

## REPLICATIONS AND REFINEMENTS

*Under this heading appear summaries of studies which, in 500 words or less, provide useful data substantiating, not substantiating, or refining what we think we know; additional details concerning the results can be obtained by communicating directly with the investigator or, when indicated, by requesting supplementary material from Microfiche Publications.*

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### MASLOW'S NEED HIERARCHY AND DIMENSIONS OF PERCEIVED LOCUS OF CONTROL\*

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Since Maslow<sup>1</sup> speculated that self-actualizing individuals would be psychologically healthy, and as Rotter<sup>2</sup> hypothesized a low linear relationship between personal adjustment and locus of control (LOC), it is not surprising that self-actualization is related to an internal orientation.<sup>3</sup> Nonetheless, research relating LOC and need motivation may be severely limited. First, few individuals self-actualize. Second, evidence suggests that LOC is not a unidimensional construct. Thus, Mirels<sup>4</sup> factors of Fatalism (belief in control over one's personal destiny) and Social Systems Control (control over social and political destiny) were investigated in relation to Maslow's five needs.

Ninety-three university-student volunteers (21 males, 72 females;  $\bar{X}$  age = 18.7 years;  $SD = 3.5$ ) completed Rotter's LOC scale. Maslow's needs were assessed with the use of Barling's<sup>5</sup> questionnaire standardized on a South

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<sup>1</sup> Maslow, A. H. A theory of meta-motivation: The biological rooting of the value life. *J. Hum. Psychol.*, 1967, **2**, 93-127.

<sup>2</sup> Rotter, J. B. Some problems and misconceptions related to the construct of internal versus external control of reinforcement. *J. Consult. & Clin. Psychol.*, 1975, **43**, 56-67.

<sup>3</sup> Hjelle, L. A. Self-actualization and perceived locus of control: A comparison of relationships based on separate locus of control measures. *J. Genet. Psychol.*, 1976, **128**, 303-304; Warehime, R. G., & Foulds, M. L. Perceived locus of control and personal adjustment. *J. Consult. & Clin. Psychol.*, 1971, **37**, 250-252.

<sup>4</sup> Mirels, H. L. Dimensions of internal versus external control. *J. Consult. & Clin. Psychol.*, 1970, **34**, 226-228.

<sup>5</sup> Barling, J. An empirical test of Maslow's need hierarchy in an industrial setting. *Psychol. Africana*, 1977, **17**(2), in press.

African working population. Each need was measured by 10 Likert-type items rated on a five-point scale; reliability and validity were acceptable, with a median Kuder-Richardson reliability coefficient of .88 for the five needs. Some items were reworded to reflect the life experiences of a student population.

The general trend for self-actualization to be related to an internal orientation<sup>3</sup> was replicated ( $r = -.26$ ;  $p < .01$ ). Moreover, the safety need was related to an external orientation ( $r = .25$ ;  $p < .01$ ). Only the Social Systems Control factor related positively to the safety need ( $r = .27$ ;  $p < .005$ ), while the Fatalism factor alone correlated negatively with self-actualization ( $r = -.19$ ;  $p < .03$ ).

Three main issues emerge from the present study. First, the two factors related differently to the need levels. This suggests the greater predictive utility of a multidimensional approach to LOC, even though global scores reflected the significance and direction of the Social Systems Control/safety and Fatalism/self-actualization need relationships. Second, that externality was positively related to the safety need, and internality to self-actualization provides construct validity for the I-E dichotomy, since satisfaction of the former involves extrinsic variables, while intrinsic factors contribute to the latter. Finally, despite Rotter's caution against equating internal control with psychological health, the present findings suggest that the I-E control construct may indeed represent a continuum of psychological health.

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