| **JHMT** | **Editorial** |

International Journal of Health Management and Tourism

The Evaluation of Graduate Theses on Organizational Cynicism Levels of Healthcare Professionals

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Abstract

Aim: This study was conducted to examine postgraduate theses on organizational cynicism in Turkey, where the sample group consisted of healthcare professionals.

Methods: The database of The Council of Higher Education (Yükseköğretim Kurulu (YÖK)) was analyzed using "Cynicism, Organizational Cynicism, Cynic" separately and together, and 58 postgraduate theses were reached, the sample of which consisted of healthcare professionals. The theses obtained were evaluated using the data collection form and descriptive statistics prepared by the researchers.

Results: Within the scope of the study, 86.2% of the theses examined were master's theses and only 8 doctoral theses were found on this subject. It was determined that the first thesis on this subject was published in 2013, 41.3% of the theses were written in the departments of

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Business/Business Administration/ General Business Administration, and the number of studies increased over the years. It was determined that quantitative research methods were used in 98.2% of the studies, 41.3% of which were conducted in Istanbul, and qualitative research designs were used in only one study.

Conclusion: When the postgraduate theses examined in the study are evaluated in general, it can be said that the organizational cynicism levels of healthcare professionals are at a moderate level. This study is important in terms of revealing the current situation regarding organizational cynicism in health services and creating data for action plans. In addition, it is thought that examining the organizational cynicism levels of health professions separately (physician, nurse, midwife, health technician, etc.) and taking initiatives specific to each profession will provide great benefits to both employees and those receiving service, and this will positively affect the provision of health services and increase the quality of patient care. In addition, the study makes an important contribution by revealing open areas for scientists who will study cynicism.

Keywords: Cynicism, organizational cynicism, cynic

INTRODUCTION

While it is stated in the scientific literature that there is no universally accepted definition of the concept of cynicism, the concept of cynicism is generally explained as an attitude related to the individual's dislike and distrust of others (Andersson, 1996). Cynicism, which was developed by Antisthenes in ancient Greek philosophy, has been defined as an attitude resulting from the employee's critical evaluation of the organization, the reasons for their actions, and their values. The term does not imply a readiness to find fault, but rather careful consideration and judgment. This definition emphasizes that cynicism is an evaluative judgment resulting from the individual's employment experiences. (Bedeian, 2007).

In short, organizational cynicism includes all negative attitudes developed by the employee towards the organization (Tutar, 2016). Individuals with a cynical attitude towards the institution they work for believe that the problems in the institution can be determined, but they think that efforts for correction and change are futile due to the deficiencies in the nature of the system. These individuals do not trust the motives of their managers and they also believe that their employers will exploit their labor when they get the chance, that organizational rewards are not distributed fairly, and that openness, honesty, and sincerity are lacking in organizational activities (Arslan, 2012).

In studies conducted on the subject, it is stated that many factors can cause organizational cynicism. Some of these are; psychological contract violations, long working hours, excessive stress and role overload, perception of injustice within the organization, personality traits-role conflicts, increased organizational complexity, mismanaged change efforts, failure to meet personal and organizational expectations, inadequate promotions compared to the level of competition, lack of communication, dismissals and decreased organizational support (Erkutlu, 2017; Yıldız et al., 2013).

It is reported in the literature that organizational cynicism has both individual and organizational consequences. The results of organizational cynicism from an individual perspective are listed as nervous and emotional disorders, emotional breakdown, depression, insomnia, disappointment, anger, rage, irritation, resentment and tendency to defensive behaviors; while the results from an organizational perspective are stated as decrease in morale and motivation, reluctance to engage in organizational citizenship behaviors, dissatisfaction with work, interpersonal conflict, increase in complaints, decrease in organizational commitment, increase in alienation from work, increase in turnover rate, increase in absenteeism, decrease in organizational performance, reluctance in efforts for organizational change and decrease in trust in managers in the organization (Keçeli, 2019; Erkutlu, 2017; Türköz et al., 2013). Cynical behaviors of employees, who form the basic structure of organizations, have negative consequences both individually and organizationally and this fact makes it important to examine cynicism behavior organizationally (Tayfun and Çatır, 2014).

Healthcare professionals' concerns about the future of the institution they work for, their skepticism of the management, and their constant criticism of the healthcare system can directly affect the quality of the healthcare service provided. This issue is also very important for nursing services management, as it has been reported that employees who develop negative attitudes towards the institution they work for have lower levels of job satisfaction and less commitment to their organization, and individuals who tend to show cynical behavior often show low performance and absenteeism (Akbolat et al., 2014).

Early recognition of cynicism behaviors seen in healthcare professionals working under intense, stressful and difficult conditions that require dedication and taking the necessary precautions will increase their motivation, commitment to the institution, job satisfaction and

productivity. This will also have a positive impact on the provision of healthcare services and the quality of patient care (Topçu et al., 2017).

1. RESEARCH METHODOLOGY

Purpose and Type of the Study: This review study; The study was conducted in a descriptive manner in order to obtain a general data source on the organizational cynicism levels of healthcare professionals by examining the postgraduate theses regarding the organizational cynicism levels of healthcare professionals in Türkiye.

Sample: In the study, the website of The Council of Higher Education (Yükseköğretim Kurulu (YÖK))'s National Thesis Center was searched with the keywords "cynicism, organizational cynicism, cynic" and 58 postgraduate theses consisting of the sample group of healthcare professionals were reached.

Data Collection: The "Data Collection Form" prepared by the researchers was used in the study. Data were collected and grouped under the headings of master's and doctoral theses, year of publication, province, department, sample, purpose and research result.

Data Analysis: Descriptive statistics (number and %) were used and Microsoft Office Excel 2019 program was used in the evaluation of the data.

Ethics Committee Permission: The data obtained from the National Thesis Platform of the The Council of Higher Education (Yükseköğretim Kurulu (YÖK)) by the researcher was obtained by providing appropriate definition. Since all the information collected in this study belongs to the public and there was no interaction with the participants in the study, it was not necessary to obtain ethics committee approval.

2. ANALYSIS

The database of the Council of Higher Education National Thesis Center was searched using "Cynicism, Organizational Cynicism, Cynic" separately and together, and 58 postgraduate theses were reached, the sample of which consisted of healthcare professionals (Table 1).

Table 1: Descriptive Information on Postgraduate Theses

Author name/ Year/ Province	Type of Thesis	Department	Sample	Thesis Name	Aim of the Study

Fatma Özcan/ 2013/ Kütahya	master's degree	Business Administration	Hospital Workers (n:100)	A Research In Order To Determine The Relationship Between Organizational Cynicism And Organizational Commitment	The main purpose of the research is to investigate the relationship between organizational cynicism and organizational commitment behavior.
Gülhan Akman/ 2013/ İstanbul	master's degree	Hospital and healthcare institutions management	Healthcare Professionals (n:325)	Cynisim And Organizational Cynicism Levels Comparison Of Healthcare Professionals In Health Sector	In the study, demographical characteristics of the participants, cynicism (personal) and organizational cynicism were evaluated to determine the relation between cynicism and organizational cynicism.
Esra Çaylak/ 2014/ Erzurum	master's degree	Nursing Management	Nurses (n:323)	Relationship Between Organizational Silence with Organizational Cynicism and The Intention of Quitting Job Among Nurses	A descriptive and correlational design was used to examine the relationship between nurses' organizational silence, organizational cynicism levels, and their intention to leave their jobs.
Dilek Ev Kocabaş/ 2014/ Isparta	master's degree	Health Management	Nurses (n:369)	The Relation Between Emotional Labor And Organizational Cynicism In Nurses : A Research In Isparta City Centrum Hospitals	To examine the relationship between emotional labor and organizational cynicism levels in nurses and whether there are differences in emotional labor and organizational cynicism levels between nurses working in public and private hospitals.
Murat İskender Aktaş/ 2014/ İstanbul	master's degree	Health Management	Healthcare Workers (n:251)	Determination of Organizational Cynicism Levels of Health Care Workers	The aim of this study is to specify the levels of organizational cynicism health workers.
Sibel Akben/ 2014/ İstanbul	master's degree	Business Management	Sağlık Çalışanları (n:325)	Investigation Of The Relationship Between Perception Of Employee Leadership, Stress And Organizational Cynicism In Health Sector Employees	The aim of the study was to investigate the relationship between servant leadership perception, stress and organizational cynicism of employees at Necip Fazıl City Hospital.
Kerime Cesur Yeşilçimen /2015/ İstanbul	master's degree	Nursing Management	Nurses (n:438)	Organizational Cynicism And Organizational Trust Relationship İn Nursing	A descriptive and correlational design was used to determine the organizational cynicism and organizational trust levels of nurses and to demonstrate the affecting personal and professional factors and the relationship between them.
Penbegül Köroğlu/ 2015/ Samsun	master's degree	Health Management	Hospital Staff (n:281)	Effect Of Organizational Justice Perception Of Employees To Their Organizational Cynicism Attitude In Health Institutions	It is aimed to detect the effect of organizational justice perception of employees to Their organizational cynicism attitude in health institutions.
Deniz Kanar/ 2015/ İstanbul	master's degree	Health Management	Hospital Administrative Staff (n:193)	Determining The Level Of General And Organizational Cynicism Among The Hospital Administratıve Staff	This descriptive study is aimed at determining the level of general cynicism (personality) and organizational cynicism of administrative staff working in a university hospital.
Seda Yavuzer Zan/ 2016/ Erzurum	master's degree	Nursing Management	Nurses (n:220)	Impact Of Perceived Organizational Support Of Nurses On Their Organizational Cynicism And Organizational Commitment	A descriptive and correlational design was used to examine the effect of nurses' perceived organizational support on their organizational cynicism and organizational commitment.
Sultan Çalbay/ 2016/ İstanbul	master's degree	Nursing	Nurses (n:410)	Defining the Levels of Organizational Cynicism Among Nurses	It was planned to determine the organizational cynicism levels of nurses.
Gülfide Yıldız Çeltikoğlu/ 2016/ İstanbul	master's degree	Hospitals and Healthcare Institutions	Nurses (n:300)	The Cynicism Vocational Effect Of Loyalty: A Study On Nurses	Establishing the conceptual framework of organizational cynicism, evaluating professional commitment and its indicators, as well as revealing the effect of cynicism on professional commitment.

Buse Ercan/ 2016/ Isparta	master's degree	Labor Economics and Industrial Relations	Hospital Staff (n:225)	The Role of Leadership Styles In The Relatıonship Between Burnout And Cynicism: An Application Into Hospital Staff	The aim of the study is to examine the role of leadership styles in the relationship between organizational cynicism and burnout levels according to the perceptions of hospital employees.
Duygu Topal Yıldırım/ 2016/ İstanbul	master's degree	Business Administration	Health Workers (n: 186)	Organizational Culture and Organizational Cynicism Relationship: Research For Health Workers	The aim of this research is to examine the relationship between organizational culture and organizational cynicism among healthcare professionals working in hospitals in Istanbul and to reveal whether this relationship varies according to demographic data.
Zehra Kaşka Üreten/ 2016/ İstanbul	master's degree	Health Management	Health Professionals (n:457)	A Research To Measure The Organizational Cynicism Levels Of Professional Health Groups: Comparison Of A Public Hospital With A Private Hospital	The purpose of this study was to investigate the level of organizational cynicism and correlation with their demographic details in public and private hospitals and to compare the results of working.
Özgün Ağırdan/ 2016/ İstanbul	master's degree	Business Administration	Hospital Employees (n:371)	Organizational Cynicism: A Study On Hospital Employees	The aim of this study is the determination of both organizational and general cynicism level on hospital employees.
Esendal Güleç/ 2017/ İstanbul	master's degree	Business Management	Hospital Staff (n:370)	Effects Of Paternal Leadership And Orgaıization Culture On Organızational Cynicism: Comparing The Public And Private Hospitals In Fatih Health Service Region	The aim of the study is to define the concepts of Paternalist Leadership, Organizational Culture and Organizational Cynicism and to investigate the dimensions of the relationship between paternalist leadership and organizational culture, such as employees' cynical attitudes towards the organization, negative attitudes and non-participation in decisions.
Gizem Akyurt/ 2017/ İstanbul	master's degree	Nursing	Nurses (n:327)	Examination Of Cynicism And Burnout In Nurses	It was conducted descriptively to examine cynicism and burnout in nurses.
Mehmet Işık/ 2017/ Ankara	master's degree	Healthcare Institutions Management	Doctors, Nurses And Midwifes (n:321)	Relationship between Organizational Climate and Organizational Cynicism: A Research in Public Hospital	This research was carried out in order to determine the organizational climate and organizational cynicism attitudes and display the relationship between organizational climate and organizational cynicism according to socio-demographic and professional features of doctors, nurses and midwifes working in a public hospital.
Hüseyin Arı/ 2018/ İstanbul	master's degree	Health Management	Nurses (n:390)	The Role Of Organizational Cynicism For The Effect Of Emotional Labor On Indivıdual Work Performance	The aim of the research is to determine the emotional labor and performance levels of healthcare professionals in private hospitals and to measure how organizational cynicism changes the relationship between emotional labor and performance.
İbrahim Enes Uyar/ 2018/ İstanbul	master's degree	Nursing	Nurses (n:337)	The Relationship Between Organizational Cynicism and Organizational Identification in Nurses	The research was performed to examine the relationship between organizational cynicism and organizational identification in nurses.
Hilal Erturhan Işkın/ 2018/ Sivas	PhD	Business Administration	Hospital Staff (n:455)	The Effect Of Organizational Justice On Orgaıizational Citizenship, Organizational Cynicism And Organizational Revenge: A Study At Sivas Cumhuriyet University Health Services Application And Research Hospital	The main purpose of this thesis is to determine effect of levels of organizational justice of employees on organizational citizenship behaviors, organizational cynics behaviors and organizational revenge intentions and behaviors.

Cansu Terzi/ 2018/ İstanbul	master's degree	General Business Administration	Doctors (n:436)	The Investigation Of The Effects Of Organizational Cynicism On Organizational Commitment: A Research On Doctors	This study aimed to investigate the effects of organizational cynicism perceptions on organizational commitment among physicians working in public and private hospitals.
Canan Bulut Korkmaz/ 2018/ Edirne	master's degree	Health Management	Healthcare Professionals (n:283)	The Relationship Between Organizational Cynicism Levels and Job Satisfaction of Healthcare Workers: Diyarbakır Selahaddin Eyyübi State Hospital Example	The aim of the study was to determine the relationship between the organizational cynicism levels and job satisfaction attitudes of healthcare personnel working in Diyarbakır Selahaddin Eyyübi State Hospital.
Gökçen Özkan/ 2018/ Malatya	PhD	Business Administration	Health Workers (n:371)	A Research to Determine the Relationship Between Organizational Cynicism and Employees' Procrastination Behaviors	The purpose of the research to determine the relationship between organizational cynicism and procrastination of employees.
Semra Köse/ 2018/ Sakarya	PhD	Business Administration	Health Personnel (n:535)	The Mediatör Role Of Organizational Cynicism In The Relationship Between Organizational Injustice and Silence	The aim of the study is to investigate the relationship between organizational injustice, silence, and organizational cynicism both theoretically and empirically, and to determine whether organizational cynicism has an intermediary role in the relationship between organizational injustice and silence.
Pınar Erdoğan/ 2018/ Konya	PhD	Business Administration	Health Personnel (n:300)	The Impact of Positive Psychological Capital on Organizational Citizenship Behavior, Organizational Cynicism and Burnout: An Application in the Health Sector	The aim of the research is to measure the effect of positive psychological capital on organizational citizenship behavior, organizational cynicism and burnout.
Buse Tunç/ 2018/ İstanbul	master's degree	Business Administration	Healthcare Professionals (n:180)	Relationships Between Organizational Citizenship Behavior, Work Autonomy, Safety Clımate, Emotional Intelligence, Cynicism And Burnout And A Research In Health Care	It is aimed to investigate the effect between organizational citizenship behavior, work autonomy, organizational security climate, the effects of emotional intelligence variables on each other and cynicism.
Sedat Çiçek/ 2018/ İstanbul	master's degree	Hospital and healthcare institutions management	Healthcare Professionals (n:260)	Relationship Between Work Autonomy, Career, Cynicism, Performance And Smart Simplicity And Research	The study was conducted to reveal the opinions and expressions of individuals working in healthcare institutions on job autonomy, career, cynicism, performance and smart simplicity.
Banu Kanat/ 2019/ Manisa	master's degree	Nursing	Nurses (n:278)	The Effects Of Organizational Cynicism On Organizational Commitment İn Nurses.	In this research, it was aimed to examine the effects of organizational cynicism on organizational commitment in nurses.
Tuçe Okan/ 2019/ Sivas	master's degree	Health Management	Nurses (n:217)	The Effect Of Emotional Labor Of Nurses On Organizational Cynicism	It was conducted to examine the effects of nurses' emotional labor and its sub-dimensions on organizational cynicism.
Gülşah İdikurt/ 2019/ Sivas	master's degree	Health Management	Healthcare Workers (n:299)	The Effect Of Health Care Workers' Organizational Justice Perception On Their Organizational Cynicism Attitudes	The aim of this study was to determine the effect health care workers' organizational justice perception on their organizational cynicism attitudes.
Furkan Çelebi/ 2019/ Samsun	PhD	Business Administration	Healthcare Professionals (n:622)	The Mediating Role Of Organizational Cynicism On The Impact Of Destructive Leadership On Organizational Deviance: A Health Sector Research In Samsun	In this study, the effects of destructive leadership act on organizational deviance acts and organizational cynicism attitudes have been examined.
Merve Öztürk/ 2019/ Ankara	master's degree	Business Administration	Doctors and Nurses (n:50)	The Impact of Organizational Cynicism on Patient Safety Culture	The aim of the study is to examine the relationship between organizational cynicism and patient safety culture.

Eda Bozkurt/ 2019/ Konya	master's degree	Health Management	Healthcare Manager (n:20)	Organizational Change In Health Executives: A Qualitative Research	The aim of this study is to examine the organizational change and the change in organizational change which is very important in terms of sustaining the existence of the organizations within the environmental conditions in which the strong competition is experienced and the continuity of change.
Gül Serap Yaraş/ 2019/ Sivas	master's degree	Health Management	Doctors and Nurses (n:277)	The Relationship Between The Intention To Leave Work And The Dimensions Of Organizational Silence And Organizational Cynicism: A Study With Doctors And Nurses	The aim of this descriptive study is to find out between the intention to leave work and the dimensions of organizational silence and organizational cinism among doctors and nurses.
Aysun Tekin/ 2019/ Konya	master's degree	Health Management	Health Workers (n:335)	Investigation of the Effects of Business Family Conflict and Organizational Cynicism on Job Satisfaction in Health Workers	The aim of the study is to examine the effects of work-family conflict and separation cynicism experienced by healthcare personnel on job satisfaction.
Gizem Asena Elçiçek Boyalı/ 2019/ Ankara	master's degree	Business Administration	Healthcare Providers (n:397)	The Relationship of Psychological Capital with Job Satisfaction and Organizational Cynicism: A Field Research	The primary purpose of this research is to examine the relationship between psychological capital, which is an important output in organizational life, and job satisfaction and organizational cynicism.
Perihan Abay/ 2019/ İstanbul	PhD	Business Administration	Hospital Staff (n:500)	The Effect of Ethical Leadership and Organizational Justice Perception on Organizational Cynicism Behaviors of Employees: An Application in a Healthcare Organization	The aim of this study is to determine the effect of ethical leadership and organizational justice perception on organizational cynicism behaviors of employees.
Yeşim Biçici/ 2019/ Manisa	master's degree	Nursing	Nurses (n:340)	The Effect of Organizational Cynicism on Organizational Commitment in Nurses	This study was conducted to examine the effect of organizational cynicism on organizational commitment among nurses.
Gülçin Yıldırım/ 2020/ Çanakkale	master's degree	Nursing	Academician Nurses (n:356)	The Relationship Between Organizational Perception Of Justice And Organizational Cynical Approach Among Academician Nurses	This thesis study has been conducted to determine the relationship between organisational perception of justice and organisational cynical approach among academician nurses in a descriptive and correlational way.
Fulya Tetik/ 2020/ İstanbul	master's degree	Nursing	Nurses (n:247)	The Relationship Between Organizational Cynicism And Nurses' Perceptions Of Teamwork	In this study, it was aimed to determine the relationship between the nurses' teamwork perception levels and organizational cynicism levels, which constitute one of the most important elements of health services.
Emel Şeker/ 2020/ Adana	master's degree	Nursing	Nurses (n:280)	Investigation Of The Correlation Between The Organizational Cynicism And Organizational Commitment Levels Of Nurses	This study which was designed in descriptive research design so as to determine the correlation between the organizational cynicism and organizational commitment of nurses.
Emrah Öz/ 2020/ Afyonkara hisar	master's degree	Business Administration	Healthcare Professionals (n:352)	The Impact Of Organizational Structure On Organizational Cynicism Perceptions And Organizational Alienation Degrees Of Workers: A Research On Health Sector	The main purpose of the research is to reveal the relationships between organizational structure, organizational cynicism and organizational alienation in line with the opinions of healthcare professionals working in healthcare organizations.
Sefa Yaşar/ 2021/ İstanbul	master's degree	Nursing	Nurses (n:850)	The Effect of Nurses' Individual, Occupational and Work Environment Characteristics and Organizational Cynicism Levels on Work Motivation	The aim of this study is to determine the effect of nurses' individual, occupational and work environment characteristics and organizational cynicism levels on work motivation.

Ömer Faruk Kuş/ 2021/ İstanbul	master's degree	Health Management	Family Physicians (n:253)	The Relationship Between Organizational Cynicism Levels And Organizational Commitments Of Family Physicians	The aim of this study is to examine the relationship between family physicians' organizational commitment levels and organizational cynicism levels.
Yiğit Şerif Karabulut/ 2022/ İstanbul	PhD	Health Management	Healthcare Professionals (n:339)	Investigatıon Of The Relatıonshıp Between Organızatıonal Commıtment And Organızatıonal Cynıcısm Levels Of Healthcare Professıonals And Employee Productıvıty	The research is a cross-sectional study examining the relationship between the organizational commitment and organizational cynicism levels of health workers and their productivity levels.
Dilek Özdoğan/ 2022/ Tunceli	master's degree	Business Administration	Healthcare Professionals (n:246)	Examination of The Relationship Between The Perceptions of Healthcare Professionals of Mobbing And Organizational Cynicism	The aim of this study is examine the relationships between the perceptions of health workers towards mobbing and organizational cynicism.
Evren Yanar/ 2022/ Bayburt	master's degree	Business Administration	Healthcare Workers (n:324)	The Relationship Between Organizational Gossip and Organizational Cynicism: An Application On Healthcare Workers	The main purpose of this research is to determine the effect of organizational gossip on organizational cynicism.
Mustafa Koşar/ 2022/ Osmaniye	master's degree	Business Administration	Health Personnel (n:250)	The Effect Of Perceived Organizational Support On Organizational Cynicism And Organizational Commitment	This study examined the effect of perceived organizational support on organizational commitment and organizational cynicism as well as the mediating role of organizational cynicism in the effect of perceived organizational support on organizational commitment.
Deniz Arıkök/ 2022/ İstanbul	master's degree	Business Administration	Healthcare Professionals (n:356)	The Mediating Role of Organizational Identification in the Effect of Organizational Cynicism on Turnover Intention: A Study in the Health Sector	The aim of this study was to examine the relationships between organizational cynicism, organizational identification and turnover intention and to determine whether organizational identification has a mediating role in the effect of organizational cynicism on turnover intention.
Emre Karasu/ 2023/ Kayseri	PhD	Health Management	Health Workers (n:330)	Regulatory Role Of Organızatıonal Cynıcısm In The Effect Of Proactıve Personalıty On Internal Entrepreneurshıp: A Research On Health Sector Employees In Nıgde	The aim of this research is to examine the moderator role of organizational cynicism in the effect of proactive personality traits on the intrapreneurship of the employees in the sample of health workers.
Hava Aydın/ 2023/ Nevşehir	master's degree	Health Management	Healthcare Professionals (n:360)	The Effect Of Mushroom Management Approach On The Level Of Organızatıonal Cynıcısm Of Healthcare Professıonals	The main purpose of this study is to determine the mushroom management perceptions and organizational cynicism levels of healthcare professionals and to determine whether the employees' mushroom management perceptions affect their organizational cynicism levels.
Ahmet Bahadır Uçar/ 2023/ Sivas	master's degree	Health Management	Famıly Doctors (n:112)	Investigatıon Of The Levels Of Organızatıonal Cynıcısm And Organızatıonal Commıtment And The Relatıonshıp Between Famıly Doctors Workıng In Tokat Accordıng To Some Socıo-Demographıc Characterıstıcs	The aim of the study is to examine the organizational cynicism and organizational commitment levels of family physicians working in the province of Tokat and the relationship between them according to some socio-demographic characteristics.
Duygu Köleoğlu/ 2023/ Antalya	master's degree	Business Administration	Healthcare Workers (n:349)	The Role Of Distribution Justice In The Relationship Between Work Life Balance And Cynism	The aim of this study is to examine the role of distributive justice in the relationship between work-life balance and cynicism.

Aslı Kandemir Emekli/ 2023/ Kayseri	master's degree	Business Administration	Healthcare Professionals (n:200)	The Effect Of Violence To Employee On Organizational Cynicism And The Mediating Role Of Perceived Organizational Support: An Implementation In The Health Sector	This research was conducted to determine the effect of exposure to violence of health workers from various professions on organizational cynicism and the mediating role of perceived organizational support in this effect.
Gülseren Güç/ 2024/ İstanbul	master's degree	Business Administration	Healthcare Professionals (n:346)	The Effect Of Green Human Resources Management Practices On Organizational Cynicism And Organizational Commitment	It is aimed to reveal the effects of green human resources management practices on organizational cynicism and organizational commitment.
Oğuzhan Yavuz/ 2024/ Çanakkale	master's degree	Business Administration	Healthcare Professionals (n:200)	Examination Of The Relationships Between Organizational Justice, Organizational Cynicism, And Turnover Intention Among Healthcare Workers	The main purpose of the study is to determine the effect of organizational justice perceptions on organizational cynicism and turnover intention of individuals working in the health sector.

In the study, 86.2% of the theses included in the scope of the study were master's theses, the first thesis was published in 2013, 41.37% of the studies were conducted in the departments of Business Administration/Business Management/General Business Administration, and the number of studies has gradually increased over the years. In addition, it was seen that in the theses, in addition to examining the relationships between cynicism and the descriptive characteristics of the participants, the relationships with other organizational behavior topics such as organizational silence, intention to leave, emotional labor, organizational trust, organizational support, organizational commitment, burnout, individual job performance, organizational identification, organizational justice, perception of teamwork and work motivation were also examined. . It was determined that quantitative research methods were used in 98.2% of the studies, 41.3% of which were conducted in Istanbul, and qualitative research designs were used in only one study.

Özcan (2013) concluded in her study, which was planned to investigate the relationship between organizational cynicism and organizational commitment behavior, that there is a significant and negative relationship between organizational cynicism and organizational commitment and that organizational commitment is affected by organizational cynicism.

Akman (2013); In her study titled comparison of organizational and general cynicism levels of healthcare workers, she found that healthcare workers were moderately cynical towards life and people (3.153 ± 0.700) and weakly cynical towards the organization (2.391 ± 0.752).

Çaylak (2014); in her descriptive and correlational design study on the relationship between organizational silence and organizational cynicism and intention to leave among nurses, determined that the organizational cynicism levels of nurses were at a moderate level and mostly at a cognitive level, and also determined that although the organizational cynicism levels of nurses

were at a moderate level, half of the nurses did not consider leaving their jobs, and also determined that there was a low level and significant positive relationship between organizational silence and organizational cynicism.

Kocabaş (2014), in her study examining the relationship between emotional labor and organizational cynicism in nurses, found a significant relationship between the sub-dimension of emotional labor behavior, superficial behavior, and the sub-dimension of organizational cynicism, cognitive attitude. She also found a negative and significant relationship between the sub-dimension of emotional labor behavior, deep acting, and the affective dimension of organizational cynicism. She found the organizational cynicism sub-dimension means as 3.03 for affective cynicism, 3.65 for cognitive cynicism, and 3.79 for behavioral cynicism.

In his study designed to determine the organizational cynicism levels of healthcare professionals, Aktaş (2014) determined that the average score of the answers given by healthcare professionals regarding their organizational cynicism levels was 2.86.

Akben (2014) determined that there is a significant and positive relationship between organizational cynicism and stress in his research planned to examine the relationship between servant leadership perception, stress and organizational cynicism behavior in the health sector, while there is a negative relationship between organizational cynicism and servant leadership perception.

In Yeşilçimen's (2015) study, the relationship between organizational cynicism and organizational trust in nurses was investigated and it was determined that there were significant and negative moderate relationships between each of the cognitive, affective and behavioral factors of cynicism and the trust in the manager, trust in colleagues and trust in the institution sub-dimensions. It was also determined that the levels of organizational cynicism in nurses were moderate in cognitive (X=2.53±0.86), affective (X=2.25±0.86) and behavioral (X=2.63±0.82) dimensions.

Köroğlu (2015) determined the mean score of employees' organizational cynicism perceptions as 2.60±0.867 in his study, which was planned to determine the effect of organizational justice perceptions of personnel working in health institutions on organizational cynicism attitudes.

In the descriptive study conducted by Kanar (2015) to determine the general (personality) cynicism and organizational cynicism levels of administrative staff working in a university hospital, the general cynicism score average of the administrative staff participating in the study

was determined as 3.3±0.5 and the organizational cynicism score average was determined as 3.0±0.6, indicating that the hospital administrative staff had a moderate cynical tendency.

In Zan's (2016) master's thesis, which was conducted with a descriptive and correlational design on the effect of nurses' perceived organizational support on organizational cynicism and organizational commitment, it was determined that there was a negative and moderately significant relationship between nurses' perceived organizational support and organizational cynicism, and nurses showed moderate organizational cynicism behavior.

In the research conducted by Çalbay (2016) to determine the levels of organizational cynicism in nurses, it was stated that nurses experienced moderate levels of organizational cynicism.

In Yıldız Çeltikoğlu's (2016) study on the effect of cynicism on professional commitment, while there was a relationship between the cognitive dimension of organizational cynicism and the variables of marital status, presence of children and level of education, and between the behavioral dimension of organizational cynicism and the variables of gender, marital status, presence of children and length of service in the profession, a relationship was found only between the affective dimension of organizational cynicism and age groups.

Ercan (2016); In his study planned to examine the role of leadership styles in the relationship between organizational cynicism and burnout levels according to the perceptions of hospital employees working in hospitals in Salihli district center, the cynicism scale score average of the participants was determined as X=2.54±0.84.

In the study by Topal Yıldırım (2016) examining the relationship between organizational culture and organizational cynicism, it was determined that the average score of the participants on the organizational cynicism scale was 2.72±1.19.

Kaşka Üreten (2016); In her research to measure the organizational cynicism levels of health professional groups, she found that although the organizational cynicism level of health workers working in private hospitals was low in all dimensions, only the affective dimension was low in health workers working in public hospitals.

Ağırdan (2016) determined in his research, which was planned to determine the organizational cynicism and general cynicism levels of hospital employees, that the organizational cynicism levels of hospital employees were at a medium level.

Güleç (2017) In her study examining the effects of paternalistic leadership and organizational culture on organizational cynicism, the mean score of hospital employees on the organizational cynicism scale was determined as 2.8733 ± 0.74496.

In the descriptive study conducted by Akyurt (2017) to examine cynicism and burnout in nurses, it was determined that there was a positive relationship between the burnout scale sub-dimensions, organizational cynicism scale sub-dimensions, total organizational cynicism scale and personality cynicism scale scores. It was determined that the total organizational cynicism scale mean score was 2.98 ± 0.87 and the general cynicism scale mean score was 3.54 ± 0.71.

Işık (2017), in his study examining the relationship between organizational climate and organizational cynicism, found that the organizational cynicism levels of physicians, nurses and midwives working in the hospital were at a moderate level and reported that organizational climate affected organizational cynicism.

In the study conducted by Arı (2018) to determine the emotional labor and performance levels of healthcare professionals in private hospitals and to measure how organizational cynicism changes the emotional labor and performance relationship, it was determined that there was a weak negative relationship between individual job performance score and emotional organizational cynicism. In this study, when the organizational cynicism sub-dimension and total score averages were examined; the cognitive cynicism sub-dimension average was $2.67 \pm (1.00)$, the emotional cynicism sub-dimension average was $2.24 \pm (1.14)$, the behavioral cynicism sub-dimension average was $2.39 \pm (1.07)$, and the general organizational cynicism average was $2.45 \pm (0.91)$.

In Uyar's (2018) study, which was conducted with a descriptive and correlational design to examine the relationship between organizational cynicism and organizational identification in nurses, it was determined that there was a negative, moderate, significant relationship between organizational cynicism and organizational identification; it was observed that nurses' organizational cynicism levels were moderate and they were prone to cynical attitudes.

Erturhan Işkın (2018), in her research examining the effect of organizational justice on organizational citizenship, organizational cynicism and organizational revenge, found the organizational cynicism mean score of hospital employees to be 2.14 ± 0.88 and reported that the organizational cynicism level of hospital employees was low.

In Terzi's (2018) study, which was planned to investigate the effect of organizational cynicism perceptions on organizational commitment among physicians working in public and

private hospitals, the mean of the organizational cynicism scale was determined as 2.94±0.88 and it was stated that the organizational cynicism perceptions of physicians were at a moderate level.

Korkmaz (2018); In her research examining the relationship between organizational cynicism levels and job satisfaction of healthcare professionals, she found that there was a significant relationship between the job satisfaction scale and the organizational cynicism scale and its sub-dimensions.

In the research conducted by Özkan (2018) to determine the relationship between organizational cynicism and procrastination behavior of employees, it was determined that the average organizational cynicism level of the healthcare professionals participating in the research was high.

Köse (2018); In her study, which was carried out to determine the mediating role of organizational cynicism in the relationship between organizational injustice and silence, it was stated that it has a mediating effect in the relationship between organizational injustice and silence in terms of affective cynicism and behavioral cynicism, but it does not have a mediating effect in the relationship between organizational injustice and silence in terms of cognitive cynicism.

In the study conducted by Erdoğan (2018) to measure the effect of positive psychological capital on organizational citizenship behavior, organizational cynicism and burnout, the organizational cynicism level of healthcare personnel was determined to be medium.

Tunç (2018); In her research examining the relationships between organizational citizenship behavior, job autonomy, organizational safety climate, emotional intelligence, cynicism and burnout in healthcare institutions, it was determined that organizational safety climate and emotional intelligence have an explanatory effect on cynicism, and cynicism has an explanatory effect on burnout in healthcare institution employees.

Çiçek (2018); In his study titled "Relationships between job autonomy, career, cynicism, performance and smart simplicity" and a research, he found that job autonomy and smart simplicity have an explanatory effect on cynicism in healthcare workers and also found that cynicism has an explanatory effect on performance.

In Kanat's (2019) study, which aimed to examine the effect of organizational cynicism on organizational commitment in nurses, a negative and very weak relationship was found between organizational cynicism and organizational commitment total scores, while it was determined that the organizational cynicism levels of nurses were at a moderate level.

In the study conducted by Okan (2019) to examine the effect of nurses' emotional labor behavior on organizational cynicism, it was seen that the total organizational cynicism score average of nurses was 3.05±0.88. According to this determined value, it can be said that the organizational cynicism level of nurses is in the medium-high range.

In her study, which was planned to determine the effect of organizational justice perception on organizational cynicism attitudes among healthcare professionals, İdikurt (2019) determined that the perception of organizational justice among healthcare professionals negatively affects the organizational cynicism attitude.

In his research, which was planned to determine whether organizational cynicism has a mediating role in the effect of destructive leadership on organizational deviance behaviors, Çelebi (2019) found that organizational cynicism attitudes in health institutions were at a moderate level and that there was a mutual relationship between the variables of destructive leadership, organizational deviance and organizational cynicism.

Öztürk (2019), in her study examining the effect of organizational cynicism on patient safety culture, determined that organizational cynicism negatively affects patient safety, quality service, and employees' work motivation.

In Bozkurt's (2019) study examining organizational change cynicism in healthcare managers using a qualitative research design, it was observed that the organizational citizenship behaviors of individuals working in the healthcare sector were higher than their organizational cynicism levels.

Yaraş (2019), in her study to examine the relationship between organizational silence and organizational cynicism dimensions and intention to leave the job among physicians and nurses, found the average organizational cynicism score of the participants to be 3.05±1.09.

In Tekin's (2019) study to examine the effects of work-family conflict and organizational cynicism on job satisfaction among healthcare workers, it was found that the mean of the affective sub-dimension of the organizational cynicism scale was higher than the mean of the behavioral sub-dimension of the organizational cynicism scale.

Elçiçek Boyalı (2019) found that psychological capital has a significant effect on organizational cynicism in her study, which was planned to examine the relationship between psychological capital, job satisfaction and organizational cynicism.

In Abay's (2019) doctoral thesis, which was planned to determine the effect of ethical leadership and organizational justice perception on employees' organizational cynicism behaviors, it was determined that organizational cynicism was not affected by organizational justice and ethical leadership in the general context.

Biçici (2019) determined in her study, which was planned to examine the effect of organizational cynicism on organizational commitment in nurses, that nurses experienced moderate level of cynicism (39.31±12.35).

In Yıldırım's (2020) descriptive and relationship-seeking study to determine the relationship between the organizational justice perceptions of academic nurses and organizational cynicism behaviors, a strong negative relationship was determined between the organizational justice perception and organizational cynicism attitude. It was also determined that the organizational cynicism attitude of the participants was above average.

In the descriptive and correlation-seeking research conducted by Tetik (2020) to determine the relationship between nurses' teamwork perception levels and organizational cynicism levels, it was determined that nurses' organizational cynicism levels were at a moderate level.

In the study conducted by Şeker (2020) to determine the relationship between organizational cynicism and organizational commitment levels of nurses, it was determined that nurses experienced moderate organizational cynicism.

In his research conducted to reveal the relationships between organizational structure, organizational cynicism and organizational alienation in line with the opinions of healthcare professionals working in healthcare organizations, Öz (2020) reported that the organizational structure perceived by hospital employees was mechanical, and their perceptions of organizational cynicism and organizational alienation levels were at a moderate level.

In the study conducted by Yaşar (2021) to examine the effects of nurses' individual, professional and work environment characteristics and organizational cynicism levels on their work motivation, it was determined that nurses' organizational cynicism levels were at a moderate level, with the lowest score in the affective sub-dimension and the highest score in the behavioral sub-dimension.

Kuş (2021), in his study examining the relationship between the organizational commitment levels and organizational cynicism levels of family physicians, found that the organizational cynicism levels of family physicians were low and that there was no significant

difference between the relationship between organizational cynicism and organizational commitment.

In Karabulut's (2022) study, which aimed to determine the relationship between the organizational cynicism and organizational commitment levels of healthcare professionals working in hospitals and employee productivity, it was determined that the participants' organizational cynicism was at an above-average level.

Özdoğan (2022) In her research titled "Examining the Relationships Between Healthcare Workers' Perceptions of Mobbing and Organizational Cynicism", it was determined that the levels of organizational cynicism perception remained low and below average (x̄: 2.08).

In Yanar's (2022) study, which was conducted to examine the effect of organizational gossip on organizational cynicism levels, the average organizational cynicism score of the participants was found to be 3.11±0.89, and it was determined that there was a significant and positive relationship between organizational gossip and organizational cynicism.

Koşar (2022); In his research titled "The effect of perceived organizational support on organizational cynicism and organizational commitment", he found that organizational cynicism has a high mediating role in the effect of organizational support on organizational commitment.

In the study conducted by Arıkök (2022) to examine the relationships between organizational cynicism, organizational identification and intention to leave the job and to determine whether organizational identification has a mediating role in the effect of organizational cynicism on intention to leave the job, the mean organizational cynicism score of the participants was determined as 3.00±0.88, and it was found that organizational identification had a mediating effect in the effect of organizational cynicism on intention to leave the job.

In Karasu's (2023) doctoral thesis, in which he examined the moderating role of organizational cynicism in the effect of proactive personality traits on employees' intrapreneurship in a sample of healthcare professionals, it was determined that proactive personality traits had a significant effect on intrapreneurship and organizational cynicism played a moderating role in this relationship.

In her study titled "The effect of the mushroom management approach on the organizational cynicism level of healthcare professionals", Aydın (2023) found that the average value of the participants' responses to the statements regarding their perception of organizational

cynicism was 2.85 and reported that the participants' organizational cynicism levels were at a moderate level.

In his study planned to examine the organizational cynicism and organizational commitment levels of family physicians working in Tokat province and the relationship between them according to some socio-demographic characteristics, Uçar (2023) found that the total score average of the organizational cynicism scale of the participants was at a moderate level (x=2.76±0.75).

In the study conducted by Köleoğlu (2023) to investigate the effects of distributive justice on work-life balance and cynicism and its role in the interaction between these two phenomena, the mean cynicism score of the participants was determined as 2.7597±0.9884.

Kandemir Emekli (2023); In her study titled "The effect of employee violence on organizational cynicism and the mediating role of perceived organizational support: An application in the health sector", it was found that the degree of exposure to violence of the participants had a positive effect on their level of organizational cynicism; It also found that participants' perceived organizational support levels had a negative effect on their organizational cynicism levels. It was also determined that perceived organizational support had a partial mediating role in the effect of exposure to violence on organizational cynicism.

In the study conducted by Güç (2024), which aimed to reveal the effect of green human resources management practices on organizational cynicism and organizational commitment, the average score of the participants on the organizational cynicism scale was determined as 3.01±.42.

Yavuz (2024), in his study examining the relationships between organizational justice, organizational cynicism and intention to leave the job on health care workers, found that organizational justice significantly and negatively affects organizational cynicism and that there is a significant and positive relationship between organizational cynicism and intention to leave the job.

3. DISCUSSION

Organizational cynicism is defined as all negative attitudes developed by employees towards the organization (Tutar, 2016). The cynical behavior of employees, who are the most important resource of organizations, reveals the importance of cynicism behavior in organizational terms,

and a detailed examination of the subject is important from a managerial perspective (Tayfun and Çatır, 2014).

While the postgraduate theses examined in the study generally show that healthcare professionals' organizational cynicism levels are at a moderate level, the literature indicates that cynicism is caused by reasons such as low income, decreased organizational support (Cartwright and Holmes, 2006), excessive stress and role load (Altınöz et al., 2011), long working hours (Akyüz and Yurduseven, 2016), service periods, failure to meet expectations, lack of communication, and broken promises (Erkutlu, 2017). In their study, Çaylak and Altuntaş (2017) stated that reasons such as long working hours, harsh working conditions, inadequate wages, non-participation in organizational decision-making processes, and lack of appreciation may cause cynical attitudes in healthcare professionals.

Gül and Ağıröz (2011) emphasized that organizational cynicism is an attitude that emerges as a result of experiences within the organization, that it is not an innate and unchangeable personality trait, and that organizational cynicism is a preventable situation. It is also emphasized that management has important duties in preventing organizational cynicism.

It is reported that organizational cynicism causes negativities for both the organization and the employees, causing low morale, low performance, high absenteeism, job dissatisfaction and employee turnover. It is also stated that employees experience feelings of helplessness, apathy, disappointment, alienation and have higher levels of emotional exhaustion (Özen Kutanis and Çetinel, 2010). Researchers emphasize that some effective strategies should be implemented to manage the phenomenon of cynicism that emerges in organizations, and list some of these strategies as ensuring the participation of employees in decisions taken regarding them, being fair within the organization and establishing a continuous discipline system, providing consultancy to employees, informing employees about changes, managing competition within the organization, adopting an empathic approach, increasing time efficiency, learning from past negativities, offering new opportunities to employees and increasing trust (Özler et al., 2010; Helvacı and Çetin, 2012).

There are some actions that are suggested to be effective in reducing the cynicism levels of employees and that managers should take. The first of these is to ensure that employees participate more in change processes. Second, the better employees understand the reasons for the work done in the organization, the more they can see the events from the management's perspective and put

in more effort accordingly. It is stated that this situation will reduce the tendency of employees to blame the management. Third, instead of ignoring past failures, the reasons for those failures should be explained and lessons should be learned. It is emphasized that managers spending more time with employees and establishing good relationships also reduces the cynicism levels of employees (Wanous et al., 2000).

As a result of the study conducted by Volpe et al. on nurses and physicians, it was determined that 20% of the participants had a highly cynical attitude and it was reported that employees with this attitude could affect other employees in the organization. It is thought that employees with cynical attitudes in the organization affect the behavior of other organization members by speaking negatively about organization members, criticizing the organization, and having negative attitudes towards their coworkers. Researchers state that there is a solution to organizational cynicism. These solutions are listed as including employees in decision-making processes, organization members being sincere, honest, sincere and transparent towards each other, and providing better working conditions (Volpe et al., 2014).

4. CONCLUSIONS

Although there are 517 postgraduate theses in the National Thesis Center database of the Council of Higher Education (Yükseköğretim Kurulu (YÖK)) that include the subject of cynicism, the fact that only 58 of these theses were sampled by healthcare professionals suggests that this subject should be studied more theses with different research designs and different variables. In addition, the fact that most of the theses examined were master's theses shows that it is important to address the subject in a more in-depth and comprehensive doctoral theses dimension. Although the increase in the number of postgraduate theses on cynicism in recent years is remarkable, the fact that only one study has been encountered that examines the cynicism or organizational cynicism levels of healthcare professionals, especially at a qualitative level, clearly shows that this subject needs to be investigated with different research methods. In addition, it is thought that examining the organizational cynicism levels of health professions separately (physician, nurse, midwife, health technician, etc.) and taking initiatives specific to each profession will provide great benefits to both employees and those receiving service, and this will positively affect the provision of health services and increase the quality of patient care.   In this context, this study is important in terms of revealing the current situation regarding organizational cynicism in terms of health services

management and creating data for action plans to be made. In addition, the study makes an important contribution by revealing the open areas for scientists who will work on the subject of cynicism.

Conflicts of Interest: The authors report that there are no competing interests to declare.

Funding: The authors declared that this study had received no financial support.

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