

## **ABSTRACT**

### ***The Effect of Psychological Ownership on Voice Behavior in Gen Z Employees***

*Aulia Diaz Kinanti*<sup>1)</sup>, *Gita Widya Laksmi Soerjoatmodjo*<sup>2)</sup>

<sup>1)</sup>*Student of Psychology Department, Universitas Pembangunan Jaya*

<sup>2)</sup>*Lecturer of Psychology Department, Universitas Pembangunan Jaya*

*Gen Z has entered the workforce and is expected to dominate the global workforce by 2025. Gen Z is seen as having different workplace norms than earlier generations. Due to this distinction, the HR division needs to create a corporate culture and values that encourage Gen Z employees to voice themselves and bring new perspectives to the company. Gen Z employees' sense of ownership over the company can encourage them to participate in voice actively. This was caused by the perception of having control over the company. This study aims to determine how psychological ownership affects the voice behavior of Gen Z employees. This study utilized the Voice Behaviour Scale (VBS) and Psychological Ownership Scale (POS) as measuring instruments. This study uses quantitative research methods, and simple linear regression as a data processing method. The hypothesis test results showed that psychological ownership significantly positively affected by voice behavior in Gen Z employees, with a 7.5% ( $R^2 = 0.075$ ,  $p < 0.001$ ) effect. This study shows that psychological ownership has a small but significant positive effect on voice behavior among Gen Z employees.*

**Keywords:** *psychological ownership, voice behavior, Gen Z employees*

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