

What is Psychological Ownership?

Psychological Ownership (PO) is a phenomenon in which individuals feel attached to certain targets such as a job/organisation in such a way that they feel the target is theirs (this is MY job!).

Links to theories of Possessions

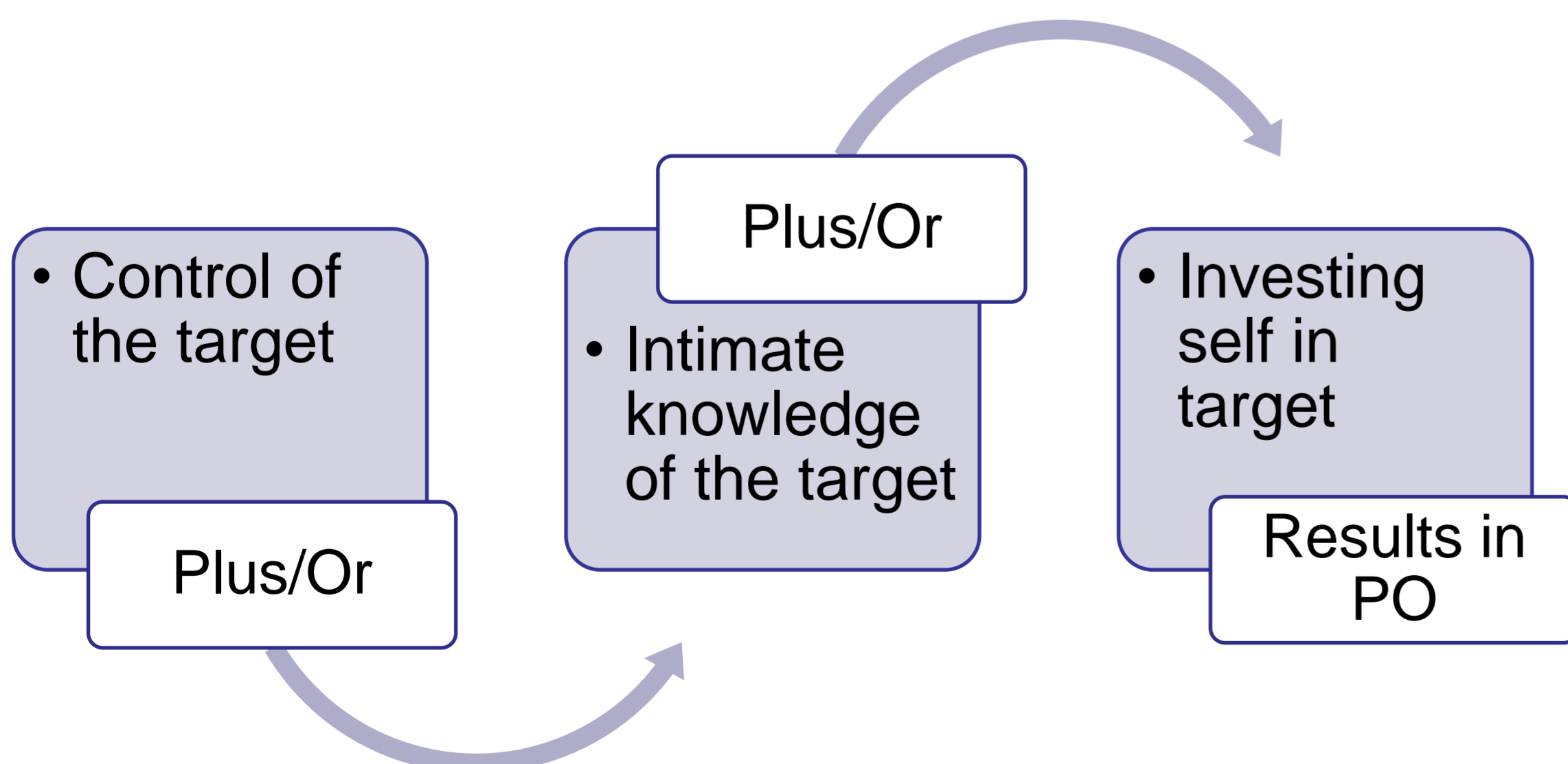
- The conceptual core of PO is theories of possession and ownership
- In the same way that our possessions can become part of our extended self, individuals can have similar feelings for certain workplace targets.



Methodology

- A Sequential Explanatory Mixed Methods Study.
- A survey to assess those individuals with high or low levels of PO.
- Followed by semi structured interviews with a sample of individuals at either end of the PO spectrum

Suggested routes to PO



Organisational studies have mainly focussed studies on experienced staff members..

Thus the suggested PO routes imply a period of time spent in a job role. However we know our students/ graduates often demonstrate ownership early in their careers.

Therefore do PO routes differ for individuals first transitioning into the workplace?