

THE EFFECT OF THE DIMENSIONS OF PSYCHOLOGICAL OWNERSHIP IN ACHIEVING HARMONY IN THE WORKPLACE

A study of the opinions of a sample of university professors

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Abstract

The current study aims to determine the nature of the relationship between psychological ownership and its combined dimensions (self-efficacy - self-identity - sense of belonging - accountability - interconnectedness - autonomy - responsibility) and harmony in the workplace with its combined dimensions (positive influence - attribution of benign motives - balancing behaviors) in a college complex University of Kufa. The methodology was designed based on the stratified sample, so 175 questionnaires were distributed to the professors who are in the college complex at the University of Kufa. Only 150 valid questionnaires were obtained for statistical analysis with a response rate of 85%, and they were analyzed by smart v.3 and SPSS v.20 programs.

The problem of the study showed the existence of a knowledge gap about the interpretation of the nature of the relationship between the variables of the current study represented by the independent variable psychological ownership and the dependent variable harmony in the workplace.

The study reached a set of practical results, including that there is a direct moral influence relationship between psychological ownership and harmony in the workplace. The university's chances of achieving its goals and objectives

The first topic: research methodology

First, the study problem:

Higher education is the foundation and mechanism that works to develop society in all its aspects because it revolves around the human being, who is the axis of development, and it is the supreme goal that higher education institutions seek through their future mission. Psychological ownership, which contributes in a way to the creation of the facilities provided to the university professor and pushes them in a positive direction to perform the tasks entrusted to them and the emergence of harmony in the workplace. In order to know the prospects for the availability of these ingredients in the higher education environment at the University of Kufa, specifically in its faculties, it is necessary to study some of the problems that the university professor is going through, which is that the lack of psychological ownership leads to a lack of harmony in the workplace

Organizations must take into account the construction of the social identity of the workers, whose presence gives more positive view of individuals towards their organizations, - when the individual realizes that he is a valuable member of the organization, and that he is an integral part of it, which contributes to its harmony in his workplace.

According to the foregoing, the problem of the study can be summarized by the existence of a gap between the intellectual proposition mentioned in the above, and what exists in our local organizations, especially the colleges under study, as it appeared through the field visits that the researcher made to the colleges of the study community that there is a weakness in the colleges about the use of concepts. The current behavior according to sound scientific foundations, which can improve its performance in the future, as this weakness can lead to problems in its organizational environment if it is not able to avoid it at the present time. The problem of the current study can be summarized in a main question:

Does psychological ownership have an impact on achieving harmony in the workplace?

Second: The importance of research:

The importance of this study stems from the fact that it focuses on a very important topic that affects the competitiveness of the organization and its achievement of its goals, especially higher education organizations, which will lead to improving their performance, increasing productivity, achieving the organization's goals and increasing its competitiveness regionally and internationally by achieving harmony in the workplace through the psychological ownership of employees.

Third: Research objectives

There are a number of factors that contributed to the ripening of the justifications for this research, in the forefront of which comes the prospects and trends of recent studies and research that heralded great changes in the reality of business administration science and its fields, which added to it the character of modernity, renewal and innovation. The concept of psychological ownership and harmony in the workplace, and other topics that are characterized by modernity. These ideas and scientific trends have opened horizons to new questions, some of which are still searching for adequate answers, and this is scientific logic, as the sciences that are still in the process of being born accept criticism and analysis. A lot, in order to mature and result in theories and approaches characterized by relative stability and scientific stability, as well as the birth of great intellectual problems, which reflected the extent of the ability of the organizational environment that the research aims to test the extent of its validity and its ability to translate contemporary psychological and philosophical frameworks to the literature of organizational behavior

Fourth: the research hypothesis

There is a significant relationship between psychological ownership with its combined dimensions (self-efficacy - self-identity - sense of belonging - accountability - interconnectedness - autonomy - responsibility) and harmony in the workplace with its combined dimensions (positive influence - attribution of benign motives - balancing behaviors

The second topic: the theoretical framework

First: the concept of psychological ownership:

Researchers in both the fields of psychology, philosophy, and sociology have expressed that the feeling of ownership is part of human conditions and that these feelings of ownership appear in the individual during the early stages in his life (Furby, 1976; Rochberg, 1984. Psychologist William James noted in 1980 The individual's self is considered the sum of everything related to the person from his life, land and others. (Jaams, 1980) Pierce et al (1991) assumes that ownership is a multidimensional phenomenon, and that feelings of ownership may be either

objective or may be either psychological, as a person feels ownership of things. He may also feel ownership of things that he does not own, in addition to that this ownership may be conceptual for things that a person does not actually own, but he wishes within him that he owns them, and this ownership may actually exist for things he actually owns (Etzioni, 1991). It has received increasing attention from writers and researchers as an important indicator of the positive attitudes and behaviors of workers (Brown, 1989) In general, the feeling of ownership spreads in all developing and developed countries, and when a person feels ownership, he feels a strong connection myself towards the thing owned (Dittmar, 1992). Psychological ownership is a phenomenon related to the work environment and the organizational environment, and is also considered an integral part of the person's relationship with the organization and to what extent he accepts change in the organization, and that psychological ownership will be the main key to the organization) Mattila&Ikävalko, 2003:23(Ownership is the relationship between the organization and the things that surround them and the integration of the working individual into the behavioral relationship in work to achieve the goals of the organization.

)Pierce&colleagues (2003: .86(

Psychological ownership is the feeling of ownership and being psychologically connected to a specific entity or goal, which motivates it to act as if it belongs to it (such as producing one work, such as a house, land, or others.(

)Van Dyne & Pierce (2004,21(

Psychological ownership is the relationship between the individual and the organization's goal, beliefs and ideas about the goal of ownership, which is said that feelings of ownership are pleasure that produces in itself and gives the owner a sense of effectiveness, efficiency and desire to work to achieve the goals of the organization. Olckers, 2011:27) explained that psychological ownership is different situations that are related to work, and have a unique explanatory power, (Pierce & Rodgers, 2004, 12) as a complex phenomenon that contains many cognitive, affective and behavioral aspects in terms of Cognitive, we find that ownership reflects the individual's awareness, thoughts and beliefs about the thing owned. From an emotional point of view, we find that the feeling of ownership drives the individual to a feeling of happiness because it is associated with emotional feelings, meaning that the feeling of ownership raises emotional feelings in the individual. From a behavioral point of view, we find that when the individual feels psychological ownership of something What is this feeling that drives him to engage in psychological possessive behaviors

Second: The dimensions of psychological ownership

indicated (Pierce et al., 2001); There are four pathways through which a sense of psychological ownership is enhanced, and they are as follows:

-1Self-efficacy: Self-efficacy relates to individuals' belief that they can perform actions successfully and be successful in a specific task. Early perceptions of ownership have clarified that feelings of ownership may be closely related to the individual's need for influence. Feelings of ownership appear even in young children because of the impulse to love to control things and be effective with their application. This freedom to control actions is a psychological component that leads to feelings of self-efficacy

-2 Accountability:

Accountability has become a common concept in business and public policy. Accountability is “the implicit or explicit expectation that an individual can be called upon to justify the beliefs, feelings, and actions of others.” Accountability can be viewed as an element of psychological ownership primarily through two mechanisms: (1) the expected right to hold others accountable and (2) the expectation that the person himself will be held accountable. Accountability as a source of psychological ownership is evident in many areas of society such as economic systems and sports teams.

-3Belonging: Social psychologists expressed the human need for a home or place of residence, as a basic need that goes beyond mere material concerns and meets the urgent psychological need to belong. That is, individuals will assume ownership of their property, and establish their lives in an effort to satisfy their need to belong.

-4Self-identity:

Self-identity along with social identity as major parts comprise the domain of self-concept. Researchers have noted that groups of people and possessions often serve as symbols through which individuals identify themselves. Specifically, it has been observed that individuals create, maintain, reproduce, and transform their self-identity through interactions with physical possessions and intangible assets such as an organization, mission, or goal.

The dark side of psychic ownership

Unfortunately, psychological ownership may lead to other dysfunctional organizational behaviors. The affiliate may resist participation or be unwilling to share the ownership target (tools, computers, workspace) with co-workers, or may wish to retain exclusive control of the target. This type of behavior, in turn, can impede teamwork and cooperation. Similarly, managers may, for example, resist interventions that empower their subordinates because they feel a high degree of ownership over the management of the business unit. This may impede the implementation of affiliate engagement programs, such as self-managed work teams or quality departments that require managers to delegate authority, share information, and control. Deviant behaviors are another potential consequence of psychological ownership. This type of behavior leads to a violation of organizational standards and puts the well-being of the organization and its members at risk. Individuals who voluntarily separate from those in which they feel they have strong ownership can Robinson and Bennett (1995,74)

The second topic: harmony in the workplace

First: the historical development of harmony in the workplace

The major turning point in the life of organizations is the trend towards positive psychology. The science that was established academically by the American psychologist (William James) during a speech he gave before the American Psychological Association in 1906 when he asked a question to the attendees, why do some individuals have the ability to benefit from their resources to the fullest extent possible, and others do not?

)Martin EP Seligmans) took the ideas of his predecessors, to come up with a new approach to psychology, which is positive psychology, in the year 1998 (Linley et al., 2006: 4) after the focus of psychology's attention revolved around the bad events of humans, and mental illness. stress and others (Snyder & Lopez, 2002:3). The idea of positive psychology revolves around the trend towards a positive vision in life, looking forward to everything that is positive, and

stopping focusing on everything that is bad in it, with the aim of building positive qualities, such as, well-being, contentment, hope and optimism, and the flow of happiness, on a valuable level. Subjective experiences, ability to love and work, courage, skill in dealing with others, sensitivity to beauty, perseverance, tolerance, originality, future horizon, spirituality, high talent, and wisdom, at the level of individual qualities, and at the level of the group, showing qualities such as virtue, citizenship, and organizations that motivate individuals towards better citizenship, responsibility, compassion, altruism, civility, moderation, tolerance, and work ethic (Seligman & Csikszentmihalyi, 2000:5.)

Many researchers consider the study of harmony in the workplace and its interest as part of the interest in positive psychology, which is one of the recent trends in focusing on the positive aspects in the lives of individuals (Rothmann, 2003: 16-17; Schaufeli & Bakker, 2004: 295; Bakker et al., 2008: 188; Shimazu & Schaufeli, 2008: 171; Karatepe & Olugbade, 2009: 504; Xanthopoulou et al., 2012: 4 (Ames & Rosemont, 1998; Cua, 1979, 1987; Legge, 1970)

Secondly, the concept of harmony in the workplace

The term harmony in the workplace is considered one of the contemporary terms that appeared in the literature of organizational behavior, which is still shrouded in ambiguity and a subject of administrative controversy among organizational behavior scientists in their attempt to understand it and develop an acceptable intellectual framework and a specific definition that accommodates the dimensions of this concept, which is one of the important issues in contemporary human resource management

And by looking at the most important things that scientists and researchers have discussed as an acceptable intellectual framework for the concept of harmony in the workplace, although it is not accurate and can be generalized across the different cultures that dealt with it, however, this concept can be identified by reviewing some of what the scientists and researchers referred to in this regard. The harmonious soul with life is The self that has the ability to achieve inner harmony with the self. When you measure your life according to God's gifts to us, we arm ourselves with will, determination and confidence in the self and achieve harmony in the inner desires, personal components, and goals in life, avoiding everything that cuts off the means of comfort. Thus, psychological harmony is achieved, which is the peak of harmony between the senses and desires. Perhaps the linguistic concept of harmony leads us to the question that is harmony a general case or a special case? The concept of harmony in its emotional roots is not a recent topic. It is a common emotional state that affects every human being who is consistent in performing the work he is doing, regardless of the nature and type of work. Artists, poets, mathematicians, and sculptors are all masters of harmony in the performance of their work and have positive feelings about what they do. Ames 1970 indicated that harmony in the workplace is the ideal state of the organization in which the worker accomplishes his work through the exercise of various virtues (such as goodness, goodnes, rituals, wisdom) and the practice of appropriate rituals . (Ames & Rosemont, 1998; Cua, 1979, 1987; Legge, 1970)

Dimensions of harmony in a sustainable workplace

Sustainable harmony in the workplace has dimensions emphasized by researchers and writers (Al-Jabriel & Kpakol, 2014, Seok & Chiew, 2013; Akume & Abdullahi, 2013 (Blomqvist & Stahle, 2000, 68.)

-1The positive effect:

The associate's perceptions of organizational ability, expressed through a sense of dependence and belief in management's competence to "navigate" successfully even through uncertainty and unforeseen circumstances. It requires associates' perceptions of trust in the experience, skill and knowledge of the administrative associates to actually achieve the desired results and achieve some expectations. The effective manager is also characterized by the level of trust granted to him by their subordinates.

-2Attribution and motives for work:

that any relationship rests on trust; Moods and emotions necessitate an evaluation of the stakeholders, whether the confidence-building outcomes are favorable, positive or negative as a result of the accumulated experience and personal opinion of the individual concerned. Mental accounts and records of perceptions of trust-related behavior that include self and others and are a major determinant of future trust intentions are usually maintained. Thus it is suggested that parties in any relationship arise on a consistent basis, consciously or unconsciously evaluating the signs of trustworthiness as expressed by the other party through behavior, speech, behaviors and also perceptions of benevolence (Gabriel & Kpakol, 2014,67). People had to accomplish anything in the long run. (Michael & Barton, 2001, 432) defines that the attribution of work motives is the belief of one party that the other party will fulfill its obligations in a particular relationship.

Balancing Behaviors

General moral principles and norms based on the collective view of multiple cultures and societies constitute the social contract that each individual in all cases must observe. Within the limits of this social contract, local cultures can determine useful actions, and general moral norms always coordinate local morals. (Jones sees) & George, 2006: 130) that personal ethics are the standards and values that determine how an individual perceives his responsibilities towards other individuals and groups and then how he should act in different situations when their personal interests are threatened and that the sources of personal ethics include: the influence of one's family and peers His upbringing in general, the experiences gained throughout an individual's life through his daily details such as fellowships in social institutions such as schools, as well as the influence of religions, and all of these factors contribute to the development of personal standards and values that a person applies to decide what is wrong and what is right for his actions and actions or when making decisions And that what is ethical for one person may be immoral for another due to the difference in values and standards between them

The third topic Analytical side

Table (2) Statistical Description of Psychological Ownership

Order of dimensions	percentage	Standard deviation	Arithmetic mean	Independent dimensions	ت
4	0.7450	0.969	3.725	After self-efficacy	1
1	0.782	0.965	3.913	After self-identity	2
6	0.721	0.955	3.609	After a sense of belonging	3
5	0.735	1.1046	3.675	after accountability	4

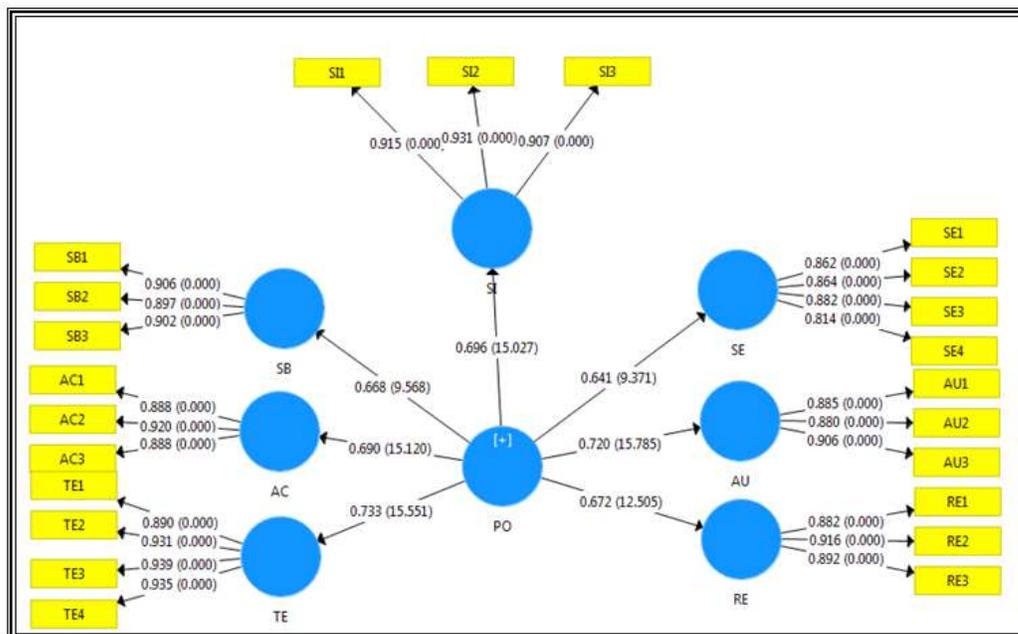
2	0.778	1.037	3.894	Post-associative	5
7	0.709	0.917	3.547	After the autonomy	6
3	0.776	0.970	3.883	after responsibility	7
	0.749	0.988	3.749	Total Psychological Ownership	

Statistical description Harmony in the workplace

Order of dimensions	percentage	Standard deviation	Arithm etic mean	Independent dimensions	ت
1	0.773	0.968	3.869	After the positive effect	1
3	0.758	0.932	3.791	After assigning benign motives	2
2	0.767	0.940	3.839	After behavioral balancing	3
	0.766	0.946	3.833	Total harmony in the workplace	

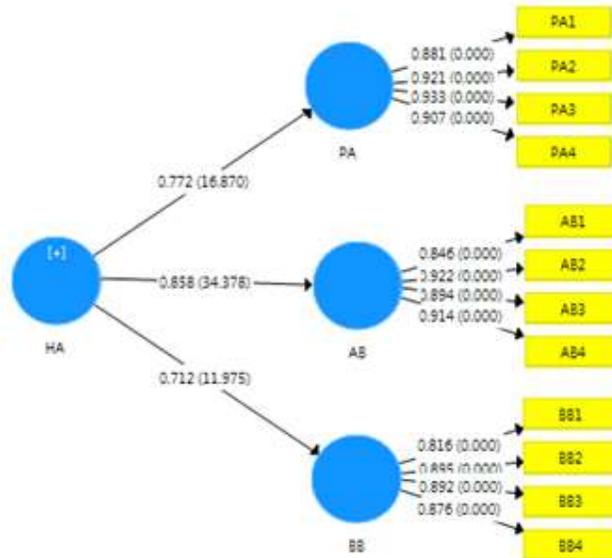
Source: Based on the results of the electronic calculator

.Factor analysis of the psychological property dimensions items: According to Figure (2), which presents the results of the confirmatory factor analysis of saturation ratios, morale level, and Cronbach’s alpha values for the psychological property dimensions paragraphs, which consists of seven dimensions (self-efficacy, self-identity, sense of belonging, accountability, interdependence autonomy and responsibility



.Factor analysis of the harmony dimensions paragraphs: According to Figure (2), which presents the results of the confirmatory factor analysis of the percentages of saturation and the

level of morale for the paragraphs of the dimensions of harmony, which consists of three dimensions (positive influence, attribution of benign motives, balancing behaviors.)



First: The first main hypothesis: This hypothesis states that there is a positive statistically significant influence relationship for psychological ownership in harmony. Figure (3) shows the results of the effect (Beta), and Table (2) the results of the test of influence relationships.

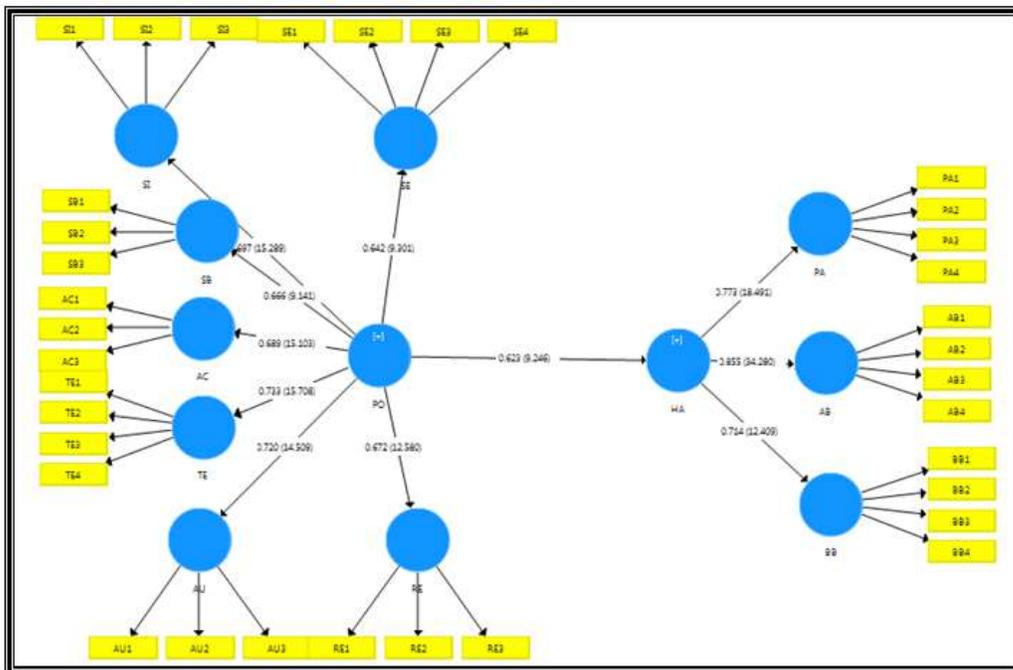


Figure (3) The results of the influence of psychological ownership on harmony

Source: From Reliance on SMART PLS Outputs

Table (2) Coefficients of psychological property influence relationships on harmony

level significant	F value	The coefficient of determination	T value	β factor value	Dependent variable Impact	Independent variable
0.000	95.515	0.39	9.246	0.623	harmony	Psychological property

It is clear from Figure (3) and Table (2) that psychological ownership affects harmony by (62%) positively and at a significant level (0.000), and the percentage of coefficient of determination (R^2) is good, indicating that psychological ownership explains (39%). From the discrepancy in the harmony, and according to these results accept this hypothesis.

Conclusions

This section presents the most important findings of the research in terms of the theoretical and practical aspects, as follows:

- 1Contemporary organizations have changed their current direction from focusing on the material dimension in work relations to focusing on the spiritual and psychological dimension.
- 2There is a clear awareness among the study sample of the teaching staff in the surveyed faculties at the University of Kufa of the psychological ownership variable.
- 3The teachers in the studied colleges feel a high level of activity when performing their work. Working in these colleges increases their activity and enthusiasm, which indicates their sense of harmony in the workplace they perform.
- 4There is a simple agreement about the possibility of continuing the activity of the teacher until the end of the work he performs, as he gradually loses his activity and is unable to continue working at the same pace
- 5The dedication of the teachers in performing the tasks entrusted to them.
- 6Harmony in the workplace can only be achieved through building psychological ownership, and this is what appeared through the relationships of association and influence
- 7Psychological ownership has a significant impact on harmony in the workplace, as the application of the dimensions of psychological ownership contributes to creating a state of harmony in the workplace, which is of great benefit to the organization.

Recommendations

- 1The administrations of faculties at the University of Kufa should pay attention to the psychological ownership of its cadres, as it is one of the methods that enable them to increase harmony in the workplace and through the establishment of workshops for that.
- 2The college administrations should promote the exchange philosophy between them and the teaching staff; Because this would increase their sense of vigor, vitality and dedication when performing their work
- 3It is the responsibility of the faculties to push the teaching staff to harmony that affects their scientific endowment by providing means of happiness at work based on the data of the theories of psychology and sociology

-4It is necessary for colleges to reconsider the way of thinking about the mechanism of transactions that take place between them and their employees, especially the study sample, as their dealings must be based on sound exchange frameworks that allow building a strong identity that contributes to enhancing their motivation and activity to perform the work and tasks assigned to them with dedication and sincerity

-5The surveyed colleges, which are service organizations, should take into account that building psychological ownership among the teachers is not a passing stage that the individual among them passes through, but rather an affiliation with future repercussions that the individual takes with him even after leaving the college, but even after his transfer to another organization, as it contributes to building a reputation Positive for college

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