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Examination of Organizational Alienation with Bibliometric Analysis Method in National Literature

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Abstract: Today's employees desire to be appreciated and accepted by their superiors. This plays a fundamental role in the positive perception of the organization by employees. In this context, the alienation concept is becoming more crucial day by day. Accordingly, this study aims to examine the bibliometric features of the articles reviewed in Dergipark's infrastructure system in Turkey on organizational alienation. In this study, 26 articles published in Dergipark between 2014 and 2023 were analyzed through the bibliometric analysis method. In this context, the SPSS 25 package program was used while analyzing the data, and frequencies and percentages were examined. According to the results of the study, it was found that the number of studies on organizational alienation increased in 2021. It was determined that the subject area of the journals in which the articles are published is in the business field, which is included in the discipline of social sciences. It was concluded that the publication language of the studies is generally Turkish. It was determined that the said studies were generally performed in the production and service sectors. Quantitative research methods were used in all articles. In general, employees and teachers were sampled in the articles. The number of samples in articles was between 101 and 200. Furthermore, the most commonly studied concept related to organizational alienation has been organizational elements such as organizational culture. The most used keyword within the scope of the keywords in the articles was determined to be alienation. It was also found that the number of citations in the articles was between 1 and 10, and the most cited article was between 1 and 80.

Keywords: Alienation, Organizational alienation, National literature, Bibliometric analysis method.

Introduction

Organizations have entered into an intensely competitive environment with globalization. Organizations need to fulfill various responsibilities to survive in this competitive environment. These responsibilities create different obligations that employees have to fulfill. This situation can gradually lead to the self-alienation of employees. As a result, employees may feel alienation from themselves, existing values, and society (Orucu, et al., 2021, p.602). In this context, it can be expressed as organizational alienation that the employees act contrary to the traditions, manners, and customs of the organization as a result of some problems and troubles or do not attach importance to the duties they are obliged to do and alienate from the work (Güler et al., 2019, p. 213).

Alienation has been discussed at various times individually, socially, theologically, and politically. Hegel first referred to the concept of alienation philosophically (Copleston, 1985; Abd-Elrhaman et al., 2020, p. 2). Feuerbach studied alienation as religious. Feuerbach argued that people become alienated from themselves as a result of attributing the values they created to God. Marx began his discussion of alienation by criticizing Hegel and Feuerbach. Marx examined alienation within the framework of production and labor relations and private property (Marx, 1993, p. 140). In addition, Durkheim (1985) argued that alienation is anomie experienced as a result of the degeneration of social values (Yilmaz & Sarpkaya, 2009, p.314, as cited in Kovancı, 2020, p.103; Sasyd, 2022).

Organizational structure is efficient in the emergence of alienation. Alienation occurs more in organizations where the bureaucratic structure is efficient, a centralized decision-making system is used, and formal rules and policies are dominant (Sarros et al., 2002). According to some authors, the dissatisfaction of the employees in the natural working environment and the stress arising from this dissatisfaction are the main causes of alienation in organizations (Al-Baher & Jum, 2021, p. 1). In other words, inadequate and inconvenient working conditions in organizations cause alienation of employees, and in this case, employees consider work only as a financial instrument. Since employees with negative emotions do not have expectations, this causes them not to strive for the goals of the organization (Eroğlu, 2020, p. 329; Shehada & Khafaje, 2015, p. 83). It is also stated that there are changes in some personality traits of alienated individuals (Nef, 1980; Baim, 1981). If there is an unequal distribution of power between superiors and subordinates in organizations, and organizations have fewer professional staff, alienation would be greater (Etzioni 1964; as cited in Aiken & Hage, 1966, p. 498). However, professional employees reduce the level of alienation in organizations by exhibiting high-level professional behaviors while doing their duties (Goss, 1959; as cited in Aiken & Hage, 1966, p. 498).

Accordingly, it is emphasized in the theoretical framework of this study, what the organizational factors are in cases where employees experience organizational alienation, how these factors affect organizational alienation, and the importance of organizational alienation in terms of organizations. This study aims to examine the bibliometric features of the articles reviewed in the Dergipark infrastructure system in Turkey on organizational alienation. Since there is no study in which bibliometric analysis has been made in the national literature on this subject before, its contribution to literature is considered. Bibliometric analysis is the examination of studies published in any field using mathematical and statistical methods (Nebioglu, 2019; Ozel & Kozak 2012; Pritchard, 1969; as cited in Erkan, 2020, p. 152). The significance of this research is to evaluate the articles on organizational alienation through the bibliometric analysis method and to guide future studies.

According to the sequence in line with the progress of the research, the concept and scope of organizational alienation are referred to within the conceptual framework in its second part. In the third part of the study, the methodology of the research is also discussed. In addition, the research findings are discussed in the fourth part of the study. In the last part of the study, evaluations related to the conclusion and discussion are emphasized.

Conceptual Framework

The Concept and Scope of Organizational Alienation

The survival of an organization's life course depends on many factors. One of these factors is its workforce. Employees represent the workforce. The productivity and efficiency of employees depend on their relationship with the organization. The weakening relations, employees' withdrawal, and failure to share their competencies with the organization weaken the ties between the organization and employees and cause alienation (Zengin & Kaygin, 2016, p. 57; Al-Baher & Fraihat, 2022).

Alienation in social relations points out that individuals do not experience physical isolation in their interactions with other people, and also refers to a subjective feeling experienced by them (Santini et al., 2020; Stephens et al., 2012, p. 389). In other words, alienation represents the feeling of being in an irrelevant relationship (Kristensen & Kristensen, 2021, p.1847). When it comes to the concept of organizational alienation, it generally means that individuals alienate from values, expectations, relations, and rules connected to institutions and organizations (Fettahlioğlu, 2006: 45; Buddhahun, 2019: 657). According to another author, organizational alienation is the state of the employees not placing too much importance on their job, being unwilling to work too much in work and working just for extrinsic rewards in general (Petersen & Kristensen, 2020; Agarwal, 1993, p. 723, as cited in Guler et al., 2019, p. 213).

Organizational alienation is defined as the state that occurs due to the inability to freely transform employees' knowledge, actions, and emotions into work. The concept of organizational alienation is also expressed as the dissatisfaction experienced by the employees in some cases, such as their authority, perspective on professional development and change, and expectation of being known and appreciated by their managers (Eryılmaz & Burgaz, 2011, p.273).

The factors that trigger organizational alienation can be grouped as organizational and environmental. Organizational factors are related to that some situations arising from the nature of organizations may cause alienation (Zengin, 2023, p. 63). In this case, organizational factors can be listed as a division of labor, management style, past events, and experiences, size of the organization, information flow, group characteristics

and modular relations, production style of the organization, beliefs, and attitudes, and finally working conditions. Environmental factors can also be expressed as the direct or indirect influences of political, economic, cultural, administrative, legal, scientific, and technological changes in the society of an organization (Soysal, 1997, as cited in Zengin, 2023, p. 61; Demirel & Unal, 2011, as cited in Zengin Kaygin, 2016, p. 57). Environmental factors can be listed as social and cultural structure, industrialization, urbanization and social disintegration, political and legal structure, unionization and mass media, economic structure and technological condition (Zengin, 2023, p. 61).

According to some authors, there are five different forms of alienation in organizations. These can be listed as the powerlessness of the employee in the organization, meaninglessness in the employee, normlessness in the organization, intra-organizational social isolation, and the self-estrangement of the employee (Soysal, 1997: 27). (a) Among these concepts, the employee's powerlessness can be expressed as the employee's lack of control over his own products and the results of the tools he uses in the production process. It can also be defined as the feeling that the employee cannot do or succeed alone (Soysal, 1997; 28). (b) Meaninglessness in employees can be defined as the employee's feeling of being unable to understand individual and social events and therefore thinking of no connection between the other work performed in the organization and his work (Başaran, 2004: 229). (c)

Normlessness in the organization is the state of employees being indifferent to the rules and norms determined by the organization and not adopting these rules. In this case, the consequences of alienation, indifference, and estrangement of individuals from accepted rules may occur. (d) In intra-organizational social isolation, the feeling of isolation, in general, is felt by employees who have not adopted the established values and rules or have only partially adopted them (Babur, 2009, p. 53). e) Self-estrangement of the employee means that the employees are alienated from themselves and unaware of their own existence and potential powers. Consequently, the employee, who cannot establish a relationship with the product or service he has created, gradually loses his relationship with his own existence and begins to experience alienation (Bayat, 1996, p. 84).

Research Methodology

Purpose and Significance of the Research

The purpose of the research is to examine the articles on the organizational alienation concept reviewed in the Dergipark infrastructure system in Turkey and to reveal from which aspects of the organizational alienation concept are examined. The significance of the research is due to the limited number of studies conducted with the bibliometric analysis method on organizational alienation in the national literature. The study was based on the articles published between 2014 and 2023. Specific parameters were used in the research.

Research Method

Research Sample

The target population of the research consists of articles about organizational alienation in the Dergipark infrastructure system. The research sample was determined as research articles conducted in the field of organizational alienation. All disciplines were preferred in selecting the sample. In the advanced search tab of the Dergipark infrastructure system, first of all, the articles with the search word "organizational alienation" in the title were searched. As a result of the search, a total of 26 articles were found in the system.

Data Collection Method

The research is structured with a qualitative approach and examines the articles on organizational alienation published in the Dergipark infrastructure system with the bibliometric analysis method. Bibliometrics is a method that applies mathematics and statistics to the written communication environment to comprehend the nature and course of a discipline (Pritchard, 1969). From a different viewpoint, bibliometrics can be defined as the measurement of texts and information (Norton, 2001). Bibliometrics is a useful contemporary tool that enables researchers to examine research areas and evaluate outputs and research results (Grant et al., 2000, as cited in Savrun & Mutlu, 2019, p. 373). In the direction of the research questions, frequency and percentage analyzes were made through the SPSS 25.0 program.

Research Findings

Bibliometric Analysis Results for Organizational Alienation

In this part, 26 articles on organizational alienation published in the Dergipark infrastructure system between 2014 and 2023 were examined within the framework of various parameters. Firstly, the data related to the years in which the articles were published are shown in Table 1.

Distribution of Articles by Years

Table 1 shows the distribution of research articles on organizational alienation conducted in Dergipark by years.

Table 1. Distribution of articles by years

Year	Frequency	%	Year	Frequency	%
2014	2	7.7	2019	2	7.6
2015	1	3.8	2020	5	19,2
2016	3	11.6	2021	6	23.1
2017	0	0	2022	4	15,4
2018	0	0	2023	3	11.6
			Total	26	100.00

According to the results of the data in Table 1, most of the research articles on organizational alienation were published as six (23.1%) articles in 2021. In this case, there has been an increase in the rate of articles by 2021. Moreover, five (19.2%) articles were published in 2020, four (15.4%) articles in 2022, and three (11.6%) articles in 2016 and 2023. In addition, two (7.7%) articles were published in 2014 and 2019. On the other hand, it is remarkable to publish no articles in 2017 and 2018.

Distribution of Journals' Articles by Subject Area

The distribution of journals in which the research articles on organizational alienation performed in Dergipark were published, according to the subject area, is shown in Table 2.

Table 2. Distribution of journals by subject area

Subject Area	Frequency	%
Social Sciences	25	96.2
Engineering Science	1	3.8
Total	26	100.00

In table 2, 25 (96.2%) research articles on organizational alienation were published in the field of social sciences and one (3.8%) in the field of engineering science, according to the subject area of the journals. In this case, the great majority of its articles are in the field of social sciences.

Distribution of Articles by Publication Language

The distribution of the research articles on organizational alienation performed in Dergipark according to the language in which they were published is shown in Table 3.

Table 3. Distribution of articles by publication language

Language	Frequency	%
Turkish	24	92.3
English	2	7.7
Total	26	100.00

Table 3 shows that according to the publication language of the journals, 24 (92.3%) of the articles are in Turkish, and two (7.7%) are in English. In this case, the great majority of its articles are published in Turkish.

Distribution of Articles by Sector

Table 4 shows the distribution of research articles on organizational alienation performed in Dergipark by sector. In Table 4, 13 (50.0%) of the articles were published in the production and service sector, 10 (38.4%) in the public sector, and three (11.6%) in the education sector. In this case, the great majority of its articles are in the production and service sectors.

Table 4. Distribution of articles by sector

Subject Area	Frequency	%
Production and Service	13	50.0
Public	3	11.6
Education	10	38.4
Total	26	100.00

Distribution of Articles by Research Method

Table 5 shows the distribution of research articles on organizational alienation performed in Dergipark by research method. In Table 5, 26 (100%) of the articles were published by the quantitative research method. In this case, all of its articles were made quantitatively.

Table 5. Research method of articles

Research Method	Frequency	%
Quantitative	26	100
Qualitative	0	0.0
Total	26	100.00

Distribution of the Articles by the Number of Samples Studied

Table 6 shows the distribution of research articles on organizational alienation performed in Dergipark according to the number of samples studied. According to the results of the data in Table 6, most of the research articles on organizational alienation were published as eight (32.0%) articles between 101 and 200 samples. In addition, five articles (20.0%) were published between 201 and 300 and between 301 and 400. In addition, three (12.0%) articles were published between 401 and 500 samples. Two (8.0%) articles were published between 0 and 100. One (4.0%) article was published between 501 and 600 and between 801 and 900. On the other hand, it is remarkable that there are no articles in the sample range of 601 and 700 and 701 and 800.

Table 6. Distribution of articles by number of samples

Years	Frequency	%
0-100	2	8.0
101-200	8	32.0
201-300	5	20.0
301-400	5	20.0
401-500	3	12
501-600	1	4.0
601-700	0	0.0
701-800	0	0.0
801-900	1	4.0
Total	25	100.00

Distribution of Employees

Table 7 shows the research articles on organizational alienation performed in Dergipark according to the distribution of the employees. According to Table 7, 7 (26.9%) of the employees generally work in companies. In addition, 5 (19.2%) of the employees work as teachers, 4 (15.4%) as academic and administrative staff, 3 (11.4%) as bank employees, 8 (32.0%) as tourism employees, and 2 (7.8%) as students.

Table 7. Distribution of employees

Employees	Frequency	%
Company	7	26.9
Public Institution	4	15.4
Bank	3	11.4
Teacher	5	19.3
Tourism	2	7.8
Student	2	7.8
Academic and Administrative Staff	3	11.4
Total	26	100.00

Distribution of Articles by Common Concepts

Table 8 shows the distribution of research articles in Dergipark according to organizational alienation and common concepts.

Table 8. Organizational alienation and common concepts

Words	Frequency	%
Job Satisfaction	2	7.7
Organizational Culture	2	7.7
Organizational Justice	2	7.7
Human Resources Management	2	7.7
Mobbing	2	7.7
Demographic Factors	2	7.7
Other	14	53.8
Total	26	100.00

According to Table 8, articles on organizational alienation and common concepts such as job satisfaction, organizational culture, organizational justice, human resources management, mobbing, and demographic characteristics were found to be two (7.7%).

Distribution of Articles by Keywords

Table 9 shows the distribution of research articles on organizational alienation performed in Dergipark by keywords, excluding the concept of organizational alienation.

Table 9. Distribution of articles by keywords

Keywords	Frequency	%
Alienation	8	30.8
Teacher	4	15.5
Loneliness/Organizational Loneliness	3	11.6
Organizational Culture	2	7.7
Mobbing	2	7.7
Human Resources Management	2	7.7
Secondary School Students	1	3.6
Job Satisfaction	2	7.7
Organizational Justice	2	7.7
Total	26	100.00

According to Table 9, the concept of alienation was generally used as a keyword eight times (30.8%). In addition, the teacher has an undeniable distribution as four (15.5%) and loneliness three (11.6%) keywords. In addition to this, organizational culture, mobbing, human resources management, secondary school students, job satisfaction, and organizational justice were used as keywords twice (7.7%).

Distribution of Articles by Citation Number

Table 10 shows the distribution of research articles on organizational alienation performed in Dergipark according to the number of citations.

Table 10. Distribution of articles by number of citations

Number of Citations	Frequency	%
0-10	19	73.0
11-20	3	11.5
21-30	2	7.7
31-40	0	0.0
41-50	0	0.0
51-60	1	3.9
61-70	0	0.0
71-80	1	3.9
Total	26	100.00

According to Table 10, 19 (73.0%) articles were cited, mostly between 0 and 10. In addition, three (11.5%) articles between 11 and 20, two (7.7%) between 21 and 30, one (3.9%) between 51 and 60, and one (3.9%) between 71 and 80 were cited. In this case, the highest citation was between 71 and 80.

Conclusion and Recommendations

In recent years, studies on organizational alienation have increased. As a consequence, organizational alienation has been one of the remarkable issues, especially in social and human sciences. In time, changes in organizational structures and advancing technology have increased the stress level of employees. However, the self-alienation and organizational alienation level of most employees is increasing. This kind of alienation reflects a feeling of inadequacy related to career advancement and professional development, as well as a feeling of inadequacy related to the job, in addition to the inability to fulfill professional norms (Marx, 1963, as cited in Aiken & Hage, 1966, p. 497). If the employees' expectations in the organizations are not satisfied and they start to see themselves only as production robots or encounter the harsh and unkind treatment of the managers, they may develop alienation or aggressive behavior towards the organization. Accordingly, it might be possible for employees to exhibit arbitrary behaviors within the organization with alienation, and therefore, an intra-organizational disturbance may arise (Bingol, 1990, p. 76, as cited in Guler et al., 2019, p. 213). Basically, organizational alienation can be defined as the situation in which individuals alienate from expectations, values, rules, and relations related to existing structures (institutions and organizations) in a general sense (Fettahlioglu, 2006, p.45). From a different viewpoint, organizational alienation is defined as the situation in which employees do not attach much importance to their work, do not want to work more in their jobs and work more for external rewards, and it is expressed as the importance of this concept for the sustainable success of the organization (Agarwal, 1993, p. 723, as cited in Guler et al., 2019, p. 213).

A bibliometric analysis of organizational alienation was conducted within the framework of the articles published in Dergipark. In recent years, Dergipark, as a very well-functioning system, has been accepted academically in Turkey and has started to be used intensively. In light of this information, it is seen that more and more articles are published every year, especially on the subject of organizations and employees. In this context, studies on organizational alienation carried out for various disciplines in the national literature are included in this study.

In this study, some specific parameters such as the distribution of research articles on organizational alienation performed in the Dergipark system by years, the distribution of journals in which articles were published by subject area, the distribution of the articles by publication language, the distribution of the articles by sector, the distribution of the articles by research method, the distribution of the articles by the number of samples studied, the distribution of the articles by common concepts, the distribution of the articles by keywords, the distribution of the articles by the number of citations, were used. As a result, 26 articles on organizational alienation were analyzed in this study by using the bibliometric analysis method within the framework of ten parameters. According to the results of the research, it was found that the number of studies on organizational alienation increased in 2021. It was determined that the subject area of the journals in which the articles are published is mostly in the business field, which is included in the discipline of social sciences. It was concluded that the publication language of the studies was generally Turkish. It was found that these studies are mostly carried out

in the production and service sectors. The quantitative research method was used in all articles. In general, employees and teachers were sampled in the articles. The number of samples in the articles was between 101 and 200. Furthermore, the most commonly studied concept related to organizational alienation has been organizational elements such as organizational culture. The most used keyword in the articles was determined as alienation. It was also found that the number of citations in the articles was between 1 and 10, and the most cited article was between 1 and 80. In the national literature, there is no study related to the bibliometric analysis of organizational alienation similar to ours.

The use of the bibliometric analysis method, a research method that examines the characteristics of studies in a particular field with various analyses, is increasingly accepted in the organizational field. This study was performed due to the lack of comprehensive and up-to-date studies in the literature on the determination of the general structure and characteristics of the organizational alienation field within the framework of the bibliometric method. In this study, articles on organizational alienation in Dergipark, which is respected in the national literature, are discussed. This study intends to gain an idea about the articles published on organizational alienation, to provide benefits by examining the articles related to this subject in a general framework, and to shed light on the most efficient evaluation of this research. In this case, it is expected that the research on organizational alienation with the bibliometric analysis method in this study would guide the researchers. It is under consideration this study will make an important contribution to the literature in terms of revealing some factors. These results cannot be generalized internationally, since the subject of the study was only the articles in the Dergipark system due to the research limitations. In future studies, bibliometric studies on organizational alienation can be done in which different studies in the national and international literature are discussed together. In future studies, more detailed analyses can be made with different questions.

Scientific Ethics Declaration

The author declares that the scientific ethical and legal responsibility of this article published in EPSS journal belongs to the author.

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