

# THE EFFECT OF PSYCHOLOGICAL OWNERSHIP AND JOB INVOLVEMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF THE NONFAMILY EMPLOYEES IN FAMILY BUSINESS: MEDIATING ROLE OF ORGANIZATIONAL COMMITMENT

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**Abstract:** There are two main objectives of this research. Firstly, to investigate the effect of psychological ownership and job involvement on organizational citizenship behavior. Secondly, to analyze the mediating role of affective commitment, normative commitment, and continuance commitment on the effect of psychological ownership and job involvement on organizational citizenship behavior. By taking a sample of 97 non-family employees, and analyze them using PLS, it is found that psychological ownership has no significant effect on organizational citizenship behavior. However the job involvement has a positive and significant effect on organizational citizenship behavior. Based on the mediation effect test, it is found that affective commitment, normative commitment, and continuance commitment do not mediate the effect of psychological ownership on organizational citizenship behavior. Affective commitment mediates the effect of job involvement on organizational citizenship behavior. However, normative commitment and continuance commitment do not mediate the effect of job involvement on organizational citizenship behavior. The insignificant effect of psychological ownership on organizational citizenship behavior, and the absence of a mediating role of affective commitment, normative commitment, and continuance commitment on the relationship between psychological ownership and organizational citizenship behavior, opens opportunities for further discussion.

**Keywords:** Organizational Citizenship Behavior, Psychological Ownership, Job Involvement, Organizational Commitmen

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