

Presenting a model of the influence of psychological ownership and risk with the mediating role of organizational justice, organizational commitment, and job satisfaction.

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Abstract

The aim of this study is to present a model of the influence of psychological ownership and risk with the mediating role of organizational justice, organizational commitment and job satisfaction. This research is applicable in terms of its purpose, descriptive-analytical in terms of data collection, and is a survey-based, correlational research. The statistical population of the study includes 400 accountants, managers and auditors selected through a random sampling method. A researcher-made questionnaire was used to collect research data. SPSS software was used to analyze the data; LISREL software was used to model the structural equations of the research; and Stata software, bootstrap, and Sobel methods were used in the part of the mediator role test. The results showed that there is no significant relationship between psychological ownership and risk. There is no significant relationship between organizational commitment and risk. There is a positive and significant relationship between organizational justice and risk. There is no significant relationship between job satisfaction and risk. There is a positive and significant relationship between psychological ownership and risk with the mediating role of organizational justice; there is no significant relationship between psychological ownership and risk with the mediating role of organizational commitment. There is a positive and significant relationship between psychological ownership and risk with the mediating role of job satisfaction.

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Extended Abstract

Introduction

Recent psychological theories show that having authority in the workplace can play an important role in relationships between individuals in the organization. With increasing authority, employees' expectations from the organization increase. Increased wages and legal benefits, increased access to information, decision-making, and increased responsibilities are among these expectations (Soltanzadeh et al, 2016). Some researchers claim that employees' financial ownership of part of the organization as a shareholder can affect important factors such as employee behavior and motivation, as well as the planning of the organization's owners. Among the topics entered the realm of organizational behavior, management and psychology is psychological ownership, which has become increasingly important after new theories and research in industrial and organizational psychology and management and has become one of the main topics of management (Farzinfar et al, 2022).

Psychological ownership is a state in which an individual attributes his or her sense of ownership to any of various fields such as the organization, job, and work tasks, work tools and equipment, ideas, suggestions, and members of his or her group. In addition to being defined from a traditional and real, formal, and legal perspective; the concept of ownership also has a psychological or mental state. The concept of psychological ownership is initially motivated by the motivation of establishing a connection between employee attitudes and behaviors by modeling the concept of ownership and its effects, claiming that creating a sense of belonging creates constructive organizational, group, and individual effects (Preston & Gelman, 2020). On the other hand, injustice causes damage to human dignity, the outflow of social capital, and a decrease in national determination to act, and threatens the health of society. The perception of organizational justice is a fundamental requirement for the effective functioning of organizations, the personal satisfaction of employees, and plays a very important role in shaping their attitudes and behaviors (Barimani & Abbaszadeh, 2019). Organizational justice is an important determinant of the attitudes, decisions, and behaviors of individuals in the workplace. Organizational justice is a multidimensional social construct that explains how individuals perceive fairness in their workplace (Shahi et al, 2017). In this type of ownership, emotional components play a very prominent role, and perhaps the most important aspect of this ownership is its emotional sense. Considering the above, the researcher tries to address the main question: What is the model of the influence of psychological ownership and risk on the mediating role of organizational justice, organizational commitment, and job satisfaction?

Theoretical Framework

Psychological Ownership

Psychological ownership is the emotional and cognitive attachment between an individual and property that affects the individual's behavior and self-perception. Therefore, psychological ownership has emotional, cognitive, and behavioral dimensions that manifest at the individual or group level. Thus, the semantic core of psychological ownership is the feeling of ownership about an object (Farzinfar et al, 2022).

Risk

Risk is considered an integral part of all business activities, and its effective management helps organizations in preventing financial problems and carrying out capital budgeting, and also improves the decision-making process (Mahmoudi & Pourshahabi, 2023).

Organizational Justice

Accordingly, organizational justice is defined as the perception of employees about the fairness of the workplace. In other words, the perception of fairness in the workplace by

employees is called organizational justice, which has a direct impact on their attitude and performance (Parven & Awan, 2018).

Organizational Commitment

Organizational commitment is a condition in which employees show a strong interest in the values and goals of the organization. In addition, organizational commitment means more than formal membership of employees because it includes liking the organization and the willingness to perform a high level of voluntary, collaborative, and supportive efforts for the benefit of the organization in order to achieve its goals (Nahak & Ellitan, 2022).

Job Satisfaction

Job satisfaction is the internal state of employees regarding the degree of favorable or unfavorable feelings about the effective or cognitive evaluation of the job experience. In other words, the extent to which employees like their job is called satisfaction, and the extent to which they hate their job is called dissatisfaction. Job satisfaction indicates the extent to which people are satisfied with and love their job. Some people enjoy their job and consider it the main focus of their lives, and some hate their job and do it only because they have to (Farhani, 2023).

Darvishi & Ashrafi (2024) studied the effect of talent management on organizational commitment with the mediating role of organizational justice among employees of Farhangian University of West Azerbaijan Province. Analysis of the collected data showed that talent management is effective by 83% on organizational justice and by 42% on organizational commitment of employees. Organizational justice also affects organizational commitment by 48%. Also, talent management has a mediating role. Organizational justice has a mediating role on employee organizational commitment by 4.21 using the Sobel test. Therefore, according to the statistical results, all research hypotheses were confirmed and the overall conclusion of the research was that organizational justice has a mediating role between the relationship of talent management and employee organizational commitment.

Brundin et al, (2023) studied leaving the family business: the dynamics of psychological ownership. They concluded that, contrary to the prevailing and common belief that psychological ownership is static, psych it will have different meanings for different people at different times and has a dynamic nature.

Research Methodology

This research is applicable in terms of its purpose, descriptive-analytical in terms of data collection, and is a survey-based, correlational research. The statistical population of the study includes 400 accountants, managers and auditors selected through a random sampling method. A researcher-made questionnaire was used to collect research data.

Research findings

SPSS software was used to analyze the data; LISREL software was used to model the structural equations of the research; and Stata software, bootstrap, and Sobel methods were used in the part of the mediator role test. The results showed that there is no significant relationship between psychological ownership and risk. There is no significant relationship between organizational commitment and risk. There is a positive and significant relationship between organizational justice and risk. There is no significant relationship between job satisfaction and risk. There is a positive and significant relationship between psychological ownership and risk with the mediating role of organizational justice; there is no significant relationship between psychological ownership and risk with the mediating role of organizational commitment. There is a positive and significant relationship between psychological ownership and risk with the mediating role of job satisfaction.

Conclusion

The present study was conducted with the aim of presenting a model of the influence of psychological ownership and risk with the mediating role of organizational justice, organizational commitment and job satisfaction. The results of this study are consistent with the results of Darvishi & Ashrafi (2024), Brundin et al, (2023), Aslani (2023), Enver et al, (2022), Alikarami et al, (2022), Jakada et al, (2021), Hasiri et al, (2020), Noorae (2019), and Trop et al, (2018). Aslani (2023) showed that psychological ownership had a positive and significant effect on employee retention with the mediating role of commitment.

The following suggestions are for future research:

Psychological ownership of managers may cause the selection of methods from accepted accounting standards that create more appropriate profits and insufficient disclosure of financial information. As a result, it is suggested that the relationship between psychological ownership of managers and profit distortion be investigated.

It is suggested to examine the effect of ownership concentration, number of shareholders and owners on psychological ownership, and financing methods (equity or debt based).