An Examination of the Relationship Between Cultural Adjustment, Work Locus of Control and Organisational Commitment in Fly-In Fly-Out Workers in Australia

This thesis is presented in partial fulfillment of the requirements for the degree of Bachelor of Arts (Honours), Murdoch University, 2012

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I declare that this thesis is my own account of my research and contains as its main content work which has not been previously submitted for a degree at any tertiary educational institution.

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This study aimed to explore the relationships between Cultural Adjustment, Locus of Control and Commitment in Fly-In Fly-Out workers in Australia. Responses from 227 Fly-In Fly-Out workers indicated that high internal locus of control is related to high affective commitment and high cultural adjustment and that high cultural adjustment is related to high affective commitment. The findings also provided evidence that the Cultural Adjustment scale developed for this study is valid and measures the three factors of cultural adjustment proposed in previous research. Implications of these findings and directions for future research are also discussed.