

Impact of Job Burnout on Psychological Ownership: Moderating Effect of Perceived Organizational Support

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Scholars and practitioners have emphasized the importance of ‘feelings of ownership’ for the organization. This study explores the impact of Job burnout on Psychological Ownership within employees in the ABC Department machine section and simultaneously examines the moderating effect of Perceived Organizational Support. This research sample consisted of 176 employees. The chosen sample was given printed copies of a self-administered (Sinhala-translated) survey. The validity and reliability of the questionnaire were tested, consisting of 02 parts and 72 questions. Only data from the 121 employees (03 Outliers) who gave completed responses have been used for this research. The researcher applies Social Identity Theory to develop a new research framework with the sample of employees in the ABC Department machine section. This study found the positive effect of Job Burnout on Psychological Ownership. In addition, this study found there is no effect of Perceived Organizational Support on the relationship between Psychological Ownership and Job Burnout. These analytic results fill the research gap within the literature about the impact of Job Burnout on Psychological Ownership and the moderating effect of Perceived Organizational Support.

Keywords: *Job Burnout, Perceived Organizational Support, Psychological Ownership, Social Identity Theory*

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