Decision-making participation and locus of control among military MIS managers in Poland

TREO Talk Paper

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Abstract

The purpose of the research was determination of impact locus of control on decision-making participation among military managers of the Polish Army. I used two questionnaires in my research. I used "The Problem Set" - SET (by Mączyński, 1988, based on Vroom-Yetton, 1973), to assess what the decision-making style the participant prefers and the I-E Scale (elaborated by Gliszcyńska, 1990, based on Rotter, 1962, 1966) was employed to diagnose the locus of control. The research sample consisted of 168 randomly selected military managers from military units in the Lower Silesia region. My findings showed a greater willingness to use participative leadership styles among military managers with an internal locus of control.

Figure 1. Conceptual Model Of The Research

Each commander before giving an order will, performs thought process, the result of which is the decision. In many cases, the commanding obtain the necessary information from their subordinates, sometimes discussing the problem individually with some of them, eg. experts in the field. Can internal or external locus of control, have an impact on decision-making by the people whose role is to serve in the defense of the homeland? How much they are willing to take into account the opinions of subordinates? As far as the pattern of effective leadership, in the civil reality transfers in to the hierarchical organization of the Polish Army? How much true is the concept, according to military nature organizations, that there are numerous situations where only the superior decides, or is occasionally assisted by subordinates?

Therefore, the authors look forward to presenting this model to the TREO Talk audience, as well as well receive fruitful feedback to go further on this issue.