

Measurement Device Development Study for Measuring in Organizational Plane of Psychological Ownership Phenomenon

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Extensive Summary

Aim: In this study, it was aimed to develop a scale that will measure psychological ownership in the organizational plane.

Method(s): The research consists of two parts. In the first part of the study, the related literature was examined extensively and based on theoretical links and four dimensions that defined to the structure are labeled. Also in this section, an expression pool consisting of 27 items was constructed based on theoretical ties. In the second part of the study, firstly expression pool was turned into a questionnaire. This survey was then applied to 116 employees working in different sectors thanks to easy sampling method. Reliability, validity and descriptive factor analysis were performed on the obtained data using the SPSS 20 program.

Findings: The scale developed as a result of the analyzes is as follows.

Table 4: Scale Structure Formed As A Result Of Explicit Factor Analysis

BOYUTLAR VE MADDELER	Dimension Factor Loads			
	KMO: 0,884 - Bartlett test: 0,000			
1- Self Identity 2- Efficacy 3- Protective Focus 4- Internal Responsibility	Total Variance: %74,907			
	1	2	3	4
I feel as if this workplace is mine	,739			
This workplace is indispensable for me.	,741			
Being a member of this workplace gives me pleasure.	,852			
I am proud to be remembered with this workplace.	,844			
I thought this workplace add to me respectability	,790			
This workplace is like my home.	,720			
I have contributed to the success of our workplace.		,829		
I exhibit positive differences in our workplace.		,801		

I thought that I have to warn employees who have harmful behavior to our workplace.	,786	
I thought that if something goes wrong in our workplace, I have to prevent it	,756	
I thought it is necessary to be informed to our supervisors about the negative situations in our workplace.	,746	
I thought I have to complete my tasks on time		,816
I am aware of what are the expected from me in our workplace		,659
I thought I have to do my duties and responsibility bestly		,883
It is important to me to fully meet expectations of our workplace from me		,805

Conclusion: Human beings are accepted as the most valuable resource in organizations. Particularly, motivated and highly performed employees are indispensable for today's organizations. Therefore, it is necessary to keep qualified employee who has positive attitudes and behaviors. As a matter of fact, numerous applications and researches have been carried out for this purpose. However, psychological ownership, which has recently become an research issue in management literature, differ from similar antecedents (eg. organizational commitment, job satisfaction, organizational identity) in terms of the explanations power. In addition, positive effects such as a decrease in staff turnover, a positive contribution to organizational citizenship behavior, positive employees attitudes and behaviors, and contribution to performance are often the subjected of research. But it is difficult to say that exist a strong theory of psychological ownership, which is at the organizational level. For this reason the theoretical context should be supported by empirical evidence. To accomplish this, there is a need for measurement tools to ensure reliable and valid measurements. For this, it is aimed to develop psychological ownership scale in the organizational plane in this study. For this purpose the relevant literature has been searched in detail. As a result of this search have been identified four subcomponents that will explain the concept of psychological ownership at the organizational level. These dimensions are labeled as self-Identity, efficacy, protective focus and internal responsibility under the organizational level psychological ownership structure. Self-Identification implies that the individual integrates his / her own identity with his / her own (Pierce et al., 2001, Avey et al., 2009). The second dimension (efficacy) describes the desire of the individual to experience causal efficacy on the target. The third dimension (protective focus) is considered as a function of the desire to protect and improve the owner's target. Responsibility is a peculiar pattern, a dynamical structure that includes feelings, thoughts, and behaviors. What influences the flow in this structure is, firstly, how closely the person sees himself or herself in relation to any situation. Therefore The fourth dimension (internal responsibility) is taken up feeling and thought dimensions. Based on the results of the research, the theoretical context that explains the psychological ownership structure at the organizational plane and the empirical findings are consistent with the relevant analyzes. As a matter of fact, good scores were obtained as a result of reliability and validity and explanatory factor analysis.