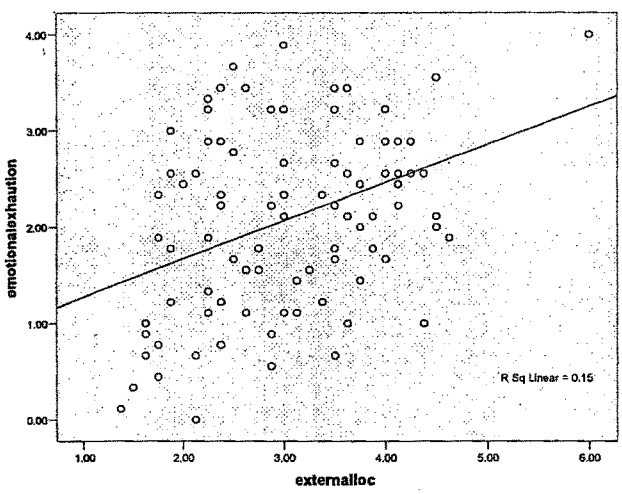
It indicates that individual with internal locus of control personality dimensions will show high work adjustment. This result support the hypothesis

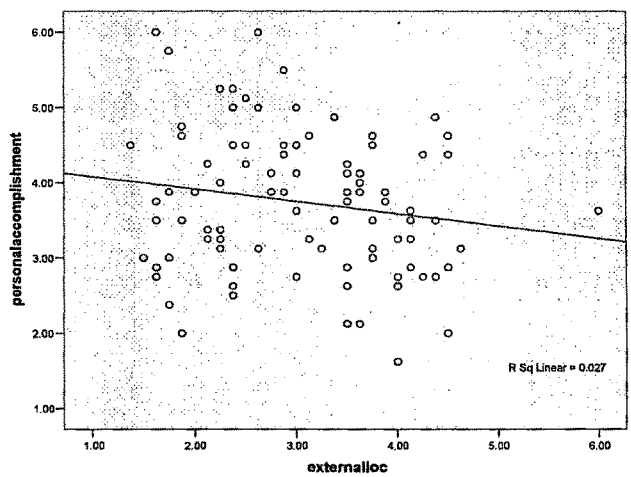
Table: 12 Correlation between external locus of control and burnout

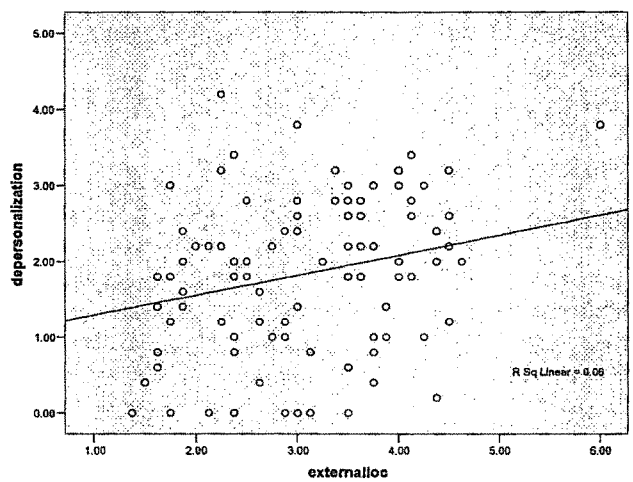
Correlations

			emotional exhaution	deperson alization	personalacco mplishment	externalloc
Spearman's rho	emotionalexhaution	Correlation Coefficient	1.000	.614**	-.055	.357**
		Sig. (2-tailed)	.	.000	.216	.000
		N	500	500	500	500
	depersonalization	Correlation Coefficient	.614**	1.000	-.272**	.228**
		Sig. (2-tailed)	.000	.	.000	.000
		N	500	500	500	500
	personalaccomplishment	Correlation Coefficient	-.055	-.272**	1.000	-.133**
		Sig. (2-tailed)	.216	.000	.	.003
		N	500	500	500	500
	externalloc	Correlation Coefficient	.357**	.228**	-.133**	1.000
		Sig. (2-tailed)	.000	.000	.003	.
		N	500	500	500	500

**. Correlation is significant at the 0.01 level (2-tailed).







External Locus of control is observed to have significant moderate positive correlation with two components of burnout emotional exhaustion, depersonalization, ($r = .357$&$.228$, $N = 500$, $P < 0.05$, two tailed)

As predicted result shows that external locus of control has significant weak negative correlation between and third component of burnout personal accomplishment ($r = -.133$. $N=500$, $P < 0.01$, two tailed). This result supports the hypothesis.

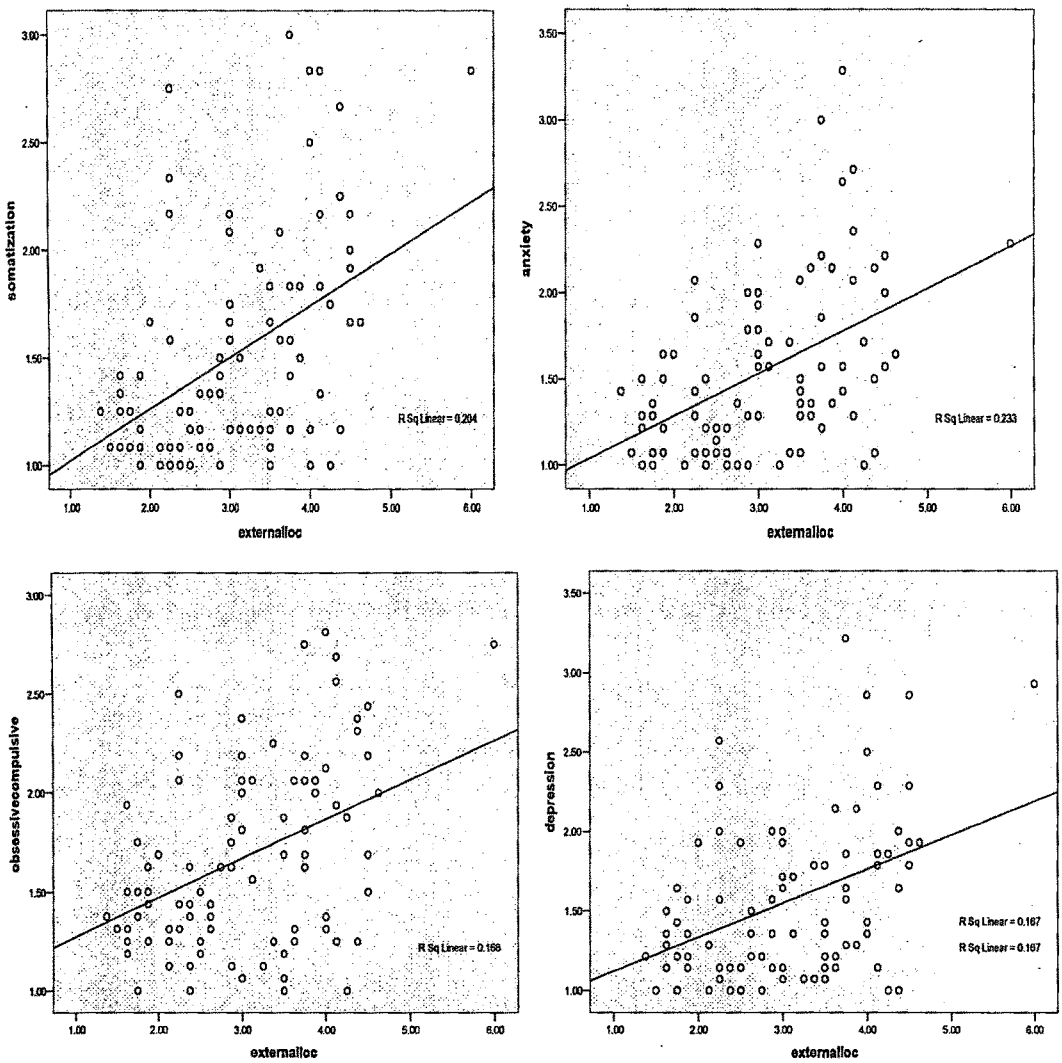
This result indicates that individual with external locus of control personality dimension will show less burnout at work.

Table: 13 Correlation between external locus of control and mental health

Correlations

			somatization	anxiety	obsessivecompulsive	depression	externalloc
Spearman's rh	somatization	Correlation Coeffic	1.000	.826**	.826**	.815**	.432**
		Sig. (2-tailed)	.	.000	.000	.000	.000
		N	500	500	500	500	500
	anxiety	Correlation Coeffic	.826**	1.000	.801**	.836**	.492**
		Sig. (2-tailed)	.000	.	.000	.000	.000
		N	500	500	500	500	500
	obsessivecompulsi	Correlation Coeffic	.826**	.801**	1.000	.810**	.372**
		Sig. (2-tailed)	.000	.000	.	.000	.000
		N	500	500	500	500	500
	depression	Correlation Coeffic	.815**	.836**	.810**	1.000	.371**
		Sig. (2-tailed)	.000	.000	.000	.	.000
		N	500	500	500	500	500
	externalloc	Correlation Coeffic	.432**	.492**	.372**	.371**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.
		N	500	500	500	500	500

**.Correlation is significant at the 0.01 level (2-tailed).



Result shows that Mental health components Depression, Anxiety, obsessive compulsive behavior, somatization, ($r = .371, .492, .372, .432$, $N = 500$, $P < 0.01$, two tailed) and external locus of control shows significant moderate positive relationship. This result has support the hypotheses.

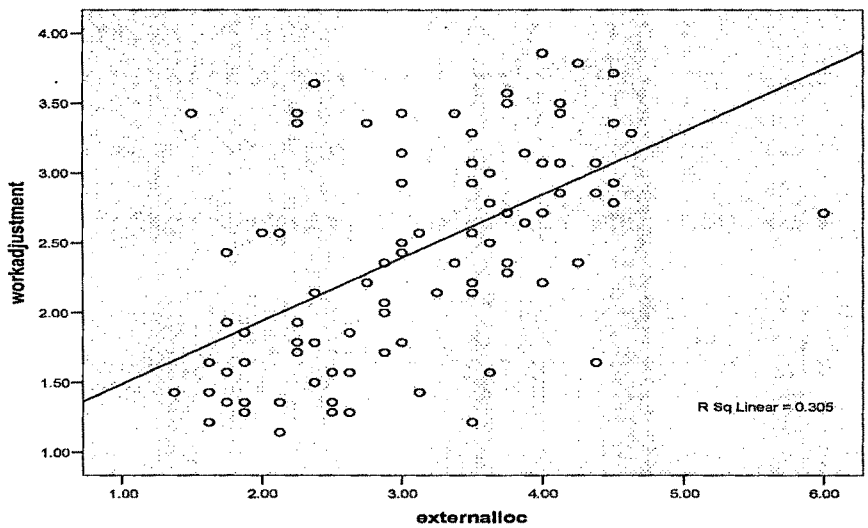
It indicates that individual with external locus of control personality dimension will have high chances to suffer from mental heath problems.

Table: 14 Correlation between external locus of control and work adjustment

Correlations

			externalloc	workadjustment
Spearman's rho	externalloc	Correlation Coefficient	1.000	.555**
		Sig. (2-tailed)	.	.000
		N	500	500
	workadjustment	Correlation Coefficient	.555**	1.000
		Sig. (2-tailed)	.000	.
		N	500	500

**. Correlation is significant at the 0.01 level (2-tailed).



The result shows that the external locus of control has significant strong positive correlation with work adjustment ($r = .555$, $N=500$, $P < 0.01$, two tailed)

It indicates that individual with external locus of control will tend to have high work adjustment. This result rejects the hypothesis.

Regression analysis

On the basis of Regression Analysis following results can be reported.

Table: 15 Regression analysis of emotional exhaustion

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.388[a]	.150	.149	.88178	.150	88.126	1	498	.000
2	.470[b]	.221	.218	.84535	.070	44.845	1	497	.000
3	.482[c]	.233	.228	.83968	.012	7.730	1	496	.006
4	.490[d]	.240	.234	.83668	.007	4.566	1	495	.033

a. Predictors: (Constant), externalloc

b. Predictors: (Constant), externalloc, Positiveaffectivity

c. Predictors: (Constant), externalloc, Positiveaffectivity, negativeaffectivity

d. Predictors: (Constant), externalloc, Positiveaffectivity, negativeaffectivity, internalloc

ANOVA[e]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68.521	1	68.521	88.126	.000[a]
	Residual	387.212	498	.778		
	Total	455.733	499			
2	Regression	100.568	2	50.284	70.365	.000[b]
	Residual	355.165	497	.715		
	Total	455.733	499			
3	Regression	106.018	3	35.339	50.122	.000[c]
	Residual	349.714	496	.705		
	Total	455.733	499			
4	Regression	109.215	4	27.304	39.003	.000[d]
	Residual	346.518	495	.700		
	Total	455.733	499			

a. Predictors: (Constant), externalloc

b. Predictors: (Constant), externalloc, Positiveaffectivity

c. Predictors: (Constant), externalloc, Positiveaffectivity, negativeaffectivity

d. Predictors: (Constant), externalloc, Positiveaffectivity, negativeaffectivity, internalloc

e. Dependent Variable: emotionalexhaution

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.880	.134		6.550	.000		
	externalloc	.395	.042	.388	9.388	.000	1.000	1.000
2	(Constant)	1.799	.188		9.559	.000		
	externalloc	.336	.041	.330	8.145	.000	.955	1.047
	Positiveaffectivity	-1.109	.166	-.271	-6.697	.000	.955	1.047
3	(Constant)	1.386	.239		5.798	.000		
	externalloc	.320	.041	.314	7.732	.000	.936	1.068
	Positiveaffectivity	-.755	.208	-.185	-3.623	.000	.596	1.677
	negativeaffectivity	.309	.111	.143	2.780	.006	.588	1.700
4	(Constant)	1.201	.253		4.738	.000		
	externalloc	.261	.050	.256	5.229	.000	.642	1.557
	Positiveaffectivity	-.711	.209	-.174	-3.409	.001	.590	1.694
	negativeaffectivity	.290	.111	.134	2.605	.009	.584	1.711
	internalloc	.151	.071	.106	2.137	.033	.622	1.608

a. Dependent Variable: emotionalexhaution

Emotional exhaustion (the first component of burnout) dependent variable, the explained variance was 23% Adjusted R square = .234, $F_{4, 495} = 39.0$. $P < 0.01$ with independent variables (External/Internal Locus of Control, Positive affectivity, Negative affectivity) The positive beta value for external locus of control, Negative affectivity, Internal locus of control was found to be significant predictor of emotional exhaustion (beta= .256, .134, .106 t=5.22, 2.60, 2.16 $p < 0.01$ respectively). The analysis was done for positive affectivity as independent variable and emotional exhaustion as dependent variable. The negative beta value for positive affectivity was found to be significant predictor of emotional exhaustion (Beta= -.174, t= 1.30, $P<0.01$).

In this case our regression equation [$y = bx + b_1 x + b_2 x + b_3 x + a$] becomes $y' = .261(x) - .711(x) + .290(x) + .151(x) + 1.201$. We can predict emotional exhaustion (y) given any value of (x) external locus of control, internal locus of control, positive affectivity and negative affectivity.

Table: 16 Regression analysis of Depersonalization

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.285[a]	.081	.079	.97116	.081	44.009	1	498	.000
2	.337[b]	.114	.110	.95489	.032	18.114	1	497	.000

a. Predictors: (Constant), internalloc

b. Predictors: (Constant), internalloc, negativeaffectivity

ANOVA[c]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	41.507	1	41.507	44.009	.000[a]
	Residual	469.687	498	.943		
	Total	511.193	499			
2	Regression	58.023	2	29.011	31.817	.000[b]
	Residual	453.170	497	.912		
	Total	511.193	499			

a. Predictors: (Constant), internalloc

b. Predictors: (Constant), internalloc, negativeaffectivity

c. Dependent Variable: depersonalization

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.830	.157		5.283	.000		
	internalloc	.429	.065	.285	6.634	.000	1.000	1.000
2	(Constant)	.700	.157		4.444	.000		
	internalloc	.350	.066	.232	5.280	.000	.921	1.086
	negativeaffectivi	.430	.101	.187	4.256	.000	.921	1.086

a. Dependent Variable: depersonalization

Depersonalization (The second component of burnout), the explained variance was 11% adjusted R square = .110, $F_{2, 497} = 31.8$ with independent variables (External/Internal Locus of Control, Positive affectivity, Negative affectivity). The positive beta value observed for Internal locus of control and negative affectivity was found to be significant predictor of

Depersonalization (Beta= .232, .187, t=5.28, 4.25, P< 0.01 respectively). The result shown that the positive beta value for external locus of control was not significant predictor in this model (B= .096, t= .182, P> 0.01). The negative beta value of positive affectivity was not found to be significant predictor of depersonalization. (B= -.086, t= -.1.58, P>0.01)

In this case our regression equation [$y = b_2x + b_3x + a$] becomes $y' = .350(x) + .430(x) + .700$. We can predict depersonalization (y) given any value of (x) internal locus of control, and negative affectivity.

Table: 16 Regression analysis of personal accomplishment

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.293[a]	.086	.084	.89265	.086	46.753	1	498	.000
2	.357[b]	.127	.124	.87306	.041	23.605	1	497	.000
3	.368[c]	.136	.130	.86971	.008	4.825	1	496	.029

a. Predictors: (Constant), Positiveaffectivity

b. Predictors: (Constant), Positiveaffectivity, internalloc

c. Predictors: (Constant), Positiveaffectivity, internalloc, negativeaffectivity

ANOVA[d]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.254	1	37.254	46.753	.000[a]
	Residual	396.818	498	.797		
	Total	434.073	499			
2	Regression	55.247	2	27.623	36.240	.000[b]
	Residual	378.826	497	.762		
	Total	434.073	499			
3	Regression	58.896	3	19.632	25.954	.000[c]
	Residual	375.176	496	.756		
	Total	434.073	499			

a. Predictors: (Constant), Positiveaffectivity

b. Predictors: (Constant), Positiveaffectivity, internalloc

c. Predictors: (Constant), Positiveaffectivity, internalloc, negativeaffectivity

d. Dependent Variable: personalaccomplishment

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.704	.067		10.526	.000		
	internalloc	.360	.028	.505	13.072	.000	1.000	1.000
2	(Constant)	.542	.070		7.771	.000		
	internalloc	.241	.033	.338	7.289	.000	.648	1.543
	externalloc	.144	.024	.282	6.082	.000	.648	1.543
3	(Constant)	.488	.069		7.114	.000		
	internalloc	.210	.033	.294	6.418	.000	.628	1.593
	externalloc	.132	.023	.259	5.709	.000	.642	1.557
	negativeaffectivity	.223	.041	.206	5.409	.000	.913	1.096

a. Dependent Variable: anxiety

Anxiety (Mental health) the explained variance was 34% Adjusted R square =.342, $F_{3, 496}$ = 87.3 with independent variable (External/Internal Locus of Control, Positive affectivity, Negative affectivity). The independent variable Internal locus of control, external locus of control and negative affectivity shows positive beta value which was found to be significant predictor of anxiety (B=.259, .294, .206 t= 6.41,5.75, 5.40, P< 0.01). Positive affectivity shows negative beta value which is found not to be significant predictor of anxiety in this model. (B=-.069, t= -1.45, P> 0.05).In this case our regression equation [$y = bx + b_2x + b_3x + a$] becomes y' = .210(x) - .132(x) + .223(x) + .488. We can predict anxiety (y) given any value of (x) external locus of control, internal locus of control and negative affectivity.

Table: 20 Regression analysis of obsessive compulsive behavior

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.443[a]	.197	.195	.40630	.197	121.879	1	498	.000
2	.549[b]	.301	.298	.37930	.105	74.433	1	497	.000
3	.566[c]	.321	.316	.37440	.019	14.079	1	496	.000
4	.571[d]	.326	.321	.37324	.006	4.106	1	495	.043

a. Predictors: (Constant), Positiveaffectivity

b. Predictors: (Constant), Positiveaffectivity, externalloc

c. Predictors: (Constant), Positiveaffectivity, externalloc, internalloc

d. Predictors: (Constant), Positiveaffectivity, externalloc, internalloc, negativeaffectivity

ANOVA [e]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20.120	1	20.120	121.879	.000[a]
	Residual	82.210	498	.165		
	Total	102.330	499			
2	Regression	30.828	2	15.414	107.141	.000[b]
	Residual	71.502	497	.144		
	Total	102.330	499			
3	Regression	32.802	3	10.934	78.000	.000[c]
	Residual	69.528	496	.140		
	Total	102.330	499			
4	Regression	33.374	4	8.343	59.893	.000[d]
	Residual	68.956	495	.139		
	Total	102.330	499			

a. Predictors: (Constant), Positiveaffectivity

b. Predictors: (Constant), Positiveaffectivity, externalloc

c. Predictors: (Constant), Positiveaffectivity, externalloc, internalloc

d. Predictors: (Constant), Positiveaffectivity, externalloc, internalloc, negativeaffectivity

e. Dependent Variable: obsessivecompulsive

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.252	.055		40.971	.000		
	Positiveaffectivity	-.859	.078	-.443	-11.040	.000	1.000	1.000
2	(Constant)	1.673	.084		19.811	.000		
	Positiveaffectivity	-.723	.074	-.373	-9.722	.000	.955	1.047
	externalloc	.160	.019	.331	8.627	.000	.955	1.047
3	(Constant)	1.508	.094		15.989	.000		
	Positiveaffectivity	-.671	.075	-.346	-8.987	.000	.922	1.084
	externalloc	.112	.022	.233	5.048	.000	.645	1.550
	internalloc	.118	.032	.176	3.752	.000	.626	1.597
4	(Constant)	1.381	.113		12.214	.000		
	Positiveaffectivity	-.558	.093	-.288	-5.998	.000	.590	1.694
	externalloc	.109	.022	.226	4.912	.000	.642	1.557
	internalloc	.113	.032	.168	3.585	.000	.622	1.608
	negativeaffectivity	.100	.050	.098	2.026	.043	.584	1.711

a. Dependent Variable: obsessivecompulsive

Obsessive compulsive behavior (Mental health) was dependent variable the explained variance was 32% Adjusted R square =.329, $F_{4, 495} = 62.5$ with independent variable (External/Internal Locus of Control, Positive affectivity, Negative affectivity). The negative beta value for the positive affectivity which was found to be significant predictor of Obsessive compulsive behavior (B= -.2.88, t= -5.99, P<0.01). Negative affectivity, Internal Locus of control and

External Locus of control has positive beta value which was found to be significant predictor of Obsessive compulsive behavior (B=-.98, .183, .202, t= 2.02, 3.58, .4.91, P<0.01 respectively)

In this case our regression equation [$y = bx + b_1 x + b_2x + b_3x + a$] becomes $y' = .109(x) - .558(x) + .100(x) + .131(x) + 1.381$. We can predict obsessive compulsive behavior (y) given any value of (x) external locus of control, internal locus of control, positive affectivity and negative affectivity.

Table: 21 Regression analysis of depression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.450[a]	.202	.201	.43766	.202	126.245	1	498	.000
2	.543[b]	.295	.292	.41175	.093	65.650	1	497	.000
3	.563[c]	.317	.313	.40569	.022	15.976	1	496	.000
4	.578[d]	.334	.329	.40111	.017	12.386	1	495	.000

a. Predictors: (Constant), internalloc

b. Predictors: (Constant), internalloc, negativeaffectivity

c. Predictors: (Constant), internalloc, negativeaffectivity, externalloc

d. Predictors: (Constant), internalloc, negativeaffectivity, externalloc, Positiveaffectivity

ANOVA [e]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24.182	1	24.182	126.245	.000[a]
	Residual	95.392	498	.192		
	Total	119.574	499			
2	Regression	35.313	2	17.656	104.142	.000[b]
	Residual	84.262	497	.170		
	Total	119.574	499			
3	Regression	37.942	3	12.647	76.846	.000[c]
	Residual	81.632	496	.165		
	Total	119.574	499			
4	Regression	39.935	4	9.984	62.054	.000[d]
	Residual	79.639	495	.161		
	Total	119.574	499			

a. Predictors: (Constant), internalloc

b. Predictors: (Constant), internalloc, negativeaffectivity

c. Predictors: (Constant), internalloc, negativeaffectivity, externalloc

d. Predictors: (Constant), internalloc, negativeaffectivity, externalloc, Positiveaffectivity

e. Dependent Variable: depression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.795	.071		11.229	.000		
	internalloc	.328	.029	.450	11.236	.000	1.000	1.000
2	(Constant)	.688	.068		10.136	.000		
	internalloc	.263	.029	.360	9.187	.000	.921	1.086
	negativeaffectivity	.353	.044	.318	8.102	.000	.921	1.086
3	(Constant)	.585	.072		8.156	.000		
	internalloc	.186	.034	.255	5.443	.000	.628	1.593
	negativeaffectivity	.337	.043	.303	7.806	.000	.913	1.096
	externalloc	.097	.024	.185	3.997	.000	.642	1.557
4	(Constant)	.932	.121		7.672	.000		
	internalloc	.174	.034	.239	5.133	.000	.622	1.608
	negativeaffectivity	.224	.053	.202	4.206	.000	.584	1.711
	externalloc	.096	.024	.183	4.002	.000	.642	1.557
	Positiveaffectivity	-.352	.100	-.168	-3.519	.000	.590	1.694

a. Dependent Variable: depression

Depression (Mental health) the explained variance was 32% Adjusted R square =.321, $F_{4, 495} = 59.8$ with independent variable (External/Internal Locus of Control, Positive affectivity, Negative affectivity). The negative beta value for positive affectivity was found to be significant predictor of depression (B= -.168, t= -3.51, P<0.01 respectively). Other independent variables internal locus of control, external locus of control and negative affectivity has positive beta value which was also found to be significant predictor of depression (B=.239, .183,.202, t= -5.13, 4.00, 4.20, P<0.01 respectively)

In this case our regression equation [$y = bx + b_1 x + b_2 x + b_3 x + a$] becomes $y' = .261(x) - .711(x) + .290(x) + .151(x) + 1.201$. We can predict depression(y) given any value of (x) external locus of control, internal locus of control, positive affectivity and negative affectivity.

The unique variance in mental health problems (somatization, Anxiety, Obsessive compulsive behavior and depression) explained by independent variable was moderate.

Table: 22 Regression analysis of work adjustment.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.552[a]	.305	.304	.64072	.305	218.733	1	498	.000
2	.624[b]	.390	.387	.60102	.085	68.955	1	497	.000

a. Predictors: (Constant), externalloc

b. Predictors: (Constant), externalloc, Positiveaffectivity

ANOVA[c]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	89.795	1	89.795	218.733	.000[a]
	Residual	204.439	498	.411		
	Total	294.234	499			
2	Regression	114.703	2	57.352	158.768	.000[b]
	Residual	179.531	497	.361		
	Total	294.234	499			

a. Predictors: (Constant), externalloc

b. Predictors: (Constant), externalloc, Positiveaffectivity

c. Dependent Variable: workadjustment

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.036	.098		10.607	.000		
	externalloc	.452	.031	.552	14.790	.000	1.000	1.000
2	(Constant)	1.846	.134		13.794	.000		
	externalloc	.401	.029	.489	13.642	.000	.955	1.047
	Positiveaffectivity	-.978	.118	-.298	-8.304	.000	.955	1.047

a. Dependent Variable: workadjustment

Work adjustment, the explained variance was 38% Adjusted R square =.387, $F_{2, 497}$ = 158.7 with independent variable (External/Internal Locus of Control, Positive affectivity, Negative affectivity). The negative beta value for the positive affectivity which was found to be significant predictor of work adjustment (B= -.298, t= -8.30, P<0.01). External locus of control shows positive beta value which was found to be significant predictor of work adjustment (B=

489, t= 13.6, P<0.01). Negative affectivity and internal locus of control was not a significant predictor in this model. (B=0.64, 0.63, t =1.39, 1.41, P > 0.01 respectively)

In this case our regression equation [$y = bx + b_1 x + a$] becomes $y' = .401(x) - .978(x) + .1.846$. We can predict work adjustment (y) given any value of (x) external locus of control, and positive affectivity.

The unique variance in work adjustment explained by independent variables (personality dimensions) was moderate.

Discussion

The purpose of present study to investigate the relationship between Personality dimensions (Locus of control, Positive affectivity, and negative affectivity) and mental health, burnout, work adjustment of industrial organization; Sample collected from Information Technology (software developer) industry participant with minimum five years of experience and age group of participants was 35 years to 50 years old . Result shows that there is significant correlation between personality dimensions and (Locus of control, Positive affectivity, and negative affectivity) and mental health, burnout, work adjustment. This indicates that individual's personality dimensions influence on the individual's behavior at work. Thus, in the following section are discussed research findings.

Personality Dimensions

Positive affectivity

As predicted the result shows that Positive affectivity has statistically significant moderate negative correlation with two components of burnout emotional exhaustion and depersonalization and also with Mental health (depression, anxiety, obsessive compulsive behavior, somatization, Positive affectivity has significant moderate positive correlation with

third components of burnout personal accomplishment. Result shows that a significant moderate negative correlation between positive affectivity and work adjustment. This result rejects the hypothesis.

What emerges from this regression analysis is the potential role of positive affectivity as independent variable and emotional exhaustion, depersonalization and personal accomplishment, mental health and work adjustment as dependent variable. The negative beta value for positive affectivity was found to be significant predictor of emotional exhaustion. The negative beta value of positive affectivity was found to be significant predictor of mental health problems like somatization, Obsessive compulsive behavior, and depression. The positive beta indicates that positive affectivity leads to increased personal accomplishment and significant predictor of personal accomplishment. Positive affectivity can be seen as an important vehicle of personal accomplishment with the IT industry employee. The negative beta value for the positive affectivity which was found to be significant predictor of work adjustment; Positive affectivity shows negative beta value which is found not to be significant predictor of anxiety and depersonalization in this model.

Positive affectivity as a personality dimension has its implication for the organization, is a new research variable. Individual with Positive affectivity lead a full happy life and generally maintain a high activity level (Costa and McCrae, 1980, Tellegen 1985, Watson and Clark, 1984). They are usually enthusiastic, active, and energetic and mentally alert. They reflect a generalized sense of well being. Those low on positive affectivity are best describe by as reflecting lethargy, fatigue, state of sadness and loneliness.

This research finding disagrees with the general finding that happy people (Positive affectivity) tend to have high work adjustment at work. This result indicates that for the good work adjustment other factors may be responsible.

An explanation for these findings could be that positive affectivity is more important for job performance and to cope with burnout and mental health, not for work adjustment. A second assumption may be that employees who are with positive affectivity dimension do not have better perceptual skills which are helpful for work adjustment, which was supposed by Leiba-O'Sullivan (1999). Finally, we conclude that the personality dimension positive affectivity has no influence on work adjustment as shown in the result.

Moreover, to the extent that happy people are particularly responsive to cope with burnout, mental health and work adjustment, they may have a higher potential for improving their behavior at work in relation to the burnout and mental health.

In the context of this research data set, such a result may well be the artifact of the limited statistical power of this study, which may not have allowed us to uncover all underlying relationships between positive affectivity and burnout, mental health problem and work adjustment. What these results do indicate, however, is a tendency for people with high positive affectivity tend to have low burnout and mental health problem at work.

A larger and larger body of knowledge, however, suggests that high- Positive Affectivity may influence the relationships between variables in organizational research. Positive Affectivity increases focus and behavioral repertoire and the enhanced personal resources can be used to overcome or deal distressing situation.). Positive Affectivity provides a psychological break or respite from stress, supporting continuing efforts to replenish resources depleted by stress. Therefore, it is evident that Positive Affectivity is good for individual's mental health. Its

buffering functions provide a useful antidote to the problem associated with negative emotions and ill health due to stress (Fredrickson, 2001). Likewise, happy people are better in coping. McCrae and Costa (1986) concluded that Positive Affectivity was associated with more mature coping efforts.

This implies that, high- Positive Affectivity individuals may well devote their capacity to cope with burnout and mental health. Further testing of these ideas in different contexts is needed to provide direct empirical support for this argument.

Negative affectivity

Negative affectivity has exactly opposite relationship as compare to positive affectivity. The result supports the hypothesis a significant moderate positive correlation with two components of burnout emotional exhaustion and depersonalization and mental health (depression, anxiety, obsessive compulsive behavior and somatization). The result shows a significant negative correlation between negative affectivity and third component of burnout personal accomplishment. Negative affectivity has shows significant moderate positive relationship between negative affectivity and work adjustment result is rejects the hypotheses.

The positive beta value observed for negative affectivity was found to be significant predictor of emotional exhaustion, depersonalization and mental health Anxiety, Obsessive compulsive behavior and depression. The negative beta value for negative affectivity has significant predictor of personal accomplishment. Negative affectivity shows positive beta value which is found not to be significant predictor of somatization and work adjustment.

This study showed that individual with high positive affectivity has low burnout and mental health problems than the individual with negative affectivity. This study confirms the assumption that Positive affectivity has negative significant correlation with burnout and mental

health. It's shown that personality dimensions are influence to the individual's burnout and mental health problem. Result shows that individual with positive affectivity shows low work adjustment and individual with negative affectivity shows high work adjustment. This result rejects the research hypothesis.

Influences of both positive and negative affect on judgments were observed in this study. On the basis of the extensive review of the literature, Watson and Clark concluded that people who express high negative affectivity view themselves and a variety of aspects of the world around them in generally negative terms. Negative affectivity may influence the relationships between variables in organizational research. Consistent with the mood-repair hypotheses, it was found that people with either higher levels of negative affect or lower levels of positive affect were more prone to have burnout and mental health problem. These findings support the idea that people with negative affectivity shows high burnout and mental health problem. Employee's level of work adjustment was examined in this study. The result shows that individual with negative affectivity personality dimension has high work adjustment. These result revealed no support for the hypotheses. The findings disagree with the general finding that happy people have high work adjustment while sad people make low work adjustment (Schwarz, 1998).

The failure to uncover these results cannot be attributed to influence of personality dimension on the work adjustment with IT industry employee, thus other possible explanations are needed.

Supposable for the non-existence of an expected correlation may be that employees try to hide their difficulties in adjustment or that they behave according to host organizational norms when somebody, especially in the survey questionnaire chances of manipulation. Another

explanation could be that the interviewee and the other rater perceived different aspects while rating the work adjustment.

Responses on the Positive Affectivity and Negative affectivity measures were quite reliable. The Positive Affectivity and Negative affectivity is known to be a quite stable measure of affect (Watson et al., 1988), but it may not measure very well changes in transient states of affect. Perhaps it is transient affect that influences oneself behaviors.

Internal Locus of Control

Result indicates that there is significant moderate positive correlation between internal locus of control and two components of burnout emotional exhaustion and depersonalization, Mental health components Depression, Anxiety, obsessive compulsive behavior, somatization. This result rejects the hypotheses. Internal locus of control has shows significant weak negative correlation with third component of burnout personal accomplishment so partially we can accept this hypothesis as correlation is weak. As predicted internal locus of control has shows significant moderate positive correlation with work adjustment. This result support the hypothesis

The positive beta value for internal locus of control which was found to be significant predictor of emotional exhaustion, depersonalization, mental health like somatization, Anxiety, Obsessive compulsive behavior and depression); the negative beta value for Internal locus of control and was significant predictor of personal accomplishment. Internal locus of control was not a significant predictor in this model.

Internal Locus of control has positive beta value which was found to be significant predictor of emotional exhaustion, Depersonalization, mental health like somatization Anxiety, Obsessive compulsive behavior and depression. The negative beta value for internal locus of

control and negative affectivity has been significant predictor of personal accomplishment. The positive beta value for internal locus of control was not a significant predictor of work adjustment in this model.

The expectation that one has the ability to control the outcomes of one's life is referred to as locus of control, a construct introduced by Rotter (1966). Individuals with internal locus of control believe that any reinforcements they receive are brought about by their own behavior and attributes. Internal locus of control individuals believe that they can control events around them and that they are capable of influencing outcomes

We supposed a significant negative relationship between internal locus of control and burnout, mental health. As can be seen in table; these results contradict the finding of spector (1986) and Anderson (1977). Cross-cultural research studies have observed that work locus of control relates to several stressors and strain. It has also been suggested that it plays an important role in job stress. Spector's (1986) Meta analysis reported significant correlations between perceived control and stressors. Spector and Connell (1994) researched that an employee having internal locus of control has lower levels of job stress and work anxiety. Anderson (1977) found that internal experienced less stress and engaged themselves in task oriented behaviors. Seligman observed an association between externality, helplessness and depression.

Opposite to the literature review and to the research prediction; that Internal locus of control has shown significant positive correlation with burnout and mental health problems this result reject the assumption. Though correlation between internal locus of control and mental health burnout and work adjustment is moderate; therefore mental health and burnout seems to be rather related to some other factors or stressors.

Correlation between Internal locus of control and work adjustment was confirmed hypothesis. However, internal locus of control seems to have good impact on work adjustment. Therefore, we can conclude that person with a strong belief in internal control are more confident and assertive, are active searchers for information that will help them to achieve their own objectives, and are attracted to situations that offer opportunities of achievement (Bush, 1988) and therefore are better adjusted.

External locus of control

External Locus of control is observed to have significant moderate positive correlation with two components of burnout emotional exhaustion, depersonalization, and Mental health components Depression, Anxiety, obsessive compulsive behavior, somatization, this result has support the hypotheses. As predicted result shows that external locus of control has significant weak negative correlation between and third component of burnout personal accomplishment. The result shows that the external locus of control has significant strong positive correlation with work adjustment this result rejects the hypothesis.

The positive beta value for external locus of control has significant predictor of emotional exhaustion, depression, obsessive compulsive behavior, anxiety, somatization and work adjustment; the positive beta value of external locus of control was not significant predictor of personal accomplishment and depersonalization in this model

Those with external locus of control think that powerful other people, fate, or luck controls the awards they receive. They are convinced that they are powerless with respect to outside forces. External locus of control has a significant influence on one's behavior. External locus of control people thinks that they cannot control present or future events and see little value in trying to improve their work. If someone feels that fate, luck, or chance affects what happens

to him or her then (s)he has an external locus of control. Externally controlled persons see that reinforcement does not come from their own behaviors but from events that are beyond their reach. They see themselves as pawns, possible victims of circumstances beyond their control, and feel that success and failure in a job depends on outside forces (Bush, 1988).

As predicted external locus of control shows significant positive correlation with burnout and mental health problems and individual with external locus of control shows high work adjustment. The reported correlation is moderate for external locus of control. These findings are, not surprisingly, in contrast to the results for Work adjustment which are inconsistent. This indicates that the person with external locus of control personality dimension does an impact on the person's mental health and burnout. One possible explanation could be that most of the participants are senior software developer and manager of IT industry. Software developer expected to work with concentration, and big responsibility if individual has low self confidence due to his belief pattern which is difficult to change until an unless that individual wants to change. This cognition of the individual affect on his mental health, tend to suffer from mental health and burnout.

External locus of control also shows significant positive correlation with work adjustment. This result rejects the hypothesis. One of the reasons for this result could be that previous work experience inhibits an examination of a new organizational culture rather than facilitates adjustment. Primarily, we supposed that IT industry employee with more than five year experience would be more able to formulate a realistic picture of living and working with team. Regarding these findings it is supposable that this kind of picture is realistic for some individual. A second explanation could be that personal life experiences and not only working experiences are important for adjustment. Unfortunately, we have only asked for work related

adjustment. It could be that employees try to hide their difficulties in work adjustment or that they behave according to host organizational norms when somebody, especially answering to the survey.

Industrial psychologists and organizational behaviorists have debated the influence of a person's disposition on job satisfaction. Various researchers have argued the person versus situation debate (Judge et al., 1998; Bell and Staw, 1989). Bell and Staw (1989) considered locus of control to be a dispositional (personality) trait. They stated that personality theorists and social psychologists have been engaged in the debate over the relative influence of person versus situation in determining attitudes and behavior.

They proceeded to assert that in order to predict behavior researchers should switch the emphasis away from traits and dispositions and instead look at the contingencies posed by the situation in which individuals find themselves (Bell and Staw, 1989). Taking into consideration the person versus situation debate and the moderate relationship between locus of control and mental health, burnout and work adjustment the implications of this research might demonstrate that situation factors are salient and should be measured in addition to the dispositional traits.

Carver and Scheier (1981, 1994) alluded to the influence of situational characteristics when they asserted that people factor in the impact of external circumstances and their sense of personal control in determining the expectancy of an outcome. Erbin-Rosemann and Simms (1997) stated that the construct has become important in improving understanding about human behavior in work organizations.

The unique variance in the component of burnout (emotional exhaustion; depersonalization and personal accomplishment) explained by independent variables (Personality dimensions) is only (23%, 11% and 13% respectively). The unique variance in mental health

problems (somatization, Anxiety, Obsessive compulsive behavior and depression 32%, 34%, 32%,32% respectively) explained by independent variable was moderate. Work adjustment, the explained variance was 38%. The unique variance in work adjustment explained by independent variables (personality dimensions) was moderate.

On the basis of these results it can conclude that for chosen sample, the affective response to the individual. Personality dimensions has a moderate correlation with mental health, burnout and work adjustment. We can further sum up, from the results and review of literature, the mental health, burnout and work adjustment is function of both personality dimensions and the work environment. As a personality characteristic, locus of control and positive/negative affectivity is hypothesized to be an important variable that influences on the employee mental health, burnout and work adjustment. This result indicates that there are possibilities of other environmental factors or stressors may responsible to predict mental health and burnout of selected population.