An Ontology for Psychological Ownership to Predict Organizational Ambidexterity

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Ambidexterity in an organization is associated with positive organizational performance (Junni, Sarala, Taras, & Tarba, 2013; Peng, Lin, Peng, & Chen, 2019) and organizational sustainability (Sulphey & Alkahtani, 2017). The study of ambidexterity has originated from the seminal article by Duncan (1976) which identifies organizational innovation driven by structural ambidexterity, context ambidexterity and leadership ambidexterity. The structural ambidexterity aims at focusing on organizational units to perform separate activities simultaneously (Gibson & Birkinshaw, 2004). Contextual ambidexterity proposes that organizations should balance exploration and exploitation without separation (Fang, Lee, & Schilling, 2010). The leadership ambidexterity studies the impact of leadership styles in the ambidexterity initiatives in the organizations (Baškarada, Watson, & Cromarty, 2016). It is important to note that all these different types of ambidexterity have several interacting factors. Conceptual frameworks for studying and explaining the degree of ambidexterity have been common in management literature (Damanpour, 1991; Kimberly & Evanisko, 1981; Raisch & Birkinshaw, 2008). The different research in the past studied the structural parameters and then moved on to the behavioral aspects in the organizations such as culture (Cao, Gedajlovic, & Zhang, 2009) and then more specifically the behavior of the people in the organization (Nemanich & Vera, 2009).

Organizational decision making has changed with the growth of analytics (Sharma, Mithas, & Kankanhalli, 2014). With digitization of processes and communication, organizations have a myriad of data that is continuously being captured and some research has focused on

studying ambidexterity phenomenon from big data (Bøe-Lillegraven, 2014; Nel, Milburn-Curtis, & Lehtisaari, 2020). These studies mostly focus on the structural ambidexterity and context ambidexterity, but there are very few studies concerning data analytics in the leadership ambidexterity context (Tsai, Poquet, Gašević, Dawson, & Pardo, 2019).

Our research focuses on building an ontology for leadership ambidexterity, more specifically on the psychological ownership. Studies have shown that the psychological ownership of leaders have an influence on the ambidextrous initiative in the organization (Lee & Kim, 2020). This study will enable analytical techniques to identify the ambidexterity readiness of an organization by designing an ontology for psychological ownership to predict individuals' inclination towards change

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