

The Relationship Between Personality and Psychological Ownership at Work

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Abstract

An increasing number of scholars and practitioners have emphasized the importance of psychological ownership at work. Because it is important predictor of employee behaviors. Psychological ownership is the psychologically experienced phenomenon in which an employee develops possessive feelings for the target. On the other hand personality types such as extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience can be important predictor of employees' psychological ownership at work. So there can be a relationship between these two concepts. In literature there have been studies examine the relationship between psychological ownership and various concepts. Similarly, there have been studies examine the relationship between personality and various concepts. But there have not been studies examine the relationship between personality and psychological ownership. This point reveals the importance of our study.

In this study we examine the relationship between personality and psychological ownership at work. Our main hypothesis is there is a relationship between personality and psychological ownership. Regarding this main hypothesis we will develop sub-hypotheses about relationship between personality factors and psychological ownership. First, we will conduct literature review about psychological ownership. Then we will examine the relationship between personality and psychological ownership. In this study we will use survey method to collect our data. We will test hypotheses data from sample using five factor personality inventory and seven-item psychological ownership scale. Our sample consist of employees from management units and functional units in different areas of Kayseri/TURKEY. The questionnaires will have been sent to all of the employees in our sample and the returned questionnaires will be subjected to statistical analysis. Finally, results and general assessment of study will be given.