

Examining Social Responsibility Activities Implemented in Workplaces Towards Society: The Mediating Role of Employees' Participation in Social Responsibility Activities

(İşyerlerinde Topluma Yönelik Uygulanan Sosyal Sorumluluk Faaliyetlerinin İncelenmesi: Çalışanların Sosyal Sorumluluk Faaliyetlerine Katılımının Aracılık Rolü)

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Abstract

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Araştırma

This study was conducted to reveal the effects of social responsibility activities implemented in workplaces on employees and society. Quantitative research method was used within the scope of the study. The survey was applied to employees in the food and textile sector in Gaziantep province. Data were obtained from 212 employees who accepted to participate in the study voluntarily. SPSS v25, Amos v23 and Process Macro v3.3 statistical package programs were used in the analysis of the collected data. It was determined that social responsibility activities implemented in workplaces have a significant and positive effect on the participation of employees in social responsibility activities. On the other hand, it was determined that the participation of employees in social responsibility activities has a partial mediating effect on the relationship between participation in social responsibility activities implemented in workplaces and social responsibility activities implemented for employees in workplaces.

Öz

Bu çalışma, işyerlerinde uygulanan sosyal sorumluluk faaliyetlerinin çalışanlara ve topluma yönelik etkilerini ortaya koymak amacıyla yapılmıştır. Çalışma kapsamında nicel araştırma yöntemi kullanılmıştır. Anket, Gaziantep ilinde gıda ve tekstil sektörü çalışanlarına uygulanmıştır. Veriler, çalışmaya gönüllü olarak katılmayı kabul eden 212 çalışandan elde edilmiştir. Toplanan verilerin analizinde; SPSS v25, Amos v23 ve Process Macro v3.3 istatistik paket programları kullanılmıştır. İşyerlerinde uygulanan sosyal sorumluluk faaliyetlerinin, çalışanların sosyal sorumluluk faaliyetlerine katılımı üzerinde anlamlı ve pozitif bir etkisi olduğu belirlenmiştir. Öte yandan, çalışanların sosyal sorumluluk faaliyetlerine katılımının, işyerlerinde uygulanan sosyal sorumluluk faaliyetlerine katılım ile işyerlerinde çalışanlarına yönelik uygulanan sosyal sorumluluk faaliyetleri arasındaki ilişkide kısmi aracılık etkisi olduğu belirlenmiştir.

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Introduction

In today's job market, workplaces focus on sustainability strategies. Developments on a global scale have caused workplaces to direct their attention to activities that are beneficial to society and to activities aimed at satisfying employees materially and morally. Social responsibility is among the measures workplaces take to avoid exposure to entropy. Social responsibility, which is an important workplace strategy, is included in workplace policies and practices that the scientific world has frequently emphasized in the last fifty years. Many different departments and scientists such as business owners and managers, management and strategy specialists, and human resources departments care about social responsibility activities implemented in their workplaces.

When the literature is examined, the concept of social responsibility; is divided into sub-headings such as economic, social, environmental, legal, philanthropy, and ethics. One of the main problems of the literature is the necessity of evaluating social responsibility under separate subheadings. This study is mainly focused on the examination of social responsibility activities implemented by workplaces in the dimension of society and individuals. Social responsibility activities implemented by businesses; help to reduce social crisis and social risks. Social responsibility activities have twofold benefits. These benefits include two aspects; While it contributes to the competitiveness of workplaces and productivity in the workplace, it also supports the solution of social problems (Şimşek and Altun, 2021). A "social responsibility" structure operates in solving social problems such as poverty, disease, education, unemployment, human rights, women, environmental problems, and housing problems. Various factors have been effective in the adoption and spread of the social responsibility approach by business owners and managers. Among these factors (Demir, 2014): Among the social responsibility activities carried out by businesses, that is, within the external environmental stakeholders; "Activities such as "contribution to the solution of social problems and implemented for social interests in the workplaces, projects (aid and donation campaigns) carried out for the disadvantaged groups of societies, contributing to cultural and social activities, improving social welfare". One of the variables used within the scope of the study is the social responsibility activities implemented by the business owners for the employees (internal stakeholders). Among these types of activities; It includes activities such as "fair wages to employees, providing safe working environments, non-discrimination and abuse, training and career opportunities for employees". Behaviors related to the participation of employees in social responsibility activities, which are used as dependent variables within the scope of the study, can be given as examples of some activities such as "employees playing an active role in aid campaigns, supporting employees in activities for the society".

The main problem of this study can be expressed as revealing the level of awareness of employees regarding social responsibility activities carried out for the benefit of society and whether employees participate in social responsibility activities implemented in the workplace. Within the scope of the study, this study, which was

carried out to reveal the social responsibility activities for the society (environment) and the participation levels of employees (internal stakeholders) in the social responsibility activities implemented by the workplaces, was examined within the scope of stakeholder theory. It is possible to base the stakeholder theory on social responsibility activities implemented in workplaces. Among the stakeholders of workplaces are employees and society. Stakeholder theory (Freeman, 1984) has a structure that emphasizes the relationships between the workplace, employees and society. In stakeholder theory, mutual interactions are based on the relationships between "workplace-society, workplace-employees". The interests and expectations of workplace stakeholders have political importance in the strategic decisions of workplaces. Thanks to employee and society (social) based practices, workplaces gain in the corporate sustainability structure.

In recent years, corporate social responsibility activities in workplaces have become one of the concepts frequently emphasized in the literature. Applications targeting employees, the natural environment and society are valuable in terms of workplaces being at the forefront of competitive conditions and sustainability. The concept of corporate social responsibility has reflections on society, the natural environment and employees. In today's competitive environment, workplaces that are sensitive to social problems provide positive feedback. In other words, businesses that take responsibility in solving problems targeting society are more successful in terms of competition and sustainability. In this context, this study, which aims to determine the social responsibility activities implemented for society and the integration of employees into these activities, is thought to guide future studies. Businesses that take an active role in social projects stand out in terms of efficiency and effectiveness. Many reasons such as increase in sales, maximum profit, and positive effects in the eyes of society and the positive contributions provided to workplaces can be cited as justifications for workplaces to bring activities targeting society to the forefront. This study aimed to reveal the effects of both individual-level determinants and organizational contexts on employee support for social responsibility practices implemented in workplaces. On the other hand, social practices were also highlighted. For these reasons, it is thought that the study will contribute to both the literature and practitioners.

1. Theoretical Framework

1.1. Social Responsibility Activities Implemented in Workplaces (SRAW)

Social responsibility activities implemented by workplaces; economic, social (social), legal, economic, philanthropy, environmental. In this study, it was examined under the sub-heading of environment, which is one of the sub-dimensions of the social responsibility variable. What is meant by the environment is nature and the natural environment is outside the scope of study. In this study, the concept of social (social) environment, which is sometimes expressed as external social responsibility activities, was examined. In this direction, the activities of today's

workplaces for the society are expressed as Social Responsibility Activities Carried Out for the Society, which is one of the basic concepts of this study.

While today's modern workplaces continue their development and profit maximization activities, it does not seem possible to ignore the welfare of society. In a poor society with low purchasing power, it does not seem possible for workplaces to carry out their sustainable activities in a healthy way. Businesses are expected to spend some of their earnings on community-oriented projects. The main purpose of being a social workplace requires this. In the recent past, the earthquake that deeply affected 11 provinces in Turkey on February 6, 2023, and was called the disaster of the century shook the whole country deeply. On the other hand, thanks to the effectiveness of the state and the sacrifice of the employees, as well as the support of profit-making businesses; State-society-business owners have tried to overcome the difficulties by joining hands. In this direction, today's workplaces; should provide support with a social role that has taken on a kind of social state structure, such as helping the poor, supporting projects on education and religious issues, and taking an active role in natural disasters (Değirmenci and Aytekin, 2021).

One of the main goals of businesses while carrying out social responsibility activities should be to increase the welfare of society. Businesses need to consider the effects of their decisions on society while carrying out their activities, developing goals and policies, and putting them into practice (Akbaş Tuna et al., 2019). SRAW Activities implemented by enterprises (Farooq et al., 2017; Jones 2010; Ong et al., 2018), increase employees' commitment to the workplace, organizational citizenship behaviors, and organizational identification, while at the same time increasing productivity and effectiveness of employees, especially their task performance (Cao and Lee, 2023). SRAW activities; and human resources practices facilitate employees' participation in social responsibility activities through several organizational practices such as leadership behaviors, organizational culture, and organizational climate (Roeck and Farooq, 2018; Zhao et al., 2021).

1.2. Employee Participation in Social Responsibility Activities (ESRA)

Social responsibility activities implemented for society can be perceived as the reflections of the social responsibility activities implemented in the workplaces on the employees. Employees' participation in social responsibility activities is the equivalent of social responsibility activities implemented by workplaces, such as how credible the social responsibility activities implemented in the workplaces are by the employees, and whether they coincide with the facts. When employees find the social responsibility activities implemented by their workplaces credible, they can play an active role in such activities.

Employees' participation in social responsibility activities for society includes the active role of the employees in the process from the design stage to the implementation stage of the workplace owners and employees of the workplace they work for. Participation of employees in social responsibility activities for the environment; It includes several practices such as acting environmentally sensitive in the workplace,

voluntarily participating in social responsibility activities in the workplace, and having a say in the implementation of social responsibility initiatives of the workplace (De Roeck and Farooq, 2018; Kim et al., 2010). Employees are the central stakeholders of social responsibility practices. It can be argued that employees are responsible for the execution of social responsibility initiatives and bear most of the consequences of social responsibility practices implemented in their workplaces. Therefore, workplaces cannot achieve the goals they set only with the help of rules and supervisory measures; At the same time, they need their employees to accept these goals and their support. Employees' support for social responsibility activities implemented in the workplace is effective in the success of social responsibility activities implemented by business owners and managers. The participation of employees in social responsibility activities, helps them to achieve more job satisfaction and to develop positive attitudes and behaviors related to their job descriptions (Shen and Zhang, 2019).

1.3. Social Responsibility Activities Implemented in Workplaces for Employees (SRAE)

While businesses carry out several social responsibility activities for society, the environment, and economic development, they should also take some measures to make their employees happy and increase their welfare. Social responsibility activities implemented for employees in workplaces such as making some improvements in the salaries and personal rights of the employees, supportive practices for the employees to see themselves as a part of the workplace, increasing the motivation and morale of the employees, applying the rules set by the legislator such as occupational safety and worker health without exception, training activities for the development of the employees. It is located in.

Social responsibility training applied in workplaces by business owners and managers helps to transfer the social responsibility values applied in the workplace to employees. Social responsibility training applied to employees in workplaces increases their awareness of social responsibility and improves their ability to participate in social responsibility initiatives (Shen and Zhang, 2019). Akbaş Tuna et al., (2019) stated that in their empirical study, among the sub-dimensions of the social responsibility scale in the validity and reliability study of the social responsibility scale, they expressed it as the "Employees Dimension". In the relevant study, the concept of the Employee dimension is explained as follows: "Workplace owners and managers treat their employees impartially without any discrimination and abuse. Employees are paid fair wages. On the other hand, workplace owners and managers provide career and training opportunities to their employees where they can work in a pleasant and safe environment" (Akbaş Tuna et al., 2019). Thanks to the social responsibility activities implemented in the workplace, increasing the motivation of the employees in the workplace helps them to provide job satisfaction by increasing organizational commitment, job satisfaction, and happiness. The most important internal stakeholders of businesses are their employees. Those who work in the workplace can be compared to the leaves of a fruit tree. It can be argued that the main purpose of

workplaces in giving importance to social responsibility practices is corporate reputation. Thanks to social responsibility practices, the expectations of both business owners and employees will be met and increases in mutual satisfaction levels can be seen (Şimşek and Altun, 2021).

2. Hypotheses Development

It is thought that the social responsibility activities implemented by the owners and managers of the workplaces partially affect the attitudes and behaviors of the employees related to the work they do. In other words, it is estimated that the social responsibility activities implemented in the workplaces may affect the social responsibility activities of the employees towards society. Workplaces support social responsibility activities to achieve many goals at the same time. Academic studies (Bowen and Ostroff: 2004, Nishii et al., 2008) have claimed that employees tend to identify with the workplaces they work in. The attitudes and attitudes of workplaces towards employees can directly affect the attitudes and behaviors of employees. In light of all this information, the following hypothesis was developed:

H₁: Social responsibility activities implemented in workplaces positively and significantly affect employees' participation in social responsibility activities.

In an academic study, it has been determined that the social responsibility activities implemented by the workplaces towards the environment positively and significantly affect the attitudes and behaviors of the employees towards the environment (Değirmenci and AYTEKIN, 2021). It has been underlined in an academic study that corporate environmental responsibility activities implemented in the workplace positively and meaningfully affect the environmental behaviors of employees (Değirmenci, 2022). It is not correct to attribute the main reason why employees exhibit all their struggles in the workplace only to their job descriptions, that is, to their duties. It is estimated that the corporate social responsibility perceptions of the employees towards the environment applied in the workplaces will increase their emotional commitment, and the social responsibility activities implemented by the workplaces will be effective in their internal and social value judgments. In an academic study, it was found that there was a positive and significant relationship between the social responsibility activities of the employees in the workplace and the organizational citizenship of the employees (Khaskheli, 2020). In the light of all this evidence, the following hypothesis has been developed:

H₂: The participation of employees in social responsibility activities implemented in the workplace positively and significantly affects the social responsibility activities implemented by the workplaces towards their employees.

In particular, stakeholder theory asserts that a workplace occasionally causes conflicts of interest among different stakeholders in its activities. Therefore, stakeholders' reactions to social responsibility activities implemented in their workplaces are likely to depend on how their interests are met. Acting with this logic, it is one of the issues that needs to be clarified whether the social responsibility activities implemented for the environment in the workplaces affect the assimilation

and participation of employees in such activities (Sheng and Zhang, 2019). Because social responsibility research is based on a variety of macro-level disciplines, including strategy and corporate governance, the vast majority of research has been conducted at organizational and institutional analysis levels, such as strategy and corporate governance. Despite the research, the most significant knowledge gaps in the social responsibility literature are related to the lack of understanding of individual-level issues (Aguinis and Glavas 2012; Devinney 2013; Morgeson et al., 2013). The micro-foundations of social responsibility practices (employees' roles and consequences of social responsibility towards the workplace and the environment) are largely unexplored and underemphasized. In line with all this information, the following hypotheses have been developed:

H₃: Social responsibility activities implemented in workplaces positively and significantly affect the social responsibility activities implemented by workplaces towards their employees.

When the literature is examined, no direct study was found that examines the mediating role of employees' participation in social responsibility activities in social responsibility activities implemented in workplaces for their employees. Similar studies were examined in the literature review. In an academic publication, it was seen that the social responsibility activities implemented by the company for its employees have an effect on the job satisfaction of the employees (Baran and Çelik, 2017). It has been determined that it is not possible for employees who show disconnection in CSR activities in their workplaces to support CSR activities. In this respect, the disruptions experienced in CSR activities implemented in workplaces prevent employees from participating in such activities (Slack et al., 2014). In an academic study, it has been determined that socially oriented CSR activities implemented in workplaces have a greater positive effect on employees (Farooq, 2014). In the light of this information, the following hypothesis has been developed:

H₄: The participation of employees in social responsibility activities implemented in workplaces has a mediating role in the effect of social responsibility activities implemented in workplaces on social responsibility activities implemented by workplaces towards employees.

In this study, similar studies were examined by conducting a literature review, and the research model in Figure 1 below was developed, taking into account the necessary conceptual and theoretical bases:

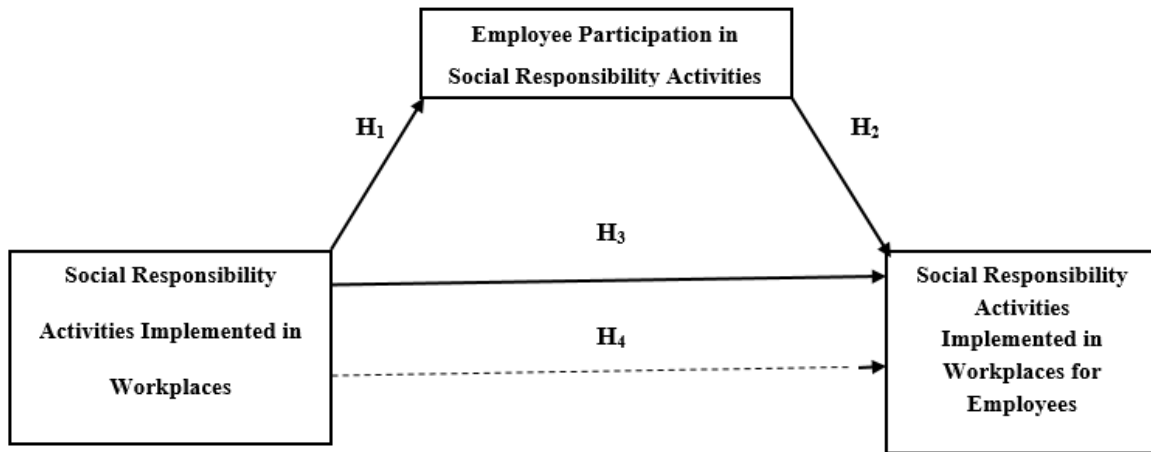


Figure 1. Research model

3. Methodology

Various analyses were conducted using IBM SPSS 25 and AMOS 24 programs for statistical analyses conducted within the scope of this study. First, statistical analyses were conducted regarding the demographic characteristics of the participants. In the second stage, factors related to social responsibility activities implemented in workplaces (SRAW), participation of employees in social responsibility activities (ESRA) and social responsibility activities implemented by workplaces towards their employees (SRAE) were included, namely variables. The mean (M), standard deviation (SD) and correlations between variables of these three variables used in the study were examined.

3.1. Sample Group

This study was conducted for blue-collar workers working in the food and textile sector operating in Gaziantep. Necessary permissions have been obtained from the owners and managers of the business. Questionnaires were distributed to volunteer participants who agreed to participate in the study. After 1 week, the data on the questionnaire collected from 235 employees were examined. 23 questionnaires were excluded from the analysis because they were incomplete and incorrectly filled. 212 valid questionnaires were included in the analysis. These collected data are based on the convenience sampling method. Ethics committee principles were followed in the study. For this study, Adiyaman University, Human Research Ethics Committee, application on 16.04.2024 and ethics committee report with the number 16.04.2024- 54 is received. There has been no situation requiring permission within the framework of intellectual property and copyrights.

When the demographic information of the participants was examined, respectively; 122 (57.5%) were male and 90 (42.5%) were female. When the participants were examined according to their marital status, it was determined that 106 employees were married (50%), 65 employees were divorced (30.7%) and 41 employees were single (19.3%). When the age group of the participants was examined, it was determined that

"32 employees (15.1%) in the 18-30 age group, 141 employees (66.5%) in the 31-43 age group, and 39 employees (18.4%) in the 44-56 age group were working. When the income levels of the participants were examined, it was determined that there were "43 employees (20.3%) between 17000 TL-25000 TL, 92 employees (43.4%) between 25001 TL-33000 TL, 47 (22.2%) employees between 33001 TL-41000 TL, and 30 employees (14.2%) with 41001 TL and above". When the education levels of the participants were examined, it was determined that "37 employees graduated from secondary school (17.5%), 80 employees graduated from high school (37.7%), 48 employees (22.6%) graduated from associate degree, 31 employees with bachelor's degree (14.6%), and 16 employees with graduate degrees (7.5%)".

3.2. Measurement Tools

The scale used within the scope of the study consists of three scales. Information on the scales used is provided below:

Social Responsibility Variable: The corporate social responsibility sub-dimension of the "Stakeholder-Based Corporate Social Responsibility Scale" conducted by Akbaş Tuna et al. (2019) was used. In the relevant study, the "stakeholder-based corporate social responsibility scale" consists of 5 items.

The Participation in Responsibility Activities: The scale in the academic study conducted by Değirmenci (2021) was used.

Variable of Social Responsibility Activities Applied to Employees: The employee sub-dimension of the "Stakeholder Based Corporate Social Responsibility Scale" conducted by Akbaş Tuna et al. (2019) was used. The relevant variable consists of 5 items.

3.3. Validity and Reliability of the Scales

Statistical results regarding the validity and reliability of the scale used in the study are given in Table 1. Cronbach's alpha coefficients were examined to measure reliability. Confirmatory Factor analysis was performed to measure validity.

Table 1. Values Regarding the Validity and Reliability in the Scale

Fit Indices	Good Compliance Threshold Values	Acceptable Compliance Threshold Values	Social Responsibility Activities Implemented in Workplaces	Employee Participation in Social Responsibility Activities	Social Responsibility Activities Implemented in Workplaces for Employees	Research Model (b)
Cronbach Alfa	≥ 0.9	$0.7 \leq \alpha < 0.9$	0,942	0,960	0,965	0,937***(H_1)
CMIN/DF	≤ 3	$3 \leq \chi^2/sd \leq 5$	4,14	3.19	4,48	0,519***(H_2)
RMSEA	$\leq 0,05$	$\leq 0,08$	0,06	0,07	0,07	0,394***(H_3)
IFI	$0,95 \leq IFI \leq 1,00$	$0,90 \leq IFI \leq 0,95$	0,92	0,93	0,91	0,487***(H_4)
CFI	$\geq 0,95$	$\geq 0,90$	0,94	0,94	0,93	

Within the scope of the study, Cronbach alpha reliability coefficients for the three sub-dimensions were found to be (0.942; 0.960 and 0.965), respectively (Table 1). It was concluded that the reliability coefficients of the sub-dimensions (factors) were quite reliable. When the confirmatory factor analysis results for the sub-dimensions of the scale were examined (validity of the scale), it was determined that the goodness of fit values of the scale and its sub-dimensions were within acceptable limits (Table 1).

4. Findings

The item numbers, arithmetic means, standard deviations, and correlation relationships of the variables (factors) used in the study are given in Table 2.

Table 2. Correlation Values

Variables	WA	SD	NA	(X)	(Y)	(M)
SRAW (X)	3,32	1,02	5	1	0,89**	0,88**
SRAE (Y)	3,43	1,02	6	0,89**	1	
ESRA (M)	3,42	1,1	5	0,88**	0,91**	1

Abbreviations: SRAW: Social Responsibility Activities Implemented in Workplaces ,ESRA: Employee Participation in Social Responsibility Activities, SRAE: Social Responsibility Activities Implemented in Workplaces for Employees , WA: Weighted average, SD: Standard deviation, NA: Number of Items *p<0.05; **p<0.01; *** p<0.001

As seen in Table 2, a strong positive ($r= 0.89$) and significant ($p<0.01$) relationship was found between the social responsibility activities implemented by the enterprises for the society and the participation of the employees in the social responsibility activities. A strong positive ($r= 0.88$) and significant ($p<0.01$) relationship was found between the social responsibility activities implemented for the society in the workplaces and the social responsibility activities implemented for the employees in the workplaces. A strong positive ($r= 0.91$) and significant ($p<0.01$) relationship was found between the social responsibility activities implemented by the workplaces for the employees and the participation of the employees in the social responsibility activities.

4.1. Findings on Testing Hypotheses

Within the scope of the study, 4 hypotheses were developed regarding direct and mediated effect analysis. Model 4 in the Process software was used to test the hypotheses. The statistical findings are shown in Table 3. As seen in Table 1, references for goodness of fit values are provided.

Table 3. Regression Analysis

Hypotheses	Paths	b	R ²	p	t	95% CI
						LLCI (ULCI)
H ₁	SRAW → ESRA	0,937***	0,767	0,000	26,327	0,867-1,008
H ₂	ESRA → SRAE	0,519***	0,858	0,000	10,355	0,421-0,618
H ₃	SRAW → SRAE	0,394***	0,786	0,000	7,341	0,288-0,500
H ₄	SRAW → ESRA → SRAE	0,487***	-	0,000	-	0,389-0,587

*p<0,05, **p<0,01, ***p<0,001

As a result of the analysis, it was determined that the social responsibility activities implemented by the workplaces for society positively and significantly affected the participation of the employees in the social responsibility activities ($b = .937$, 95% CI [.867-.1.008], $t = 26.327$, $p < 0.001$). In this case, the H_1 hypothesis was supported (Table 3). Approximately 77% of the social responsibility activities implemented for employees are explained by the social responsibility activities implemented for employees in the workplace. Secondly, It has been determined that the participation of employees in social responsibility activities positively and significantly affects the social responsibility activities implemented by the workplaces towards their employees ($b = .519$, 95% CI [.421-.618], $t = 10.355$, $p < 0.001$). In this case, the H_2 hypothesis was supported (Table 3). The effect of social responsibility activities carried out for employees on the participation of employees in social responsibility activities is approximately 86%. Thirdly, It has been determined that social responsibility activities implemented in workplaces positively and significantly affect social responsibility activities implemented for employees in workplaces ($b = .394$, 95% CI [.288-.500], $t = 7.341$, $p < 0.001$). In this case, the H_3 hypothesis was supported (Table 3). 79% of the impact on employees' participation in social responsibility activities is affected by the social responsibility activities implemented by workplace managers and owners towards society. Fourthly, as seen in Table 3, simple mediation effect analysis was tested. In this context, it was determined that the participation of employees in social responsibility activities had a mediating effect on the effect of social responsibility activities implemented in workplaces on social responsibility activities implemented by workplaces for employees ($b = .487$, 95% CI [.389-.587], $p < 0.001$). Since the H_3 hypothesis is supported, it is possible to talk about partial mediation here. Process macro suggests that in the simple mediation analysis, if H_3 , that is, the direct effect (direct effect of X on Y) and the mediation effect (mediation effect of M on the effect of X on Y) are provided at the same time, it should be interpreted as a partial mediation effect (Gürbüz, 2019).

5. Conclusion

The study was conducted to reveal the relationships between social responsibility activities implemented in workplaces, participation of employees in social responsibility activities implemented in workplaces, social responsibility activities implemented in workplaces and social responsibility activities implemented by workplaces towards their employees. The research universe consists of employees of workplaces operating in textile and food sectors in Gaziantep province. It is seen that today's business life, social life, relations between countries, and developments in nature directly affect human life and well-being. The recent Russian-Ukrainian war and the genocide committed by Israel against the Palestinian people, the conflict and tension environments and the depressions experienced by the employees in their moods, natural disasters, earthquakes and pandemics negatively affect social life. Today's workplaces have reached gigantic sizes and have started to play important roles all over the world. At this point, workplaces cannot be expected to continue their profit-oriented activities only. Important responsibilities should be fulfilled by

business owners and supervisors society and employees. The most effective way for workplaces to stand out from their competitors and be noticed is to organize activities for the benefit of society, which are organized to solve social problems. Businesses that produce goods and services can raise awareness and strengthen their reputation through these initiatives. Workplaces that act with a sense of social responsibility have gained a respectable reputation today. In this way, both the quality of life of the society increases and businesses can increase their profitability (Çiftçioğlu and Gök, 2018).

When the findings are examined, as a result of the statistical analysis, it has been determined that there is a positive and significant relationship between the social responsibility activities implemented for society in the workplace and the participation of the employees in the social responsibility activities. On the other hand, a positive and meaningful relationship has been determined between social projects in the workplace, that is, social responsibility activities implemented for society, and social responsibility activities implemented by workplace owners and managers for their employees.

Hypotheses were tested with the help of the Process Macro program. As a result of the analysis, it was determined that all hypotheses were supported (Table 3). To explain the findings obtained, it has been revealed that the social responsibility activities implemented for society in the workplaces affect the social responsibility activities applied to the employees in a positive and meaningful way. It has been revealed that the social responsibility activities organized for the employees have a positive and meaningful effect on the participation of the employees in the social responsibility activities. It has been proven that social responsibility activities implemented for the benefit of society positively and meaningfully affect the participation of employees in social responsibility activities. Finally, in the relationship between social responsibility activities implemented by workplaces for the benefit of society and employees' participation in social responsibility activities, the partial mediation effect of social responsibility activities implemented for employees has been determined. This research was inspired by the empirical study conducted by Cao and Lee (2023). The findings obtained in this study are similar to the findings of the study conducted by Cao and Lee (2023).

There are various limitations to this study. These limitations include the lack of financial support from any institution within the scope of the study, the lack of interest shown by many employees in participating, the fact that the study was limited to the province of Gaziantep, and the data obtained were longitudinal rather than cross-sectional. Among similar studies that can be conducted on this subject in the future, it is suggested to examine the mediating and moderating effects of the concepts of value congruence and external prestige on the relationship between social responsibility activities implemented for the society in workplaces and the participation of employees in social responsibility activities. When the findings obtained in this study are evaluated, it is estimated that the focus of business owners and managers on social responsibility activities for the society and employees will make a significant contribution to the sustainability policies of the workplaces.

Contribution Rate and Conflict of Interest Statement

All stages of the study were designed by the author(s) and contributed equally. There is no conflict of interest in this article.

Ethics Statement and Financial Support

Ethics committee principles were followed in the study. For this study, Adıyaman University, Human Research Ethics Committee, application on 16.04.2024 and ethics committee report with the number 16.04.2024- 54 is received. There has been no situation requiring permission within the framework of intellectual property and copyrights.

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