

References

- Aaker, J. L., & Lee, A. Y. (2001). "I" seek pleasures and "We" avoid pains: The role of self-regulatory goals in information processing and persuasion. *Journal of Consumer Research*, 28(1), 33-49. <https://doi.org/10.1086/321946>
- Aaker, J. L., & Schmitt, B. (2001). Culture-dependent assimilation and differentiation of the self: Preferences for consumption symbols in the United States and China. *Journal of Cross-Cultural Psychology*, 32(5), 561-576.
- Agarwal, S., & Ramaswami, S. N. (1993). Affective organisational commitment of salespeople: An expanded model. *Journal of Personal Selling & Sales Management*, 13(2), 49-70. <http://doi.org/10.1080/08853134.1993.10753947>
- Aimran, A. N., Ahmad, S., & Afthanorhan, A. (2016). Confirming the mediation effect of a structural model by using bootstrap approach: A case study of Malaysian 8th grade students' mathematics achievement. *International Journal of Business, Economics and Management, Conscientia Beam*, 3(4), 44-51.
- Algesheimer, R., Dholakia, U. M., & Herrmann, A. (2005). The social influence of brand community: Evidence from European car clubs. *Journal of Marketing*, 69(3), 19-34. <http://doi.org/10.1509/jmkg.69.3.19.66363>
- Albert, S., & Whetten, D. A. (1985). Organisational identity. *Research in Organisational Behaviour*, 7, 263-295.
- Allen, M. J., & Yen, W. M. (1979). *Introduction to measurement theory*. Brooks/Cole Publishing Company.
- Amabile, T. M. (1998). *How to kill creativity*. Harvard Business Review. <https://hbr.org/1998/09/how-to-kill-creativity>
- Anderson, J. C., & Gerbing, D. W. (1988). Structural equation modeling in practice: A review and recommended two-step approach. *Psychological Bulletin*, 103(3), 411-423. <https://doi.org/10.1037/0033-2909.103.3.411>
- Anderson, N., & West, M. (1994). *The team climate inventory*. Berks ASE.

- Arbuckle, J. L. (2014). *IBM SPSS Amos 23 user's guide*. IBM- Amos Development Corporation. <https://www.ibm.com/support/pages/downloading-ibm-spss-amos-23>
- Ardrey, R. (1966). *The territorial imperative: A personal inquiry into the animal origins of property and nations* (1st ed.). Dells Press.
- Asatryan, V. S., & Oh, H. (2008). Psychological ownership theory: An exploratory application in the restaurant industry. *Journal of Hospitality & Tourism Research*, 32(3), 363–386. <https://doi.org/10.1177/1096348008317391>
- Ashforth, B. E., Sluss, D. M., & Saks, A. M. (2007). Socialization tactics, proactive behaviour, and newcomer learning: Integrating socialization models. *Journal of Vocational Behaviour*, 70(3), 447-462. <https://doi.org/10.1016/j.jvb.2007.02.001>
- Ashforth, B. E., & Mael, F. (1989). Social identity theory and the organisation. *Academy of Management Review*, 14(5), 20-39. <https://doi.org/10.5465/AMR.1989.4278999>
- Avey, J. B., Wernsing, T. S., & Palanski, M. E. (2012). Exploring the process of ethical leadership: The mediating role of employee voice and psychological ownership. *Journal of Business Ethics*, 107(1), 21-34.
- Baer, M., & Brown, G. (2012). Blind in one eye: How psychological ownership of ideas affects the types of suggestions people adopt. *Organisational Behaviour and Human Decision Processes*, 118, 60–71. <https://doi.org/10.1016/j.obhdp.2012.01.003>
- Baer, M., & Frese, M. (2003). Innovation is not enough: Climates for initiative and psychological safety, process innovations, and firm performance. *Journal of Organisational Behaviour*, 24(1), 45-68.
- Bagozzi, R. P. (1984). A prospectus for theory construction in marketing. *Journal of Marketing*, 48(1), 11-29. <https://doi.org/10.1177/002224298404800102>
- Bagozzi, R. P., Baumgartner, H., & Yi, Y. (1992). State versus action orientation and the theory of reasoned action: An application to coupon usage. *Journal of Consumer Research*, 18(4), 505-518. <https://doi.org/10.1086/209277>
- Bagozzi, R. P., & Yi, Y. (1988). On the evaluation of structural equation models. *Journal of the Academy of Marketing Science*, 16(1), 74-94.

- Bandara, N. (2019, September 11). *How can Sri Lanka effectively support youth entrepreneurship?*. LKI's Blog on International Relations. <https://lki.lk/blog/how-can-sri-lanka-effectively-support-youth-entrepreneurship/>
- Bandura, A. (1986). *Social foundations of thought and action: A social cognitive theory*. Prentice-Hall Press.
- Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioural change. *Psychological Review*, 84(2), 191-215.
- Barclay, D., Thompson, R., & Higgins, C. (1995). The partial least squares (PLS) approach to causal modeling: Personal computer adoption and use an illustration. *Technology Studies*, 2(2), 285-309. <https://doi.org/10.2307/249443>
- Bardhi, F., & Eckhardt, G. M. (2012). Access-based consumption: The case of car sharing. *Journal of Consumer Research*, 39(4), 881-898. <https://doi.org/10.1086/666376>
- Bardhi, F., & Eckhardt, G. M. (2017). Liquid consumption. *Journal of Consumer Research*, 44(3), 582-597. <https://doi.org/10.1093/jcr/ucx050>
- Barnes, S. J., & Mattsson, J. (2016). Understanding current and future issues in collaborative consumption: A four-stage delphi study. *Technological Forecasting & Social Change*, 104(3), 200-211. <https://doi.org/10.1016/j.techfore.2016.01.006>
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51(6), 1173-1182.
- Baruch, Y., & Holtom, B. C. (2008). Survey response rate levels and trends in organisational research. *Human Relations*, 61(3), 1139-1160.
- Baumeister, R. F. (1999). *The self in social psychology*. Psychology Press.
- Baumeister, R. F., & Leary, M. R. (1995). The need to belong: Desire for interpersonal attachments as a fundamental human motivation. *Psychological Bulletin*, 117(1), 497-529. <https://doi.org/10.1037/0033-2909.117.3.497>
- Beaglehole, E. (1932). *Property: A study in social psychology*. Macmillan.

- Beetles, A. C., & Harris, L. C. (2010). The role of intimacy in service relationships: An exploration. *Journal of Services Marketing*, 24(5), 347-358.
- Beggan, J. K. (1992). On the social nature of nonsocial perceptions: The mere ownership effect. *Journal of Personality and Social Psychology*, 62(1), 229-237.
- Beggan, J. K., & Brown, E. M. (1994). Association as a psychological justification for ownership. *Journal of Psychology*, 128(4), 365-377.
- Belk, R. (2014). You are what you can access: Sharing and collaborative consumption online. *Journal of Business Research*, 67(8), 1595-1600.
- Belk, R. (1988). Possessions and the extended self. *Journal of Consumer Research*, 15(1), 139-168. <http://doi.org/10.1086/209154>
- Bentler, P. M. (1990). Comparative fit indexes in structural models. *Psychological Bulletin*, 107(2), 238-246. <http://doi.org/10.1037/0033-2909.107.2.238>
- Bentler, P. M., & Bonett, D. G. (1980). Significance tests and goodness of fit in the analysis of covariance structures. *Psychological Bulletin*, 88(3), 588-606.
- Bernhard, F., & O'Driscoll, M. P. (2011). Psychological ownership in small family-owned businesses: Leadership style and nonfamily-employees' work attitudes and behaviours. *Group and Organisation Management*, 36(1), 345-384.
- Berry, L. L., & Maricle, K. E. (1973). Consumption without ownership: Marketing opportunities for today and tomorrow. *MSU Business Topics*, 21(2), 33-46.
- Bhaskar, R. (2008). *A realist theory of science* (1st ed.). Routledge.
- Biddle, B. J., Bank, B. J., & Slayings, R. L. (1987). Norms, preferences, identities and retention decisions. *Social Psychology Quarterly*, 50(4), 322-337.
- Blader, S. L., & Tyler, T. R. (2009). Testing and extending the group engagement model: Linkages between social identity, procedural justice, economic outcomes, and extra role behaviour. *Journal of Applied Psychology*, 94(1), 445-464.
- Blair, E., & Zinkhan, G. M. (2006). From the editor: Nonresponse and generalizability in academic research. *Journal of the Academy of Marketing Science*, 34(1), 4-7.

- Blaxter, L., Hughes, C., & Tight, M. (2006). *How to research* (3rd ed.). Open University Press.
- Blumberg, B., Cooper, D. R., & Schindler, P. S. (2014). *Business Research Methods* (4th ed.). McGrawHill Education.
- Blumberg, B., Cooper, D. R., & Schindler, P. S. (2005). *Business Research Methods* (1st ed.). McGrawHill Education.
- Blumer, H. (1969). *Symbolic interactionism: Perspective and method*. Prentice-Hall.
- Bollen, K. A. (1989). A new incremental fit index for general structural equation models. *Sociological Methods & Research*, *17*(2), 303-316.
- Brentari, E., Golia, S., & Manisera, M. (2007). Models for categorical data: A comparison between the Rasch model and nonlinear principal component analysis. *Statistica & Applicazioni*, *5*(1), 53-77.
- Brewer, M. B., & Gardner, W. (1996). Who is this “We”? Levels of collective identity and self-representations. *Journal of Personality and Social Psychology*, *71*(1), 83-93. <https://doi.org/10.1037/0022-3514.71.1.83>
- Brown, G., Crossley, C., & Robinson, S. L. (2014). Psychological ownership, territorial behaviour, and being perceived as a team contributor: The critical role of trust in the work environment. *Personnel Psychology*, *67*(1), 463-485.
- Brown, G., Lawrence, T. B., & Robinson, S. L. (2005). Territoriality in organisations. *The Academy of Management Review*, *30*(3), 577-594. <https://doi.org/10.2307/20159145>
- Brown, G., Pierce, J. L. & Crossley, C. (2013). Toward an understanding of the development of ownership feelings. *Journal of Organisational Behaviour*, *35*(3), 318-338. <https://doi.org/10.1002/job.1869>
- Brown, S. P., & Leigh, T. W. (1996). A new look at psychological climate and its relationship to job involvement, effort, and performance. *Journal of Applied Psychology*, *81*(1), 358-368. <https://doi.org/10.1037/0021-9010.81.4.358>

- Browne, M. W., & Cudeck, R. (1993). Alternative ways of assessing model fit. In K. A. Bollen & J. S. Long (Eds.), *Testing structural equation models* (pp. 136-162). Sage Publications, Inc.
- Bryman, A., & Bell, E. (2011). *Research Methods* (3rd ed.). Oxford University Press.
- Bstieler, L., & Hemmert, M. (2010). Increasing learning and time efficiency in interorganisational new product development teams. *Journal of Product Innovation Management*, 27(1), 485-499. <https://doi.org/10.1111/j.1540-5885.2010.00731.x>
- Bunderson, J. S., & Boumgarden, P. (2010). Structure and learning in self-managed teams: Why “bureaucratic” teams can be better learners. *Organisation Science*, 21(1), 609-624. <https://doi.org/10.1287/orsc.1090.0483>
- Burns, G. N., Morris, M. B., Periard, D. A., LaHuis, D., Flannery, N. M., Carretta, T. R., & Roebke, M. (2017). Criterion-related validity of a big five general factor of personality from the TIPI to the IPIP. *International Journal of Selection and Assessment*, 25(1), 213-222. <https://doi.org/10.1111/ijsa.12174>
- Burrell, G., & Morgan, G. (2016) *Sociological paradigms and organisational analysis*. Routledge.
- Byrne, B. M. (2010). *Structural equation modeling with AMOS: Basic concepts, applications, and programming* (2nd ed.). Taylor & Francis/Routledge.
- Cagnol, R. (2013, February 21). *Coworking spaces - hubs for the collaborative economy*. Deskmag. <http://www.deskmag.com/en/coworking-a-hub-for-the-collaborative-economy>
- Carley-Baxter, L. R., Hill, C. A., Roe, D. J., Twiddy, S. E., Baxter, R. K., & Ruppenkamp, J. (2013). Does response rate matter? Journal editors’ use of survey quality measures in manuscript publication decisions. *Survey Practice*, 2(7).
- Carmeli, A. (2007). Social capital, psychological safety and learning behaviours from failure in organisations. *Long Range Planning*, 40(1), 30-44.

- Carmeli, A., Brueller, D., & Dutton, J. E. (2009). Learning behaviours in the workplace: The role of high-quality interpersonal relationships and psychological safety. *Systems Research and Behavioural Science*, 26(1), 81-98. <https://doi.org/10.1002/sres.932>
- Carmeli, A., & Gittell, J. H. (2009). High-quality relationships, psychological safety, and learning from failures in work organisations. *Journal of Organisational Behaviour*, 30(1), 709-729. <https://doi.org/10.1002/job.565>
- Carmeli, A., Reiter-Palmon, R., & Ziv, E. (2010). Inclusive leadership and employee involvement in creative tasks in the workplace: The mediating role of psychological safety. *Creativity Research Journal*, 22, 250-260.
- Carmeli, A., & Zisu, M. (2009). The relational underpinnings of quality internal auditing in medical clinics in Israel. *Social Science and Medicine*, 68, 894-902.
- Carrozzi, A., Chylinski, M., Heller, J., Hilken, T., Keeling, D. I., & de Ruyter, K. (2019). What's mine is a hologram? How shared augmented reality augments psychological ownership. *Journal of Interactive Marketing*, 48, 71-88.
- Cavana, R. Y., Delahaye, B. L., Sekaran, U., & Sekaran, U. (2001). *Applied business research: Qualitative and quantitative methods*. Wiley.
- Chakrabartty, S. N. (2013). Best split-half and maximum reliability. *IOSR Journal of Research & Method in Education*, 3(1), 1-8.
- Chang, H., Kwak, H., Puzakova, M., Park, J., & Smit, E. G. (2015). It's no longer mine: the role of brand ownership and advertising in cross-border brand acquisitions. *International Journal of Advertising*, 34(4), 593-620.
- Chen, C., Liao, J., & Wen, P. (2014). Why does formal mentoring matter? The mediating role of psychological safety and the moderating role of power distance orientation in the Chinese context. *International Journal of Human Resource Management*, 25, 1112-1130. <https://doi.org/10.1080/09585192.2013.816861>
- Chen, G., Gully, S. M., & Eden, D. (2001). Validation of a new general self-efficacy scale. *Organisational Research Methods*, 4(1), 62-83.

- Chen, G., & Tjosvold, D. (2012). Shared rewards and goal interdependence for psychological safety among departments in China. *Asia Pacific Journal of Management*, 29, 433-452. <https://doi.org/10.1007/s10490-010-9201-0>
- Cheng, M. (2016). Sharing economy: a review and agenda for future research. *International Journal of Hospitality Management*, 57(1), 60-70.
- Cherrier, H. (2009). Anti-consumption discourses and consumer-resistant identities. *Journal of Business Research*, 62(2), 181-190.
- Chi, N. W., & Han, T. S. (2008). Exploring the linkages between formal ownership and psychological ownership for the organisation: The mediating role of organisational justice. *Journal of Occupational and Organisational Psychology*, 81, 691-711. <http://doi.org/10.1348/096317907X262314>
- Chiu, W. C. K., Hui, C. H., & Lai, G. W. F. (2007). Psychological ownership and organisational optimism amid China's corporate transformation: Effects of an employee ownership scheme and a management dominated board. *International Journal of Human Resource Management*, 18, 303-320.
- Chrobot-Mason, D., & Aramovich, N. (2004). *Employee perceptions of an affirming climate for diversity and its link to attitudinal outcomes: A comparison of racial and gender groups* [Paper presentation]. The Annual Meeting of the Academy of Management, New Orleans, LA.
- Churchill, G. A. (1979). A Paradigm for developing better measures of marketing constructs. *Journal of Marketing Research*, 16, 64-73.
- Civic Science (2017). *Americans still prefer traditional offices to co-working spaces*. <https://civicscience.com/americans-prefer-traditional-offices-to-co-working-spaces/>
- Clayton, S., & Opatow, S. (2003). *Identity and the natural environment: The psychological significance of nature*. MIT Press.
- Cohen, J., Cohen, P., West, S. G., & Aiken, L. S. (2003). *Applied multiple regression/correlation analysis for the behavioural sciences* (3rd ed.). Lawrence Erlbaum Associates.

- Cook, M. L. (1994). The role of management behaviour in agricultural cooperatives. *Journal of Agricultural Cooperation*, 9, 42-58.
- Cooper, D. R., & Schindler, P. S. (2006). *Business Research Methods* (9th ed.). Tata McGraw Hill.
- Cortina, J. M. (1993). What is coefficient alpha? An examination of theory and applications. *Journal of Applied Psychology*, 78(1), 98-104.
- Coworker (2020). *Find a coworking space in Colombo*. <https://www.coworker.com/sri-lanka/colombo>
- Cram, F., & Paton, H. (1993). Personal possessions and self-identity: The experiences of elderly women in three residential settings. *Australian Journal on Aging*, 12(1), 19-24.
- Credit Suisse Securities Research and Analytics. (2015). *Global equity themes: The sharing economy*. <https://plus.credit-suisse.com/rpc4/ravDocView?docid=4mweXq>
- Creswell, J. W. (2005). *Educational research: Planning, conducting and evaluating quantitative and qualitative research* (2nd ed.). Pearson Merrill Prentice Hall.
- Creswell, J. W., & Creswell, J. D. (2018). *Research design: qualitative, quantitative, and mixed methods approach* (5th ed.). Sage Publications Inc.
- Cronbach, L. J., & Meehl, P. E. (1955). Construct validity in psychological tests. *Psychological Bulletin*, 52, 281-302.
- Crotty, M. (1998). *The foundations of social research*. Sage Publications Inc.
- Crowley, S. L., & Fan, X. (1997). Structural equation modeling: basic concepts and applications in personality assessment research. *Journal of Personality Assessment*, 68(3), 508-531.
- Csikszentmihalyi, M., & Rochberg-Halton, E. (1981). *The meaning of things: Domestic symbols and the self*. Cambridge University Press.
- Cusumano, M. A. (2018). The sharing economy meets reality. *Communications of the ACM*, 61(1), 26-28. <https://doi.org/10.1145/3163905>

- Datta, H., Knox, G., & Bronnenberg, B. J. (2017). Changing their tune: How consumers' adoption of online streaming affects music consumption and discovery. *Marketing Science*, 37(1), 5-21. <https://doi.org/10.1287/mksc.2017.1051>
- Dawkins, S., Tian, A. W., Newman, A., & Martin, A. (2015). Psychological ownership: A review and research agenda. *Journal of Organisational Behaviour*, 38(2), 163-183. <https://doi.org/10.1002/job.2057>
- Deci, E. L., & Ryan, R. M. (2000). The “what” and the “why” of goal pursuits: Human needs and the self-determination of behaviour. *Psychological Inquiry*, 11, 227-268.
- De Clercq, D. & Rius, I. B. (2007). Organisational commitment in Mexican small and medium-sized firms: The role of work status, organisational climate, and entrepreneurial orientation. *Journal of Small Business Management*, 45, 467-490. <https://doi.org/10.1111/j.1540-627X.2007.00223.x>
- Denzin, N. K., & Lincoln, Y. S. (2011). *The sage handbook of qualitative research* (4th ed.). Sage Publications Inc.
- Detert, J. R., & Burris, E. R. (2007). Leadership behaviour and employee voice: Is the door really open? *Academy of Management Journal*, 50, 869-884.
- De Vos, G. (1985). Dimensions of the self in Japanese culture. In A. Marsella, G. De Vos, & E. L. K. Hsu (Eds.), *Culture and self* (pp. 149-184). Tavistock.
- Dipboye, R. L. (1977). A critical review of Korman's self-consistency theory of work motivation and occupational choice. *Organisational Behaviour and Human Performance*, 18, 108-126. [https://doi.org/10.1016/0030-5073\(77\)90021-6](https://doi.org/10.1016/0030-5073(77)90021-6)
- Dissanayake, M., & McConatha, J. T. (2011). A comparative investigation of the self-image and identity of Sri Lankans. *World Cultures eJournal*, 18(2).
- Dittmar, H. (1992). *The social psychology of material possessions: To have is to be*. St. Martin's Press.
- Dreyfus, H. L. (1991). *Being-in-the-world: A commentary on Heidegger's being and time*, MIT Press.

- Duncan, N. G. (1981). Home ownership and social theory. In S. Duncan (Ed.), *housing and identity: Cross cultural perspective* (pp. 98-134). Holmes and Meier.
- Durkheim, E. (1957). *Professional ethics and civil morals*. Routledge and Kegan Paul.
- Dutton, J. E., Dukerich, J. M., & Harquail, C. V. (1994). Organisational images and member identification. *Administrative Science Quarterly*, 39, 239-263.
- Easterby-Smith, M., Thrope R., & Lowe, A. (1991). *Management research, an introduction*. Sage Publications Inc.
- Eckhardt, G. M., Houston, M. B., Jiang, B., Lamberton, C., Rindfleisch, A., & Zervas, G. (2019). Marketing in the sharing economy. *Journal of Marketing*, 83(5), 5-27.
- Edmondson, A. C. (1999). Psychological safety and learning behaviour in work teams. *Administrative Science Quarterly*, 44, 350-383. <https://doi.org/10.2307/2666999>
- Edmondson, A. C., Dillon, J. R., & Roloff, K. S. (2007). Three perspectives on team learning: Outcome improvement, task mastery, and group process. *Academy of Management Annals*, 1, 269-314. <https://doi.org/10.1080/078559811>
- Edmondson, A. C., & Lei, Z. (2014). Psychological safety: The history, renaissance, and future of an interpersonal construct. *The Annual Review of Organisational Psychology and Organisational Behaviour*, 1, 23-43. <https://doi.org/10.1146/annurev-orgpsych-031413-091305>
- Edmondson, A. C., & Woolley, A. (2003). Understanding outcomes of organisational learning interventions. In M. Easterby-Smith & M. Lyles (Eds.), *International handbook on organisational learning and knowledge management*. Blackwell.
- Efron, B., & Tibshirani, R. J. (1993). *An introduction to the bootstrap*. Chapman & Hall.
- Engellant, K. A., Holland, D. D., & Piper, R. T. (2016). Assessing convergent and discriminant validity of the motivation construct for the technology integration education (TIE) model. *Journal of Higher Education Theory and Practice*, 16(1).

- Esposito, V. V., Chin, W. W., Henseler, J., & Wang, H. (2010). *Concepts, methods and applications; Handbook of Partial Least Squares*. Springer Handbooks of Computational Statistics.
- Fink, A. (2003). *The survey kit* (2nd ed.). Sage Publications Inc.
- Foertsch, C. (2011). The coworker's profile, 1st global coworking survey: The results part II. *Deskmag*. <http://www.deskmag.com/en/the-coworkers-global-coworking-survey-168>
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39-50. <https://doi.org/10.2307/3151312>
- Frazier, M. L., Fainshmidt, S., Klinger, R. L., Pezeshkan, A., & Vracheva, V. (2017). Psychological safety: A meta-analytic review and extension. *Personnel Psychology*, 70(1), 113-165. <https://doi.org/10.1111/peps.12183>
- Frey, F., & Tropp, L. (2006). Being seen as individuals versus as group members: Extending research on meta perception to intergroup contexts. *Personality & Social Psychology Review*, 10(3), 265-280. https://doi.org/10.1207/s15327957pspr1003_5
- Fritz, M. S., & MacKinnon, D. P. (2007). Required sample size to detect the mediated effect. *Psychological Science*, 18(3), 233-239.
- Fritze, M. P., Marchand, A., Eisingerich, A. B., & Benkenstein, M. (2020). Access-based services as substitutes for material possessions: The role of psychological ownership. *Journal of Service Research*, 23(3), 368-385.
- Fuchs, C., Prandelli, E., & Schreier, M. (2010). The psychological effects of empowerment strategies on consumers' product demand. *Journal of Marketing*, 74(1), 65-79. <https://doi.org/10.1509/jmkg.74.1.65>
- Furby, L. (1991). Understanding the psychology of possession and ownership: A personal memoir and an appraisal of our progress. *Journal of Social Behaviour & Personality*, 6(6), 457-463.

- Furby, L. (1980). The origins and early development of possessive behaviour. *Political Psychology*, 2(1), 30-42. <https://doi.org/10.2307/3790969>
- Furby, L. (1978). Possession in humans: An exploratory study of its meaning and motivation. *Social Behaviour and Personality: An international journal*, 6(1), 49-66. <https://doi.org/10.2224/sbp.1978.6.1.49>
- Fuzi, A., Clifton, N., & Loudon, G. (2014). *New in-house organisational spaces that support creativity and innovation: the co-working space* [Paper presentation]. The R & D Management Conference, Stuttgart, Germany. <https://bit.ly/3bpePHh>
- Garretson, F. A. J., Moulard, J. G., & Raggio, R. D. (2012). Psychological ownership: A social marketing advertising message appeal? *International Journal of Advertising*, 31(2), 291–315. <https://doi.org/10.2501/ija-31-2-291-315>
- Garrett, L. E., Spreitzer, G. M., & Bacevice, P. A. (2017). Co-constructing a sense of community at work: The emergence of community in coworking spaces. *Organisation Studies*, 38(6), 821–842. <https://doi.org/10.1177/0170840616685354>
- Geertz, C. (1975). On the nature of anthropological understanding. *American Scientist*, 63, 47-53.
- Gergen, K. J. (1991). *The saturated self: Dilemmas of identity in contemporary life*. Basic Books Press.
- Giacomin, M., & Jordan, C. (2017). Interdependent and independent self-construal. *Encyclopedia of Personality and Individual Differences*, 3, 1-7.
- Glick, W. H. (1988). Response: organisations are not central tendencies: shadowboxing in the dark, round II. *Academy of Management Review*, 13, 133-137.
- Graziano, A. M., & Raulin, M. L. (2006). *Research methods: A process of inquiry* (6th ed). Pearson.
- Gudykunst, W. B., Matsumoto, Y., Ting-Toomey, S., Nishida, T., Kim, K., & Heyman, S. (1996). The influence of cultural individualism–collectivism, self-construals, and individual values on communication styles across cultures. *Human Communication Research*, 22, 510-543. <https://doi.org/10.1111/j.1468-2958.1996.tb00377.x>

- Gunawardena, W. A. M. S. U., & Galahitiyawa, N. W. K. (2016). The role of emotional intelligence on workplace bullying and individuals' work performance. *Sri Lankan Journal of Management*, 21(1), 1-38.
- Hadar, L. L., & Brody, D. L. (2016). Talk about student learning: Promoting professional growth among teacher educators. *Teaching and Teacher Education*, 59, 101-114. <https://doi.org/10.1016/j.tate.2016.05.021>
- Hair Jr, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM). *European Business Review*. 26(2), 106-121.
- Hair, J. F., Anderson, R. E., Tatham, R. L., & Black, W. C. (1998). *Multivariate data analysis with readings* (5th ed.). Prentice Hall.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a silver bullet. *Journal of Marketing Theory and Practice*, 19(2), 139-151.
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Gudergan, S. P. (2017). *Advanced issues in partial least squares structural equation modeling* (2nd ed.). Sage Publications.
- Hamari, J., Sjöklint, M., & Ukkonen, A. (2016). The sharing economy: Why people participate in collaborative consumption. *Journal of the Association for Information Science and Technology*, 67(9), 2047-2059. <https://doi.org/10.1002/asi.23552>
- Han, T. S., Chiang, H. H., & Chang, A. (2010). Employee participation in decision making, psychological ownership and knowledge sharing: Mediating role of organisational commitment in Taiwanese high-tech organisations. *International Journal of Human Resource Management*, 21, 2218-2233.
- Hancock, G. R., & Muller, R. (2007). *Best practices in structural equation modeling*. Psychology Press.
- Hardin, E. E., Leong, F. T. L., & Bhagwat, A. A. (2004). Factor structure of the self-construal scale revisited. *Journal of Cross-Cultural Psychology*, 35(3), 327-345. <https://doi.org/10.1177/0022022104264125>
- Hattie, J. (1985). Methodology review: assessing unidimensionality of tests and Itepls. *Applied Psychological Measurement*, 9(2), 139-164.

- Hazee, S., Delcourt, C., & Vaerenbergh, Y. V. (2017). Burdens of access: Understanding customer barriers and barrier-attenuating practices in access-based services. *Journal of Service Research*, 19(4), 396-416. <https://doi.org/10.1177/1094670517712877>
- Henseler, J., & Fassott, G. (2009). Testing moderating effects in PLS path models: An illustration of available procedures. *Handbook of Partial Least Squares*, 713–735. https://doi.org/10.1007/978-3-540-32827-8_31
- Henssen, B., Voordeckers, W., Lambrechts, F., & Koiranen, M. (2014). The CEO autonomy–stewardship behaviour relationship in family firms: The mediating role of psychological ownership. *Journal of Family Business Strategy*, 5(3), 312–322. <https://doi.org/10.1016/j.jfbs.2014.01.012>
- Hershcovis, M. S., Ogunfowora, B., Reich, T. C., & Christie, A. M. (2017). Targeted workplace incivility: The roles of belongingness, embarrassment and power. *Journal of Organisational Behaviour*, 38, 1057-1075. <https://doi.org/10.1002/job.2183>
- Hettiarachchi, H. A. H. (2017). *Factors affecting to the consumer adoption of online taxi booking apps in Sri Lanka* [Unpublished Thesis]. University of Kelaniya, Sri Lanka.
- Hetzner, S., Gartmeier, M., Heid, H., & Gruber, H. (2011). Error orientation and reflection at work. *Vocations and Learning*, 4, 25–39.
- Hillenbrand, C., & Money, K. (2015). Unpacking the mechanism by which psychological ownership manifests at the level of the individual: A dynamic model of identity and self. *Journal of Marketing Theory and Practice*, 23, 148-165.
- Hirak, R., Pang, A. C., Carmeli, A., & Schaubroeck, J. M. (2012). Linking leader inclusiveness to work unit performance: The importance of psychological safety and learning from failures. *The Leadership Quarterly*, 23, 107–117. https://doi.org/10.1142/9789814723398_0002
- Hogg, M. A., & Hardie, E. A. (1992). Prototypicality, conformity and depersonalized attraction: A self-categorization analysis of group cohesiveness. *British Journal of Social Psychology*, 31, 41–56.

- Hogg, M. A., Hardie, E. A., & Reynolds, K. J. (1995). Prototypical similarity, self-categorization, and depersonalized attraction: A perspective on group cohesiveness. *European Journal of Social Psychology*, *25*, 159–177.
- Hopwood, C. J. (2007). Moderation and mediation in structural equation modeling: Applications for early intervention research. *Journal of Early Intervention*, *29*(3), 262–272. <https://doi.org/10.1177/105381510702900305>
- Hou, S. T., Hsu, M. Y., & Wu, S. H. (2009). Psychological ownership and franchise growth: An empirical study of a Taiwanese taxi franchise. *International Journal of Entrepreneurial Behaviour & Research*, *15*, 415–435.
- Hsu, E. L. K. (1985). The self in cross-cultural perspective. In A. J. Marsella, G. De Vos, & E. L. K. Hsu (Eds.), *Culture and self* (pp. 24-55). Tavistock.
- Hu, L. T., & Bentler, P. M. (1999). Cutoff criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. *Structural Equation Modeling: A Multidisciplinary Journal*, *6*(1), 1-55. <https://doi.org/10.1080/10705519909540118>
- Hui, C., Lee, C. & Rousseau, D. M. (2004). Employment relationships in China: do workers relate to the organisation or the people?. *Organisation Science*, *15*, 232–240.
- Hunton, J. E. (1996). User participation in defining system interface requirements: An issue of procedural justice. *Journal of Information Systems*, *10*(1), 27–47.
- Ikavalko, M., Pihkala, T., & Kraus, S. (2010). The role of owner-managers' psychological ownership in SME strategic behaviour. *Journal of Small Business & Entrepreneurship*, *23*, 461–479. <https://doi.org/10.1080/08276331.2010.10593496>
- Isaacs, S. (1933). *Social development in young children*. Routledge & Kegan Paul.
- Jacobs, H. (2013). *An examination of psychological meaningfulness, safety, and availability as the underlying mechanisms linking job features and personal characteristics to work engagement* [Doctoral dissertations]. Institutional Repository, Florida International University. <https://doi.org/10.25148/etd.FI13080518>
- James, W. (1890). *The principles of psychology*. Holt Press.

- James, L. R., & Brett, J. M. (1984). Mediators, moderators, and tests for mediation. *Journal of Applied Psychology*, *69*(2), 307–321. <https://doi.org/10.1037/0021-9010.69.2.307>
- James, L. A., & James, L. R. (1989). Integrating work environment perceptions: explorations into the measurement of meaning. *Journal of Applied Psychology*, *74*, 739–751.
- James, L. R., Joyce, W. F., & Slocum, J. W. (1988). Comment: organisations do not cognize. *Academy of Management Review*, *13*, 129–132.
- Jeske, D., & Ruwe, T. (2019). Inclusion through use and membership of co-working spaces. *Journal of Work-Applied Management*, *11*(2), 174-186.
- John Lang LaSalle Company (2019). *Flexible workspaces in Colombo: The beginning of a new workspace culture*. <https://www.jll.com/lk/en/trends-and-insights/research/flexible-workspaces-in-colombo>
- Johnson, E. (1985). The western concept of self. In A. Marsella, G. De Vos, & F. L. K. Hsu (Eds.), *Culture and self*. Tavistock.
- Jonason, P. K., Abboud, R., Tomé, J., Dummett, M., & Hazer, A. (2017). The dark triad traits and individual differences in self-reported and other-rated creativity. *Journal of Personality and Individual Differences*, *117*, 150–154.
- Jones, D., Sundsted, T., & Bacigalupo, T. (2009). *I'm outta here: How coworking is making the office obsolete*. Not an MBA Press.
- Joreskog, K. G. (1978). Structural analysis of covariance and correlation matrices. *Psychometrika*, *43*(4), 443–477. <https://doi.org/10.1007/bf02293808>
- Joyce, W. F., & Slocum, J. W., Jr. (1988). Collective climate: agreement as a basis for defining aggregate climates in Organisations. *Academy of Management Journal*, *27*, 721–742.
- Jussila, I., Tarkiainen, A., Sarstedt, M., & Hair, J. F. (2015) individual psychological ownership: Concepts, evidence, and implications for research in marketing. *Journal of Marketing Theory and Practice*, *23*(2), 121-139.

- Jussila, I., & Tuominen, P. (2010). Exploring the consumer co-operative relationship with their members. An individual psychological perspective on ownership. *International Journal of Co-operative Management*, 5(1), 23-33.
- Jylha, T., Vuolle, M., Nenonen, S., & Virtaneva, M. (2015). Towards business potential of workplace services in Finland. *Procedia Economics and Finance*, 21, 518-523.
- Kahn, W. A. (2007). Meaningful connections: Positive relationships and attachments at work. In J. E. Dutton, & B. R. Ragins (Eds.), *Exploring positive relationships at work: Building a theoretical and research foundation* (pp. 189-206). Routledge.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33, 692-724.
- Kaldeen, M., & Nuskia, H. F. (2020). Work-From-Home (WFH) benefits and challenges: Evidence from state higher education sector in Sri Lanka. *International Journal of Advanced Science and Technology*, 29(8), 4181-4192.
- Kamleitner, B., & Feuchtl, S. (2015). As if it were mine: Imagery works by inducing psychological ownership, *Journal of Marketing Theory and Practice*, 23(2), 208-223. <https://doi.org/10.1080/10696679.2015.1002337>
- Kark, R., & Carmeli, A. (2009). Alive and creating: The mediating role of vitality and aliveness in the relationship between psychological safety and creative work involvement. *Journal of Organisational Behaviour*, 30, 785–804. <https://doi.org/10.1002/job.571>
- Kaur, D., Sambasivan, M., & Kumar, N. (2013). Effect of spiritual intelligence, emotional intelligence, psychological ownership and burnout on caring behaviour of nurses: A cross-sectional study. *Journal of Clinical Nursing*, 22, 3192–3202.
- Kirk, C. P., Peck, J., & Swain, S. D. (2018). Property lines in the mind: Consumers' psychological ownership and their territorial responses. *Journal of Consumer Research*, 45(1), 148-168. <https://doi.org/10.1093/jcr/ucx111>

- Kirk, C. P., Swain, S. D., & Gaskin, J. E. (2015). I'm proud of it: Consumer technology appropriation and psychological ownership. *Journal of Marketing Theory and Practice*, 23(2), 166-184. https://doi.org/10.1007/978-3-319-77158-8_5
- Kiuchi, A. (2006). Independent and interdependent self-construals: Ramifications for a multicultural society. *Japanese Psychological Research*, 48(1), 1-16.
- Kline, R. B. (1998). Software review: Software programs for structural equation modeling: Amos, EQS, and LISREL. *Journal of Psychoeducational Assessment*, 16(4), 343-364
- Knapp, J. R., Smith, B. R., & Sprinkle, T. A. (2014). Clarifying the relational ties of organisational belonging: Understanding the roles of perceived insider status, psychological ownership, and organisational identification. *Journal of Leadership & Organisational Studies*, 21, 273–285. <https://doi.org/10.1177/1548051814529826>
- Kondo, D. (1982). *Work, family and the self: A cultural analysis of Japanese family enterprise* [Unpublished doctoral dissertation]. Harvard University, US.
- Korman, A. (1970). Toward a hypothesis of work behaviour. *Journal of Applied Psychology*, 54, 31- 41.
- Kotze, K., & Roodt, G. (2005). Factors that affect the retention of managerial and specialist staff: an exploratory study of an employee commitment model. *SA Journal of Human Resource Management*, 3(3). <https://doi.org/10.4102/sajhrm.v3i2.65>
- Krabbe, P. F. M. (2017). *The measurement of health and health status: Concepts, methods and applications from a multidisciplinary perspective* (1st ed.). University of Groningen Academic Press.
- Kron, J. (1983). *Home-psych: The social psychology of home and decoration*. Clarkson N-Potter.
- Kuchmaner, C. A., Wiggins, J., & Grimm, P. E. (2019). The role of network embeddedness and psychological ownership in consumer responses to brand transgressions. *Journal of Interactive Marketing*, 47, 129–143. <https://doi.org/10.1016/j.intmar.2019.05.006>

- Kumar, J. (2019). How psychological ownership stimulates participation in online brand communities?: The moderating role of member type. *Journal of Business Research*, 105, 243–257. <https://doi.org/10.1016/j.jbusres.2019.08.019>
- Kumar, J., & Nayak, J. K. (2019). Exploring destination psychological ownership among tourists: Antecedents and outcomes, *Journal of Hospitality and Tourism Management*, 39, 30-39. <https://doi.org/10.1016/j.jhtm.2019.01.006>
- Kunchambo, V., Lee, C. K. C., & Brace-Govan, J. (2017). Nature as extended self: Sacred nature relationship and implications for responsible consumption behaviour. *Journal Business Resources*, 74, 126–132. <https://doi.org/10.1016/j.jbusres.2016.10.023>
- Kwak, S. K., & Kim, J. H. (2017). Statistical data preparation: Management of missing values and outliers. *Korean Journal of Anesthesiology*, 70(4), 407-411.
- Kwiatkowski, A., & Buczynski, B. (2011). *Coworking: How Freelancers Escape the Coffee Shop Office and Tales of Community from Independents Around the World* [E-book]. <https://www.amazon.com/Coworking-Freelancers-Escape-Community-Independents-ebook/dp/B004WPNU3S>
- Lamberton, C. P., & Rose, R. L. (2012). When is ours better than mine?: A framework for understanding and altering participation in commercial sharing systems. *Journal of Marketing*, 76(4), 109-125. <https://doi.org/10.1509/jm.10.0368>
- Laroche, M., Habibi, M., Richard, M., & Sankaranarayanan, R. (2012). The effects of social media-based brand communities on brand community markers, value creation practices, brand trust and brand loyalty. *Computers in Human Behaviour*, 28(5), 1755–1767. <https://doi.org/10.1016/j.chb.2012.04.016>
- Last, J. (2001). *International epidemiological association, a dictionary of epidemiology* (4th ed.). Oxford University Press.
- Lawson, S. J., Gleim, M. R., Perren, R., & Hwang, J. (2016). Freedom from ownership: An exploration of access-based consumption. *Journal of Business Research*, 69(4), 2615-2623. <https://doi.org/10.1016/j.jbusres.2016.04.021>
- Lebra, T. S. (1976). *Japanese patterns of behaviour*. University of Hawaii Press.

- Lee, S., & Pounders, K. R. (2019). Intrinsic versus extrinsic goals: the role of self-construal in understanding consumer response to goal framing in social marketing. *Journal of Business Research*, 94, 99-112. <https://doi.org/10.1016/j.jbusres.2018.04.039>
- Lee, J., & Suh, E. (2013). *An empirical study of the factors influencing use of social network service* [Paper presentation]. Conference proceedings of the Pacific Asia Conference on Information Systems. <https://cutt.ly/PlsYE7n>
- Leedy, P. D., & Ormrod, J. E. (2004). *Practical research*, (8th ed.). Prentice Hall.
- Lei, P. W., & Wu, Q. (2007). Introduction to structural equation modeling: issues and practical considerations. *Educational Measurement: Issues and Practice*, 26(3), 33–43. <https://doi.org/10.1111/j.1745-3992.2007.00099.x>
- Liang, J., Farh, C. I. C., & Farh, J. L. (2012). Psychological antecedents of promotive and prohibitive voice: A two-wave examination. *Academy of Management Journal*, 55, 71–92. <https://doi.org/10.5465/amj.2010.0176>
- Lin, Y. H. (2012). Knowledge brokering for transference to the pilot's safety behaviour. *Management Decision*, 50, 1326-1338.
- Lindbloma, A, Lindblomb, T., & Wechtlerc, H. (2018). Collaborative consumption as C2C trading: Analyzing the effects of materialism and price consciousness. *Journal of Retailing and Consumer Services*, 44(1), 244-252.
- Lindner, J. R., Murphy, T. H., & Briers, G. E. (2001). Handling nonresponse in social science research. *Journal of Agricultural Education*, 42(4), 43-53.
- Litwinski, L. (1947). The psychology of "mine". *Philosophy*, 22, 240-251.
- Liu, J., Wang, H., Hui, C., & Lee, C. (2011). Psychological ownership: How having control matters. *Journal of Management Studies*, 49(5), 869-895.
- Locke, E. A. (2007). The case for inductive theory building. *Journal of Management*, 33(6), 867–890. <https://doi.org/10.1177/0149206307307636>
- Lorenz, K., & Leyhausen, P. (1973). *Motivation of human and animal behaviour : an ethological view*. Van Nostrand Reinhold Co.

- MacKinnon, D. P., Lockwood, C. M., & Williams, J. (2004). Confidence limits for the indirect effect: distribution of the product and resampling methods. *Multivariate Behavioural Research*, 39(1), 99 -128.
- Madhushani, D. G. M. P. (2019). *Social norms affecting the knowledge sharing intention of software practitioners: a perspective of the software industry in Sri Lanka* [Unpublished master thesis]. Postgraduate Institute of Management, Sri Lanka.
- Madjar, N., & Ortiz-Walters, R. (2009). Trust in supervisors and trust in customers: Their independent, relative, and joint effects on employee performance and creativity. *Human Performance*, 22, 128–142. <https://doi.org/10.1080/08959280902743501>
- Malhotra, N., & Birks, D. (2007). *Marketing Research: an applied approach* (3rd ed.). Pearson-education.
- Malhotra, N. K., & Dash, S. (2010). *Marketing research: An applied approach*. Dorling.
- Malhotra, M. K., & Grover, V. (1998). An assessment of survey research in POM: from constructs to theory. *Journal of Operations Management*, 16, 407–425.
- Mao, H., Li, X., Desai, K. K., & Jain, S. P. (2016). Self-construal and feature centrality. *Marketing Letters*, 27, 781-789. <https://doi.org/10.1007/s11002-015-9380-z>
- March, J. G., & Olsen, J. P. (2005). The logic of appropriateness. In M. Rein, M. Moran, & R. E. Goodin (Eds.), *The oxford handbook of public policy*. Oxford University Press.
- Markus, H. R. (2017). American = Independent? *Perspectives on Psychological Science*, 12, 855-866. <https://doi.org/10.1177%2F1745691617718799>
- Markus, H. R., & Kitayama, S. (1991). Culture and the self: Implications for cognition, emotion, and motivation. *Psychological Review*, 98(2), 224-253.
- Matilainen, A., Pohja-Mykrä, M., Lähdesmäki, M. & Kurki, S. (2017). “I feel it is mine!”– psychological ownership in relation to natural resources. *Journal of Environmental Psychology*, 51, 31–45. <https://doi.org/10.1016/j.jenvp.2017.03.002>
- Matzler, K., Veider, V., & Kathan, W. (2015). Adapting to the sharing economy. *MIT Sloan Management Review*, 56, 71–77.

- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organisational Psychology*, 77, 11-37. <https://doi.org/10.1348/096317904322915892>
- Mayer, D. M., Thau, S., Workman, K. M., Van Dijke, M., & De Cremer, D. (2012). Leader mistreatment, employee hostility, and deviant behaviours: Integrating self-uncertainty and thwarted needs perspectives in, on deviance. *Organisational Behaviour and Human Decision Processes*, 117, 24–40. <https://doi.org/10.1016/j.obhdp.2011.07.003>
- Mayhew, M. G., Ashkanasy, N. M., Bramble, T., & Gardner, J. (2007). Study of the antecedents and consequences of psychological ownership in organisational settings. *Journal of Social Psychology*, 147, 477–500.
- McDonald, R. P., & Ho, M. H. R. (2002). Principles and practice in reporting structural equation analyses. *Psychological Methods*, 7(1), 64–82.
- McMillan, D. W., & Chavis, D. M. (1986). Sense of community: A definition and theory. *Journal of Community Psychology*, 14, 6-23.
- Md-Sidin, S., Sambasivan, M., & Muniandy, N. (2009). Impact of psychological ownership on the performance of business school lecturers. *Journal of Education for Business*, 85, 50–56.
- Mead, G. H. (1934). *Mind, self, and society from the standpoint of a social behaviourist*. University of Chicago Press.
- Mellahi, K., & Harris, L. C. (2015). Response rates in business and management research: An overview of current practice and suggestions for future direction. *British Journal of Management*, 27(2), 426–437. <https://doi.org/10.1111/1467-8551.12154>
- Mensah, A. O., & Lebbaeus, A. (2013). The influence of employees' self-efficacy on their quality of work life: The case of Cape Coast, Ghana. *International Journal of Business Social Science*, 4, 195–205.
- Mi, Z., & Coffman, D. (2019). The sharing economy promotes sustainable societies. *Nature Communications*, 10(1). <https://doi.org/10.1038/s41467-019-09260-4>

- Mifsud, M., Cases, A., & N'goala, G. (2015). Service appropriation: How do customers make the service their own?. *Journal of Service Management, 26*(5), 706-725.
- Miles, J., & Shevlin, M. (2007). A time and a place for incremental fit indices. *Personality and Individual Differences, 42*(5), 869–874.
- Miller, J. G. (1988). Bridging the content-structure dichotomy: Culture and the self. In M. H. Bond (Ed.), *The cross-cultural challenge to social psychology* (pp. 266-281). Sage Publications Inc.
- Miller, L. E., & Smith, K. L. (1983). Handling non-response issues. *Journal of Extension, 3*, 45-50.
- Mochon, D., & Schwartz, J. (2019). The importance of construct validity in consumer research. *Journal of Consumer Psychology*. <https://doi.org/10.1002/jcpy.1145>
- Moeller, S., & Wittkowski, K. (2010). The burdens of ownership: reasons for preferring renting. *Managing Service Quality, 20*(2), 176–191.
- Monks, R. A. G., & Minow, N. (2001). *Corporate governance* (2nd ed.). Blackwell.
- Morewedge, C. K., & Giblin, C. E. (2015). Explanations of the endowment effect: An integrative review. *Trends in Cognitive Sciences, 19*(6), 339-348.
- Morgan, J. (2014). Why the collaborative economy is changing everything? *Forbes*. <https://www.forbes.com/sites/jacobmorgan/2014/10/16/why-the-collaborative-economy-is-changing-everything/#3c9fff8728a1>
- Moriset, B. (2013). Building new places of the creative economy: The rise of coworking spaces. *Territoire en Mouvement, 3*, 45-68.
- Mulaik, S. A., James, L. R., Van Alstine, J., Bennet, N., Lind, S., & Stilwell, C. D. (1989). Evaluation of goodness-of-fit indices for structural equation models. *Psychological Bulletin, 105*(3), 430-445.
- Mukherjee, S., Manjaly, J. A., & Nargundkar, M. (2013). Money makes you reveal more: Consequences of monetary cues on preferential disclosure of personal information. *Frontiers in Psychology, 4*, 25-42.

- Muniz, A. M., & O’Guinn, T. C. (2001). Brand community. *Journal of Consumer Research*, 27(4), 412–432. <https://doi.org/10.1086/319618>
- Needleman, S. E., & Loten, A. (2014, May 07). Startups want to be the next Airbnb and Uber. *The Wall Street Journal*. <http://www.wsj.com/articles/SB10001424052702303417104579546273413969150>.
- Nembhard, I. M., & Edmondson, A. (2006). Making it safe: The effects of leader inclusiveness and professional status on psychological safety and improvement efforts in health care teams. *Journal of Organisational Behaviour*, 27, 941–966.
- Nesselroade, K. P., Jr., Beggan, J. K., & Allison, S. T. (1999). Possession enhancement in an interpersonal context: An extension of the mere ownership effect. *Psychology & Marketing*, 16(1), 21–34.
- Neter, J., Kutner, M. H., Nachtsheim, C. J., & Wasserman, W. (2005). *Applied linear statistical models* (5th ed.). McGraw-Hill Education.
- Netzley, M. A., & Rath, A. (2012). Social networks and the desire to save face. *Business Communication Quarterly*, 75(1), 96–107.
- Newman, A., Donohue, R., & Eva, N. (2017). Psychological safety: A systematic review of the literature. *Human Resource Management Review*, 27(3), 521–535.
- Nie, N. H., Hull, C. H., Jenkins, J. G., Steinbrenner, K., & Bent, D. H. (1975). *Statistical package for the social sciences (SPSS)* (2nd ed.). McGraw-Hill.
- Nola, R., & Sankey, H. (2007). A Selective survey of theories of scientific method, in R. Nola and H. Sankey (Eds.) *After popper, kuhn and feyerabend: recent issues in theories of scientific method, dordrecht: kluwer* (pp. 1–65). McGraw-Hill.
- Obst, P., Smith, S. & Zinkiewicz, L. (2002). An exploration of sense of community, Part III; Dimensions and predictors of psychological sense of community in geographical communities. *Journal of Community Psychology*, 30, 119-133.
- O’Driscoll, M. P., Pierce, J. L., & Coghlan, A. M. (2006). The psychology of ownership: Work environment structure, organisational commitment, and citizenship behaviours. *Group & Organisation Management*, 31, 388–416.

- Olckers, C., & du Plessis, Y. (2012). The role of psychological ownership in retaining talent: A systematic literature review. *SA Journal of Human Resource Management, 10*(2). <https://doi.org/10.4102/sajhrm.v10i2.415>
- Olkkonen, M. E., & Lipponen, J. (2006). Relationships between organisational justice, identification with organisation and work unit, and group-related outcomes. *Organisational Behaviour and Human Decision Processes, 100*, 202–215. <https://doi.org/10.1016/j.obhdp.2005.08.007>
- Oppong, F. B., & Agbedra, S. Y. (2016). Assessing univariate and multivariate normality, a guide for non-statisticians. *Mathematical Theory and Modeling, 6*(2).
- Orel, M. (2019). Coworking environments and digital nomadism: balancing work and leisure whilst on the move. *World Leisure Journal, 61*(3), 215–227.
- Organ, D. W. (1988). *Organisational citizenship behaviour: The good soldier syndrome*. Lexington Books.
- Osborne, J. W., & Waters, E. (2002). Four assumptions of multiple regression that researchers should always test. *Practical Assessment, Research, and Evaluation, 8*(2). <https://doi.org/10.7275/r222-hv23>
- Pallant, J. (2011). *A step-by-step guide to data analysis using the SPSS program: Survival manual* (4th ed.). McGraw-Hill.
- Pan, X. F., Qin, Q. W., & Gao, F. (2014). Psychological ownership, organisation-based self-esteem and positive organisational behaviours. *Chinese Management Studies, 8*, 127–148.
- Park, C. H., Song, J. H., Yoon, S. W., & Kim, J. (2013). A missing link: Psychological ownership as a mediator between transformational leadership and organisational citizenship behaviour. *Human Resource Development International, 16*, 558–574.
- Park, H. S., & Levine, T. R. (1999). The theory of reasoned action and self-construal: Evidence from three cultures. *Communication Monographs, 66*(3), 199–218. <https://doi.org/10.1080/03637759909376474>

- Paswan, A. (2009). *Confirmatory factor analysis and structural equations modeling, an introduction*. University of North Texas Press.
- Patton, M. Q. (2002). Two decades of developments in qualitative inquiry. *Qualitative Social Work: Research and Practice*, 1(3), 261–283.
- Paulis, N. (2020). Is working from home really working in Sri Lanka? *Hatchworks*. <https://medium.com/hatchworks/is-working-from-home-really-working-in-sri-lanka-25dd80b1ebcc>
- Pearsall, M. J., & Ellis, A. P. J. (2011). Thick as thieves: The effects of ethical orientation and psychological safety on unethical team behaviour. *Journal of Applied Psychology*, 96, 401–411.
- Peck, J., Barger, V. A., & Webb, A. (2013). In search of a surrogate for touch: The effect of haptic imagery on perceived ownership. *Journal of Consumer Psychology*, 23(2), 189–196. <https://doi.org/10.1016/j.jcps.2012.09.001>
- Peck, J., & Shu, S. B. (2018). *Psychological Ownership and Consumer Behaviour*. Springer. <https://doi.org/10.1007/978-3-319-77158-8>
- Pedhazur, E. J. (1997). *Multiple Regression in Behavioural Research* (3rd ed.). Harcourt Brace.
- Peng, H., & Pierce, J. L. (2015). Job- and organisation-based psychological ownership: Relationship and outcomes. *Journal of Managerial Psychology*, 30, 22-39.
- Perera, V., & Udeshika, R. L. (2019). *Analysis of passenger satisfaction towards mobile application based taxi services in Colombo* [Paper presentation]. The International Conference on Business Innovation, NSBM Green University, Sri Lanka. <https://cutt.ly/GlsSE93>
- Perera, W. Y., Perera, B. A. K. S., & Jayasena, N. S. (2019). Adaptability of the shared workspace concept, for office buildings in Sri Lanka. *Intelligent Buildings International*, 2, 1–15. <https://doi.org/10.1080/17508975.2019.1588701>
- Perren, R., & Kozinets, R. V. (2018). Lateral exchange markets: How social platforms operate in a networked economy. *Journal of Marketing*, 82(1), 20–36.

- Peter, J. P. (1981). Construct validity: A review of basic issues and marketing practices. *Journal of Marketing Research*, 18, 133–145.
- Pierce, J. L., & Jussila, I. (2011). Psychological ownership and the organisational context: Theory, research evidence, and application. *Journal of Organisational Behaviour*, 31(6), 810–834. <https://doi.org/10.4337/9780857934451>
- Pierce, J. L., Kostova, T., & Dirks, K. (2003). The state of psychological ownership: Integrating and extending a century of research. *Review of General Psychology*, 7(1), 84–107. <https://doi.org/10.1037/1089-2680.7.1.84>
- Pierce, J. L., Kostova, T., & Dirks, K. T. (2001). Toward a theory of psychological ownership in organisations. *Academy of Management Review*, 26(2), 298–310. <https://doi.org/10.2307/259124>
- Pierce, J. L., O’Driscoll, M. P., & Coghlan, A. M. (2004). Work environment structure and psychological ownership: The mediating effects of control. *The Journal of Social Psychology*, 144, 507–534. <https://doi.org/10.3200/SOCP.144.5.507-534>
- Pierce, J. L., Rubenfeld, S. A., & Morgan, S. (1991). Employee ownership: A conceptual model of process and effects. *The Academy of Management Review*, 16(1), 121–144. <https://doi.org/10.2307/258609>
- Pierce, J. L., Van Dyne, L., & Cummings, L. L. (1992). Psychological ownership: A construct validation study. In M. Schnake (Eds.). *Proceedings of the southern management association* (pp. 203–211). Valdosta, GA: Valdosta State University.
- Pirkkalainen, H., Pawlowski, J. M., Bick, M. & Tannhäuser, A. C. (2018). Engaging in knowledge exchange: The instrumental psychological ownership in open innovation communities. *International Journal of Information Management*, 38(1), 277–287. <https://doi.org/10.1016/j.ijinfomgt.2017.09.006>
- Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., & Podsakoff, N. P. (2003). Common method biases in behavioural research: a critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88(5), 879–903. <https://doi.org/10.1037/0021-9010.88.5.879>

- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63(1), 539-569. <https://doi.org/10.1146/annurev-psych-120710-100452>
- Polanyi, M. (1962). *Personal Knowledge*. Routledge and Kegan Paul.
- Porteus, J. D. (1976). Home: The territorial core. *Geographical Review*, 66(4), 383–390.
- Prahalad, C. K., & Ramaswamy, V. V. (2004). Co-creation experiences: The next practice in value creation. *Journal of Interactive Marketing*, 18(3), 5–14.
- Qian, J., Lin, X. S., Han, Z. R., Tian, B. W., Chen, G. Z., & Wang, H. W. (2015). The impact of future time orientation on employees' feedback-seeking behaviour from supervisors and co-workers: The mediating role of psychological ownership. *Journal of Management & Organisation*, 21, 336–349.
- Rahim, N. A. Mohamed, Z. Amrin M., & Masrom, A. (2018). Construct validity in pilot study: Application in academic entrepreneurship research. *Advanced Science Letters*, 24(5), 3224-3228.
- Ramos, H. M., Man, T. W. Y., Mustafa, M., & Ng, Z. Z. (2014). Psychological ownership in small family firms: Family and non-family employees' work attitudes and behaviours. *Journal of Family Business Strategy*, 5, 300–311.
- Rantanen, N., & Jussila, I. (2011). F-CPO: A collective psychological ownership approach to capturing realized family influence on business. *Journal of Family Business Strategy*, 2(3), 139–150. <http://doi.org/10.1016/j.jfbs.2011.07.005>
- Reed, A., Forehand, M. R., Puntoni, S., & Warlop, L. (2012). Identity-based consumer behaviour. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.2176665>
- Regus Sri Lanka. (2019). The impact of remote working on commercial real estate. *Regus*. <https://www.regus.lk/work-srilanka/en-lk/revolutionising-how-to-sell-workspace/>
- Research Intelligence Unit. (2018, August 20). Colombo Port City catalyst for future development - RIU. *Daily News*. <https://www.dailynews.lk/2018/08/20/business/160107/colombo-port-city-catalyst-future-development-riu>

- Riantoputra, D. C. (2010). Know thyself: Examining factors that influence the activation of organisational identity concepts in top managers' minds. *Group & Organisation Management*, 35(1), 8–38. <https://doi.org/10.1177/1059601109354804>
- Riketta, M. (2005). Organisational identification: A meta-analysis. *Journal of Vocational Behaviour*, 66(2), 358–384. <https://doi.org/10.1016/j.jvb.2004.05.005>
- Robson, C. (2011). *Real world research: A resource for users of social research methods in applied settings* (2nd ed.). John Wiley and Sons Ltd.
- Rosner, B. (2006). *Fundamentals of biostatistics* (6th ed.). Thomson-Brooks/Cole.
- Roussin, C. J., & Webber, S. S. (2012). Impact of organisational identification and psychological safety on initial perceptions of co-worker trustworthiness. *Journal of Business and Psychology*, 27, 317–329.
- Ryu, S., Ho, S. H., & Han, I. (2003). Knowledge sharing behaviour of physicians in hospitals. *Expert Systems with Applications*, 25(1), 113–122.
- Sampson, E. E. (1988). The debate on individualism: Indigenous psychologies of the individual and their role in personal and societal functioning. *American Psychologist*, 43, 15-22.
- Saunders, M., Lewis, P., & Thornhill, A. (2019). *Research methods for business students* (8th ed.). Pearson Education Limited.
- Saunders, M., & Lewis, P, Thornhill, A. (2009). *Research methods for business students* (7th ed.). Prentice Hall.
- Schaeffers, T., Lawson, S. J. & Kukar-Kinney, M. (2016). How the burdens of ownership promote consumer usage of access-based services. *Marketing Letters*, 27(3), 569-577. <https://doi.org/10.1007/S11002-015-9366-X>
- Schau, H. J., Muniz, A. M., & Arnould, E. J. (2009). How brand community practices create value. *Journal of Marketing*, 73(5), 30-51. <https://doi.org/10.1509/jmkg.73.5.30>
- Schein, E. H., & Bennis, W. (1965). *Personal and organisational change through group methods*. Wiley.

- Schermelleh-Engel, K., Moosbrugger, H., & Müller, H. (2003). Evaluating the fit of structural equation models: Tests of significance and descriptive Goodness-of-Fit measures. *Methods of Psychological Research*, 8(2), 23–74.
- Schumacker, R. E., & Lomax, R. G. (2004). *A beginner's guide to structural equation modeling* (2nd ed.). Lawrence Erlbaum Associates Publishers.
- Seet, J. (2018). These coworking spaces failed. Yours shouldn't. *Coworking Resources*. <https://www.coworkingresources.org/blog/these-coworking-spaces-failed-yours-shouldnt>.
- Sekaran, U. (2003) *Research methods for business: A skill-building approach* (4th ed.), John Wiley & Sons.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach* (7th ed.). John Wiley & Sons.
- Shrout, P. E., & Bolger, N. (2002). Mediation in experimental and nonexperimental studies: New procedures and recommendations. *Psychological methods*, 7, 422–445.
- Shweder, R. A., & Bourne, E. J. (1984). Does the concept of the person vary cross-culturally?. In R. A. Shweder & R. A. LeVine (Eds.), *Culture theory: Essays on mind, self, and emotion* (pp. 158-199). Cambridge University Press.
- Siemsen, E., Roth, A. V., Balasubramanian, S., & Anand, G. (2009). The influence of psychological safety and confidence in knowledge on employee knowledge sharing. *Manufacturing and Service Operations Management*, 11, 429–447.
- Silverstein, M., Butman, J. & Fiske, N. (2005) Trading up: Why consumers want new luxury goods, and how companies create them. *Open Journal of Social Sciences*, 5(2).
- Singelis, T. M. (1994). The measurement of independent and interdependent self-construals. *Personality and Social Psychology Bulletin*, 20(5), 580–591.
- Singh, B., Winkel, D. E., & Selvarajan, T. T. (2013). Managing diversity at work: Does psychological safety hold the key to racial differences in employee performance? *Journal of Occupational and Organisational Psychology*, 86, 242–263.

- Sivadas, E., & Machleit, K. A. (1994). A scale to determine the extent of object incorporation in the extended self. *Marketing Theory and Applications*, 5, 143-149.
- Slife, B. D., & William, R. N. (1995). *What's behind the research?: Discovering hidden assumptions in the behavioural sciences*. Sage Publications Inc.
- Smith, J. R., Terry, D. J., Manstead, A. S. R., Louis, W. R., Kotterman, D., & Wolfs, J. (2007). Interaction effects in the theory of planned behaviour: the interplay of self-identity and past behaviour. *Journal of Applied Social Psychology*, 37(1), 2726-2750. <https://doi.org/10.1111/j.1559-1816.2007.00278.x>
- Spinuzzi, C. (2012). Working alone together: Coworking as emergent collaborative activity. *Journal of Business and Technical Communication*, 26(4), 399–441.
- Spreitzer, G., Bacevice, P., & Garrett, L. (2015). Why people thrive in coworking spaces. *Harvard Business Review*. <https://hbr.org/2015/05/why-people-thrive-in-coworking-spaces>
- Solomon, M. R. (1983). The role of products as social stimuli: A symbolic interactionism perspective. *Journal of Consumer Research*, 10(3), 319-329.
- Steffens, N. K., Shemla, M., Wegge, J., & Diestel, S. (2014). Organisational tenure and employee performance. *Group & Organisation Management*, 39(6), 664–690.
- Stoner, J. L., Loken, B., & Blank, A. S. (2018). The name game: How naming products increases psychological ownership and subsequent consumer evaluations. *Journal of Consumer Psychology*, 28(1), 130–137. <https://doi.org/10.1002/jcpy.1005>
- Tauscher, K., & Kietzmann, J. (2017). The rise of the sharing economy. *MIS Quarterly Executive*, 16(4), 253-264.
- Thatcher, R. (2010). Validity and reliability of quantitative electroencephalography. *Journal of Neurotherapy*, 14, 122-152.
- Thurridl, C., Kamleitner, B., Ruzeviciute, R., Süßenbach, S., & Dickert, S. (2020). From happy consumption to possessive bonds: When positive affect increases psychological ownership for brands. *Journal of Business Research*, 107, 89-103.

- Tracy, J. L., Cheng, J. T., Robins, R. W., & Trzesniewski, K. H. (2009). Authentic and hubristic pride: The affective core of self-esteem and narcissism. *Self and Identity*, 8(2-3), 196–213. <https://doi.org/10.1080/15298860802505053>
- Trafimow, D., Silverman, E. S., Fan, R. M. T., & Fun Law, J. S. (1997). The effects of language and priming on the relative accessibility of the private self and the collective self. *Journal of Cross-Cultural Psychology*, 28(1), 107–123.
- Trafimow, D., Triandis, H. C., & Goto, S. G. (1991). Some tests of the distinction between the private self and the collective self. *Journal of Personality and Social Psychology*, 60(5), 649–655. <https://doi.org/10.1037/0022-3514.60.5.649>
- Trendburo, E. (2008). Upgrade society, living in the here and now, temporary owning. *The Atlantic*. www.trendburo.de/upload/06-Publikationen/auktionskultur_dossier.pdf
- Trepanier, S. G., Fernet, C., & Austin, S. (2015). A longitudinal investigation of workplace bullying, basic need satisfaction, and employee functioning. *Journal of Occupational Health Psychology*, 20, 105–116.
- Triandis, H. C., & Gelfand, M. J. (2012). A theory of individualism and collectivism. In P. A. M. Van Lange, A. W. Kruglanski, & E. T. Higgins (Eds.), *Handbook of theories of social psychology* (pp. 498- 520). Sage Publications Inc.
- Tucker, A. L. (2007). An empirical study of system improvement by frontline employees in hospital units. *Manufacturing and Service Operations Management*, 9, 492–505.
- Tucker, L. R., & Lewis, C. (1973). A reliability coefficient for maximum likelihood factor analysis. *Psychometrika*, 38, 1–10.
- Tynan, R. (2005). The effects of threat sensitivity and face giving on dyadic psychological safety and upward communication. *Journal of Applied Social Psychology*, 35, 223–247.
- Udalagama R. B., & Pupulewatte, P. M. (2018). *Ascending to market leadership Via Blue Ocean Strategy: Success story of Pickme* [Unpublished Case Study]. Postgraduate Institute of Management, Sri Lanka.

- Vandewalle, D., Van Dyne, L., & Kostova, T. (1995). *Psychological ownership: An empirical examination of its consequences*. *group & organisation management*, 20(2), 210–226. <https://doi.org/10.1177/1059601195202008>
- Van Dyne, L., & LePine, J. A. (1998). Helping and voice extra-role behaviours: Evidence of construct and predictive validity. *Academy of Management Journal*, 41, 108–119. <https://doi.org/10.2307/256902>
- Van Dyne, L. & Pierce, J. L. (2004). Psychological ownership and feelings of possession: three field studies predicting employee attitudes and organisational citizenship behaviour. *Journal of Organisational Behaviour*, 25(4), 439–459.
- Vasanthapriyan, S., Xiang, J., Tian, J., & Xiong, S. (2017). Knowledge synthesis in software industries: a survey in Sri Lanka. *Knowledge Management Research & Practice*, 15(3), 413–430. <https://doi.org/10.1057/s41275-017-0057-7>
- Vaughn, L. M., Naylor, S., & White, S. (2009). Relationship of attachment style and ethnic identity to self-actualization in college students. *Journal of College and Character*, 10(6). <https://doi.org/10.2202/1940-1639.1454>
- Vroom, V. H. (1964). *Work and motivation*. Wiley.
- Wagner, S. H., Parker, C. P., & Christiansen, N. D. (2003). Employees that think and act like owners: Effects of ownership beliefs and behaviours on organisational effectiveness. *Personnel Psychology*, 56, 847–871.
- Walumbwa, F. O., Mayer, D. M., Wang, P., Wang, H., Workman, K., & Christensen, A. L. (2011). Linking ethical leadership to employee performance: The roles of leader-member exchange, self-efficacy, and organisational identification. *Organisational Behaviour and Human Decision Processes*, 115(2), 204–213.
- Walumbwa, F. O., & Schaubroeck, J. (2009). Leader personality traits and employee voice behaviour: Mediating roles of ethical leadership and work group psychological safety. *Journal of Applied Psychology*, 94, 1275–1286.
- Wang, Y., & Wang, L. (2016). Self-construal and creativity: The moderator effect of self-esteem. *Personality and Individual Differences*, 99, 184–189.

- Wang, L., Zhang, G., Shi, P., Lu, X., & Song, F. (2019). Influence of awe on green consumption: The mediating effect of psychological ownership. *Frontiers in Psychology, 10*. <https://doi.org/10.3389/fpsyg.2019.02484>
- Wanless, S. B. (2016). The role of psychological safety in human development. *Research in Human Development, 13*(1), 6–14.
- Warlop, L., & Puntoni, S. (2012). Introduction to the special issue on consumer identities. *International Journal of Research in Marketing, 29*(4), 307-309.
- Watson, P. (2006). Could rental be the way forward?. *Televisual, 51*.
- Weeramunda, K. (2018, October 23). Starting up: Where does Sri Lanka stand?. *The Sunday Morning*. <http://www.themorning.lk/biz-pg-5-lead-starting-up-where-does-sri-lanka-stand/>
- Weerasinghe, T. D., & Jayawardana, A. K. L. (2020). Flex-work and work-life balance: Effects of role conflicts and work-life support organisational culture. *Sri Lankan Journal of Management, 24*(2), 49-76. <https://doi.org/10.33939/SLJM.24.02.03.2019>
- Weijs-Perrée, M., van de Koevering, J., Appel-Meulenbroek, R., & Arentze, T. (2019). Analysing user preferences for co-working space characteristics. *Building Research & Information, 47*(5), 534-548. <https://doi.org/10.1080/09613218.2018.1463750>
- Weil, S. (1952). *The need for roots: Prelude to a declaration of duties towards mankind*. Routledge and Kegan Paul.
- White, R. W. (1959). Motivation reconsidered: The concept of competence. *Psychological Review, 66*, 297–333.
- Wickramaarachchi, N. C. (2018). Does secured tenure matter on land investment? A review on literature. *Sri Lanka Journal of Real Estate, 13*, 13-32.
- Willis, J. (2007). *Foundations of qualitative research: Interpretive and critical approaches*. Sage Publications Inc.

- Wirtz, J., Ambtman, A. D. Bloemer, J., Horváth, C., Ramaseshan, B., Van De Klundert, J., Canli, Z. G., & Kandampully, J. (2013). Managing brands and customer engagement in online brand communities. *Journal of Service Management, 24*(3), 223-244.
- Wirtz, J., & Lovelock, C. (2016). *Services marketing: People, technology, strategy*. World Scientific Publishing Company.
- Wittkowski, K., Moeller, S., & Wirtz, J. (2013). Firms' intentions to use nonownership services. *Journal of Service Research, 16*(2), 171-185.
- Wong, A., Tjosvold, D., & Lu, J. (2010). Leadership values and learning in China: The mediating role of psychological safety. *Asia-Pacific Journal of Human Resources, 48*, 86-107.
- Wu, C. H., Liu, J., Kwan, H. K., & Lee, C. (2016). Why and when workplace ostracism inhibits organisational citizenship behaviours: An organisational identification perspective. *Journal of Applied Psychology, 101*, 362-378.
- Wu, C. H., Parker, S. K., Wu, L. Z., & Lee, C. (2017). When and why people engage in different forms of proactive behaviour: Interactive effects of self-construals and work characteristics. *Academy of Management Journal, 61*(1), 293-323.
- Xie, J., Chu, X., Zhang, J., & Huang, J. (2014). Proactive personality and voice behaviour: The influence of voice self-efficacy and delegation. *International Journal of Social Behaviour and Personality, 42*, 1191-1200.
- Xu, Y., & Yang, Y. (2010). Student learning in business simulation: An empirical investigation. *Journal of Education for Business, 85*, 223-228.
- Xue, Y., Li, X., Liang, H., & Li, Y. (2020). How does paradoxical leadership affect employees' voice behaviours in workplace? A leader-member exchange perspective. *International Journal of Environmental Research and Public Health, 17*(4), 1162. <https://doi.org/10.3390/ijerph17041162>
- Yang, L.Q., Zheng, X., Liu, X., Lu, C., & Schaubroeck, J. M. (2019). Abusive supervision, thwarted belongingness, and workplace safety: A group engagement perspective. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000436>

- Yi, J. (2009). A measure of knowledge sharing behaviour: scale development and validation. *Knowledge Management Research & Practice*, 7(1), 65–81.
- Yim, C. K. B., Tse, D. K., & Chan, K. W. (2008). Strengthening customer loyalty through intimacy and passion: Roles of customer-firm affection and customer-staff relationships in services. *Journal of Marketing Research*, 45(6), 741-756.
- Zainudin, A. (2012). *Research methodology and data analysis* (5th ed.). University Technology MARA Publication Centre UiTM Press.
- Zhang, Y., Liu, G., Zhang, L., Xu, S., & Cheung, M. W. L. (2020). Psychological ownership: A meta-analysis and comparison of multiple forms of attachment in the workplace. *Journal of Management*, 47(3), 745-770.
- Zhu, H., Chen, C. C., Li, X. C., & Zhou, Y. H. (2013). From personal relationship to psychological ownership: The importance of manager-owner relationship closeness in family businesses. *Management and Organisation Review*, 9, 295–318. <https://doi.org/10.1111/more.12001>