

**PERAN KEY EXPERIENCES  
(EXPERIENCED CONTROL, INTIMATE KNOWING & INVESTMENT OF SELF)  
TERHADAP PSYCHOLOGICAL OWNERSHIP  
(STUDI PADA ANAK GRUP PT. DMG  
DI KOTA CIMAHU DAN KABUPATEN SIDAREJA)**

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**ABSTRAK**

Penelitian ini bertujuan untuk menguji peran *key experiences* yang mencakup *experienced control*, *intimate knowing*, *investment of the self* terhadap *psychological ownership* dalam hal ini *job* dan *organization*.

*Psychological ownership* adalah perasaan kepemilikan yang dirasakan individu terhadap target/objek. Perasaan tersebut dapat didukung oleh kepemilikan formal ataupun tidak (Pierce et al., 2001, 2003). *Key experiences* adalah pengalaman yang melaluinya seseorang merasa memiliki hubungan dengan target/objek karena target/objek merupakan *extended self* (Sartre's, 1943 dalam Bullock, 2015).

*Psychological ownership* membuat *employee-owner* berbeda dari *non-owners* (Pierce & Furo, 1990 dalam Sieger, Zellweger, & Aquino, 2013). Karyawan yang memiliki *psychological ownership* mampu bertanggung jawab dan memiliki *sense of burden sharing* untuk perusahaan (Pierce et al., 2001). *Psychological ownership* menjadi *term* yang penting dalam konteks PT. DMG. Hal ini disebabkan adanya kepercayaan yang diberikan kepada karyawan untuk mengelola perusahaan sendiri.

Penelitian dilaksanakan di 11 perusahaan anak grup PT. DMG di kota Cimahi dan kabupaten Sidareja. Pengambilan sampel dilakukan dengan menggunakan teknik *purposive sampling* agar sampel yang terpilih adalah karyawan yang mampu memahami dan mengisi kuesioner sesuai tujuan yang ingin dicapai dalam penelitian. Jumlah sampel penelitian setelah dilakukan *screening* dan analisis partisipan adalah 310 karyawan. Data yang terkumpul diolah menggunakan metode statistik regresi linear berganda dan *path analysis*.

Hasil penelitian menunjukkan bahwa *experienced control* ( $\beta = 0.172$ ), *intimate knowing* ( $\beta = 0.267$ ), *investment of self* ( $\beta = 0.280$ ) secara signifikan memprediksi *job-based psychological ownership*. Selain itu *experienced control* ( $\beta = 0.203$ ), *intimate knowing* ( $\beta = 0.143$ ), *investment of self* ( $\beta = 0.298$ ) juga secara signifikan memprediksi *organization-based psychological ownership*.

Hubungan yang ada adalah positif (searah) artinya semakin karyawan memiliki *experienced control*, *intimate knowing*, *investment of self* semakin tinggi perasaan kepemilikan karyawan terhadap *job* atau *organization*.

Kata kunci: *Psychological ownership*, *Job-based psychological ownership*, *Organization-based psychological ownership*, *Key Experiences*, *Experienced control*, *Intimate knowing*, *Investment of the self*.

**THE EFFECT OF KEY EXPERIENCES  
(EXPERIENCED CONTROL, INTIMATE KNOWING AND INVESTMENT OF  
SELF) ON PSYCHOLOGICAL OWNERSHIP  
(STUDY ON PT. DMG GROUP IN CIMAHI AND SIDAREJA)**

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**ABSTRACT**

The purpose of this research is to examine the effect of key experiences that include experienced control, intimate knowing, investment of self on psychological ownership (job and organization).

Psychological ownership is the state in which individuals feel as though the target of ownership or a piece of that target is “theirs” (i.e., “It is mine!”). Psychological ownership can exist in the absence of legal ownership (Pierce et al., 2001, 2003). Key experiences is the phenomenon of psychological ownership is rooted in a set of human motives and that individuals can develop feelings of ownership for a variety of objects so long as these objects allow these motives to operate and to be satisfied. There are three major experiences (i.e., routes, paths, and mechanisms) through which psychological ownership emerges (Sartre’s, 1943 dalam Bullock, 2015).

Without psychological ownership, ‘it is unlikely that employee-owners will differ from nonowners’ (Pierce & Furo, 1990 in Sieger, Zellweger, & Aquino, 2013). Employees who have psychological ownership believe that they have the right to influence the direction taken by organization and that they have a “deeper responsibility” than those who do not feel ownership. Feeling of responsibility include protection, caring, nurturing and willingness to sacrifice for the organization (Pierce et al., 2001). Psychological ownership is an important term in the context of PT. DMG. This is because the trust given to employees to manage their own company by PT. DMG.

Research conducted at 11 PT. DMG Group in Cimahi and Sidareja. Sampling studies using purposive sampling technique so the selected samples are able to understand and fill the questionnaire according to the objectives of the research. The number of research samples after screening and participant analysis were 310. The data was processed using the statistical method of multiple linear regression and path analysis method.

The result showed that there are influences of *experienced control* ( $\beta = 0.172$ ), *intimate knowing* ( $\beta = 0.267$ ), *investment of self* ( $\beta = 0.280$ ) on job-based psychological ownership. The result also showed that there are influences of *experienced control* ( $\beta = 0.203$ ), *intimate knowing* ( $\beta = 0.143$ ), *investment of self* ( $\beta = 0.298$ ) on organization-based psychological ownership. The relationship is positive which means the more employees exercise of control, the more information possessed about the target, the investment of an individual’s self into objects causes the higher feeling of ownership to their job or organization.

Kata kunci: *Psychological ownership, Job-based psychological ownership, Organization-based psychological ownership, Key Experiences, Experienced control, Intimate knowing, Investment of the self.*