

Abstract

This study, "Relationship of Locus of Control, Adversity Quotient and Stress Coping Behavior; The Moderating Effects of Self Efficacy on the Relation between Adversity Quotient and Stress Coping Behavior: A Case Study of the Metropolitan Electricity Authority of Min Buri and Lat Krabang Districts" was a survey research. The purposes of this study were to study the relationships between (1) locus of control and adversity quotient, (2) self efficacy and adversity quotient, (3) locus of control and stress coping behavior, and (4) adversity quotient and stress coping behavior, to examine self efficacy as the moderator variable of the relationship between adversity quotient and stress coping behavior, and to formulate the predictive equation of stress coping behavior from locus of control and adversity quotient.

The sample consisted of 169 operation officers in the Metropolitan Electricity Authority of Min Buri and Lat Krabang Districts. The questionnaire utilized for collecting data was divided into 5 parts: (1) demographic information, (2) locus of control, (3) adversity quotient, (4) self efficacy, and (5) stress coping behavior. Statistics used to analyze data were Pearson's Product - Moment Correlation Coefficient, Hierarchical Multiple Regression Analysis and Stepwise Multiple Regression Analysis. The results were as follows:

1. There was a significant positive correlation between internal locus of control and adversity quotient but there was no relationship between external locus of control and adversity quotient.
2. There was a significant positive correlation between self efficacy and adversity quotient.
3. There was a significant negative correlation between internal locus of control and problem-focused coping behavior but there was no relationship between internal locus of control and social support coping behavior, no relationship between internal locus of control and avoidance coping behavior, and no relationship between external locus of control and stress coping behavior.

4. There was a significant negative correlation between adversity quotient and avoidance coping behavior but there was no relationship between adversity quotient and problem-focused coping behavior, and no relationship between adversity quotient and social support coping behavior.

5. Self efficacy was not the moderator variable of the relationship between adversity quotient and stress coping behavior.

6. The result obtained from Stepwise Multiple Regression Analysis to formulate the predictive equation of stress coping behavior from internal locus of control and adversity quotient indicated that: (1) Origin and Ownership, which were the component of adversity quotient, was the significant predictor of problem-focused coping behavior with predictability of 4.2%, (2) Control and Origin and Ownership, which were the component of adversity quotient, were the significant predictor of avoidance coping behavior with predictability of 38.7% and 42.5%. Similarly, the result obtained from Stepwise Multiple Regression Analysis to formulate the predictive equation of stress coping behavior from external locus of control and adversity quotient indicated that: (1) Origin and Ownership, which was the component of adversity quotient, was the significant predictor of problem-focused coping behavior with predictability of 4.6%, (2) Origin and Ownership, which was the component of adversity quotient, was the significant predictor of avoidance coping behavior with predictability of 24.3%.

The results of this study can be used as guidelines for selecting and developing the employee qualification to be matched with the goal of the organization, and for the efficiency of preparing themselves to cope with the problems from working.