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Research Article

WoS Publication Performance and Motivational Factors of Accounting Academics in Türkiye

Türkiye'deki Muhasebe Alanındaki Akademisyenlerin WoS Yayın Performansı ve Yayın Motivasyonları

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Abstract: This research aims to determine the international publication performance of Academic staff at Accounting Studies in Türkiye in journals indexed in the Web of Science (WoS) and to identify the factors influencing their decisions to publish in these journals. The research was conducted in two stages: a quantitative determination of academic staff publication performance according to Council of Higher Education (CoHE) and WoS data and a questionnaire survey to determine the reasons for publishing. As a result of the first stage, it was found that 80.6% of 1271 academic staff at Accounting Studies had no publications in WoS indexed journals. Furthermore, most publications in WoS were found to be from Türkiye-based journals indexed in ESCI. The proportion of accounting faculty members publishing in high-impact (Q1) WoS journals was 4.2%. Also, it was determined that the academic staff in the 20% segment had 51% of the total number of publications. In the second stage, the "Academic Productivity Scale" was used to identify the reasons for publishing in WoS journals. The scale evaluates motivation, research intensity, lack of scientific opportunities, and the need to develop scientific competencies. The study also examined whether these factors varied according to demographic variables. The results revealed differences in academic productivity based on gender, age, academic position, type of university, and region. Additionally, it was concluded that academic staff at Accounting Studies in Türkiye are generally willing to publish in WoS indexed journals but face challenges such as insufficient research opportunities and the need to improve their scientific competencies.

Keywords: International Publication Performance, Academic staff at Accounting Studies , Motivation, Web of Science (WoS), Determinants of Publishing

Özet: Bu araştırma, Türkiye'deki muhasebe akademisyenlerinin Web of Science (WoS) endeksli dergilerdeki uluslararası yayın performanslarını belirlemeyi ve bu dergilerde yayın yapma kararlarını etkileyen faktörleri tespit etmeyi amaçlamaktadır. Araştırma, YÖK ve WoS verilerine göre akademik personelin yayın performansının nicel olarak belirlenmesi ve yayın yapma nedenlerini belirlemeye yönelik bir anket çalışması olmak üzere iki aşamada gerçekleştirilmiştir. İlk aşamanın sonucunda, 1271 muhasebe akademisyeninin %80,6'sının WoS endeksli dergilerde hiç yayını olmadığı tespit edilmiştir. Ayrıca, WoS'taki yayınların çoğunun ESCI'de endekslenen Türkiye merkezli dergilerden olduğu tespit edilmiştir. Yüksek etkili (Q1) WoS dergilerinde yayın yapan muhasebe öğretim üyelerinin oranı %4,2'dir. Ayrıca, %20'lik dilimde yer alan akademik personelin toplam yayın sayısının %51'ine sahip olduğu tespit edilmiştir. İkinci aşamada, WoS dergilerinde yayın yapma nedenlerini belirlemek için "Akademik Verimlilik Ölçeği" kullanılmıştır. Ölçek, motivasyon, araştırma yoğunluğu, bilimsel fırsat eksikliği ve bilimsel yetkinlikleri geliştirme ihtiyacını değerlendirmektedir. Çalışmada ayrıca bu faktörlerin demografik değişkenlere göre değişip değişmediği de incelenmiştir. Sonuçlar, cinsiyet, yaş, akademik unvan, üniversite türü ve bölgeye göre akademik üretkenlikte farklılıklar olduğunu ortaya koymuştur. Ayrıca, Türkiye'deki muhasebe akademisyenlerinin genel olarak WoS endeksli dergilerde yayın yapmaya istekli oldukları, ancak yetersiz araştırma fırsatları ve bilimsel yetkinliklerini geliştirme ihtiyacı gibi zorluklarla karşılaştıkları sonucuna varılmıştır.

Anahtar Kelimeler: Uluslararası Yayın Performansı, Muhasebe Akademisyenleri, Motivasyon, Web of Science (WoS), Yayın Yapmanın Belirleyicileri

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1. Introduction

Through various scientific research, academics in universities contribute to higher education, the development of academic literature, and practical application in related sectors. Academics must continuously improve their international academic performance. However, several factors influence their academic performance (Boyraz & Kabakulak, 2020; Yalçın & Kılıç, 2018).

Academic performance is scientific productivity and refers to the academic research output. It is primarily measured by the number of publications and citations they receive (Wills et al., 2013; Sinatra et al., 2016). The advancement of science and its alignment with the demands of the era are possible through scientific productivity. The published research's number, subject, and quality provide essential information about academics and institutions. Therefore, the factors affecting scientific productivity are significant. Understanding the factors that impact the productivity of academics, the backbone of scientific studies is essential for identifying what hinders scientific progress (Mengi & Schreglmann, 2013; Akçiğit et al., 2023).

External motivations for academics often include factors such as acquiring external resources for research (research progress motivation), contributing to society (pro-social motivation), or obtaining financial benefits (monetary motivation) (Atta-Owusu & Fitjar, 2022). For at least half a century, the sociology of science and academic careers has dealt with the issue of inequality in academic knowledge production (Hermanowicz, 2012); a small percentage of scientists disproportionately contribute to scientific progress and receive a disproportionate share of rewards and resources required for research (Zuckerman, 1988).

The phrase "publish or perish" is a well-known expression used in academia to describe the pressure on researchers to publish as much as possible in top-tier journals (Grančay et al., 2017). This publish-or-perish culture has led to a steady increase in publications. Hanson et al. (2023) reported a 47% increase in publications over the past six years. However, this increase is not evenly distributed across the academic community. A small percentage of academics make a disproportionately large contribution to science and receive a disproportionately large share of rewards and resources. According to Ahmed et al. (2025), 70% of award winners were academics in the top 10% with the highest h-index.

In Western Europe and North America, the quality of publications has been a measure of academic performance for decades. At the same time, this is a relatively new phenomenon in Central and Eastern European countries (Grančay et al., 2017). Three criteria are essential in international university rankings, the comparison of universities' scientific quality, and the evaluation of scientists' academic performance: the number of publications in international scientific journals, the inclusion of these publications in scientific indexes, and the number of citations they receive (Ak & Gülmez, 2006). Books, book chapters, or publications in non-indexed journals often receive minimal weight or are not considered significant research outputs. In many evaluation cases, the quality of research is primarily judged by the journal's ranking rather than the research content itself (Becker & Lukka, 2023). Internationally, journals are accepted based on the database in which they are indexed. Among the most widely accepted databases globally is the Web of Science (WoS). Web of Science (formerly Web of Knowledge) was established in the 1960s by Eugene Garfield as the Institute for Scientific Information (ISI), becoming the first bibliographic database (Carloni et al., 2018).

Although the number of scientific studies in Türkiye within the scope of WoS increased after 2000 due to the introduction of the compulsory WoS publication requirement in some disciplines the criteria for associate professorship, the TUBITAK International Scientific Publications Incentive Program, etc., there has been a serious slowdown after 2006 and Türkiye has fallen behind many countries. After 2006, a new university was established in every province and although the number of universities increased, the new universities could not be as productive in terms of academic publications as the old universities. Again, in the world rankings based on the total number of scientific publications and the number of scientific publications per capita, Türkiye, which has a relatively better position in health sciences, has fallen behind in Earth Sciences, Physics, Immunology, Business Administration/Management and Arts (Ak & Gülmez, 2006; Akçiğit & Tok, 2020). According to Alkan and Özkaya (2015), accounting and finance research in Türkiye shows an increasing trend in SSCI-indexed journals. However, Katanalp (2024) found that 39.06% of the studies with at least one author from Türkiye in WoS are in the field of only 1.8% of the studies in the field of business administration and 0.4% of the studies in the field of accounting among the social sciences.

Although there are numerous studies in the literature on international publication and citation rates in various disciplines (Slyder et al., 2011; Gorraiz et al., 2014), the issue has been less explored at the sub-discipline level (Glänzel et al., 2009). In Austria, for example, Schlögl et al. (2024) researched the publication performance of

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subfields within business studies. They found that international publication performance in accounting is low due to national and legal content constraints. Similarly, few studies examine Turkish academic staff in the field of accounting' international publication performance using databases such as WoS or Scopus (Katanalp, 2024; Adıgüzel, 2024). However, existing studies have focused primarily on publication performance and content. These researches focus only on the publication rates of academic staff in the field of accounting in WoS or Scopus databases, but do not investigate the reasons for publishing or not publishing in the relevant databases.

This study aims to fill a gap in the literature by determining the international publication performance of Turkish academic staff in the field of accounting and identifying the factors that influence their publication in WoS indexed journals.

2. Methods

This research aims to determine the publication performance of academic staff in the field of accounting in Türkiye within the WoS scope and to identify the factors that influence their decisions to publish or not in WoS indexed journals. The research universe consists of faculty members teaching accounting at state and private universities in Türkiye. Instead of sampling, the study attempted to reach the entire universe.

The research was conducted in two stages. In the first stage, the publication performance of all faculty members working in "Accounting" in Türkiye was obtained from council of higher education (CoHE) academic statistics, and the indexing and Q values of journals were obtained from WoS data. Based on council of higher education (CoHE) academic statistics, there are 1,271 academic staff in the field of accounting in Türkiye, including 242 professors, 240 associate professors, 264 assistant professors, 436 lecturers, and 89 research assistants. The WoS publication performance of all faculty members was examined.

In the second stage, the determinants of publishing or not publishing in WoS indexed journals were investigated. For this purpose, the "Academic Productivity Scale," developed by Kaya et al. (2023), was used to analyze the factors influencing academic staff in the field of accounting' decisions to publish in WoS indexed journals. The research questionnaire was sent to 1271 accounting academic staff via google form and 226 returns were received. According to the collected data four factors were analyzed: motivation, research intensity, inadequacy of research opportunities, and the need to develop scientific competencies.

2.1. Research Hypotheses

After identifying the WoS publication performance of academic staff [1] in the first stage, the following main and sub-hypotheses were developed to determine whether the determinants of publishing or not publishing in WoS indexed journals vary according to demographic and professional variables:

- **H1**: There is a significant difference in the determinants of publishing in WoS indexed journals according to the gender of academic staff.
  - **H1a**: There is a significant difference in the motivation factor for publishing in WoS indexed journals according to the gender of academic staff.
  - **H1b**: There is a significant difference in the intensity factor for publishing in WoS indexed journals according to the gender of academic staff.
  - **H1c**: There is a significant difference in the inadequacy of research opportunities factor for publishing in WoS indexed journals according to the gender of academic staff.
  - **H1d**: There is a significant difference in the need to develop scientific competencies factor for publishing in WoS indexed journals according to the gender of academic staff.
- **H2**: There is a significant difference in the determinants of publishing in WoS indexed journals according to the age of academic staff.
  - **H2a**: There is a significant difference in the motivation factor according to age.
  - **H2b**: There is a significant difference in the intensity factor according to age.
  - **H2c**: There is a significant difference in the inadequacy of research opportunities factor according to age.
  - **H2d**: There is a significant difference in the need to develop scientific competencies factors according to age.
- **H3**: There is a significant difference in the determinants of publishing in WoS indexed journals according to the marital status of academic staff.
  - **H3a**: There is a significant difference in the motivation factor according to marital status.

[1] In the rest of the study, "academic staff" refers to "academic staff at accounting studies".

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- **H3b**: There is a significant difference in the intensity factor according to marital status.
- **H3c**: There is a significant difference in the inadequacy of research opportunities factor according to marital status.
- **H3d**: There is a significant difference in the need to develop scientific competencies factors according to marital status.

- **H4**: According to the academic position of academic staff, there is a significant difference in the determinants of publishing in WoS indexed journals.
  - **H4a:** According to the academic position, there is a significant difference in the motivation factor.
  - **H4b**: There is a significant difference in the intensity factor according to the academic position.
  - **H4c**: The inadequacy of research opportunities factor differs significantly by academic position.
  - **H4d**: There is a significant difference in the need to develop scientific competencies factor according to academic position.
- **H5**: There is a significant difference in the determinants of publishing in WoS indexed journals according to the type of academic staff's university (public or private).
  - **H5a**: There is a significant difference in the motivation factor according to the type of university (public or private).
  - **H5b**: There is a significant difference in the intensity factor according to the type of university (public or private).
  - **H5c**: The inadequacy of research opportunities factor differs significantly by type of university (public or private).
  - **H5d**: The need to develop scientific competencies factors varies significantly by type of university (public or private).
- **H6**: There is a significant difference in the determinants of publishing in WoS indexed journals according to the university's region.
  - **H6a**: There is a significant difference in the motivation factor according to the region.
  - **H6b**: There is a significant difference in the intensity factor according to the region.
  - **H6c**: There is a significant difference in the inadequacy of research opportunities factor according to the region.
  - **H6d**: There is a significant difference in the need to develop scientific competencies factors according to the region.
- **H7**: There is a significant difference in the determinants of publishing in WoS indexed journals according to whether academic staff have previously published in WoS indexed journals.
  - **H7a**: There is a significant difference in the motivation factor according to whether they have been previously published in WoS indexed journals.
  - **H7b**: There is a significant difference in the intensity factor according to whether they have been previously published in WoS indexed journals.
  - **H7c**: The inadequacy of research opportunities factor varies significantly according to whether they have been previously published in WoS indexed journals.
  - **H7d**: There is a significant difference in the need to develop scientific competencies according to whether they have been previously published in WoS indexed journals.

3. Results

In the first stage of the research, the publication performance of accounting faculty members working in Türkiye in WoS indexed journals was analyzed.

Table 1. Distribution of accounting faculty members in türkiye by position

Position	N	%
Research assistants	89	7,0
Lecturers	436	34,3
Assistant professor	264	20,8
Associate professor	240	18,9
Professor	242	19,0
Total	1271	100

According to ▶**Table 1**, the highest number of academic position at accounting are lecturers (436) and the lowest number of research assistants (89).

▶**Table 2** shows that 1024 (80.6%) of academic staff have no publications in WoS indexed journals, and the mean of WoS publications per faculty member is less than 1 (0,44). In addition, when the mean publications were analysed by position, it was found that the mean WoS publications increased as the academic position in-

creased. Professors have the highest mean (0,38), while lecturers have the lowest mean (0,04).

The number of WoS indexed publications by all academic staff is 564. All academic staff are ranked according to the total number of publications in WOS, from the highest to the lowest number of publications. The academician with the highest number of WoS publications has 23 publications (1 academician), while the academician with the lowest number of publications has 1 publication (128 academicians). After the relevant data were obtained, the number of academicians in the top 10% and 20% were determined and presented in ▶**Table 3**.

According to the ▶**Table 3**, ranking the academic staff according to their WoS publications, it was determined that the academic staff in the 20% segment had 51% of the total number of publications (289/564).

▶**Table 4** provides a deeper analysis by examining the number of publications according to the journal's impact factor (Q value). Notably, most of the publications are in ESCI-indexed journals (12.8%), while the publication rate in Q1 journals is only 4.2%.

According to ▶**Table 5**, the top 10 journals where academic staff publish in WoS are mostly Türkiye-based

Table 2. WoS publication performance of academic staff by position

	Research Assistants		Lecturers		Assistant Professor		Associate Professor		Professor		Total	
Number of WOS Publications	N	%	N	%	N	%	N	%	N	%	N	%
No Publications	78	87,6	419	96,1	219	82,9	159	66,3	149	61,6	1024	80,6
1-3 Publications	9	10,1	13	2,9	39	14,7	69	28,7	77	31,8	207	16,3
4 or More Publications	2	2,2	4	0,9	6	2,2	12	5	16	6,6	40	3,1
Total	89	100	436	100	264	100	240	100	242	100	1271	100
Mean of WoS Publications per Faculty Member	,12		,04		,17		,33		,38		,44	

Table 3. Results for academic staff at top 10%, 20% and 100% of the generated ranked lists.

%10		%20		%100	
Number of Publications	Number of Academic Staff	Number of Publications	Number of Academic Staff	Number of Publications	Number of Academic Staff
199	25	289	50	564	247

Table 4. Classification of WoS publications by Journal Impact Factor (Q Value)

Number of Publications	Q1		Q2		Q3		Q4		ESCI	
	N	%	N	%	N	%	N	%	N	%
0	1217	95,8	1205	94,8	1246	98,0	1241	97,6	1097	86,3
1-3 Publications	50	3,9	59	4,6	24	1,9	29	2,3	163	12,7
4 or More publications	4	,3	7	,6	1	,1	1	,1	11	1
Total	**1271**	**100**	**1271**	**100**	**1271**	**100**	**1271**	**100**	**1271**	**100**

Table 5. Top 10 Journals where academic staff publish the most in WOS

Journal Name	N	Q Value
Mehmet Akif Ersoy University Journal of Economics and Administrative Sciences	49	ESCI
Sustainability	27	Q2
Eskişehir Osmangazi University Journal of Economics and Administrative Sciences	19	ESCI
Borsa Istanbul Review	17	Q1
Sosyoekonomi	16	ESCI
African Journal of Business Management	15	Q3
Ege Academic Review	14	ESCI
Journal of Economics, Business and Finance	13	Q4
International Journal of Contemporary Economics and Administrative Sciences	11	ESCI
Istanbul Business Research	10	ESCI

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and ESCI-indexed journals. Notably, two of these journals, "African Journal of Business Management" and "Journal of Economics, Business and Finance," were removed from WoS indexes after being included for some time.

The overall findings of the first stage indicate that the WoS publication performance mean of academic staff is 0.44, with most publications occurring in Türkiye-based ESCI-indexed journals. After first stage, the second stage of the research focused on identifying the determinants of publishing in WoS indexed journals.

3.1. Findings on the Determinants of Publishing in WoS Indexed Journals

To identify the reasons why academic staff publish in WoS indexed journals, a survey was conducted using the "Academic Productivity Scale" developed by Kaya et al. (2023). This scale measures four main factors influencing academic productivity: motivation, intensity, lack of research opportunities, and the need to improve scientific competencies. The responses from 226 academic staff were analyzed, and the reliability analysis of the scale is presented in ▶Table 6.

Table 6. Reliability analysis of the academic productivity scale

Factors	Number of Items	Cronbach's Alpha
Motivation	3	,710
Intensity	4	,826
Inadequacy of research opportunities	10	,844
Need to Improve scientific competencies	6	,794
Total	23	,799

As seen in ▶Table 6, the reliability coefficients of the scale indicate that it is sufficiently reliable for use in social science research, as Cronbach's alpha values exceed 0,70 (Bayram, 2017).

According to ▶Table 7, the fact that 54.4% of the academic staff are male, 47.3% are between 35 and 44 years old, 81% are married, 46.5% hold the position of Assistant Professor, and 91.2% work at public universities. Moreover, 68.1% of the academic staff have no publications in WoS indexed journals.

The responses of academic staff regarding the determinants of publishing in WoS indexed journals are summarized in ▶Table 8.

According to ▶Table 8, the determinants for publishing in WoS indexed journals by academic staff in the field of accounting were analyzed in detail. The findings are as follows:

Table 7. Findings on demographic characteristics

Demographic characteristic		N	%
Gender	Male	123	54,4
	Female	103	45,6
	Total	226	100
Age	25-34	36	15,9
	35-44	107	47,3
	45-54	61	27
	55 And above	22	9,7
	Total	226	100
Marital status	Single	43	19
	Married	183	81
	Total	226	100
Position	Research assistant / lecturer	30	13,3
	Assistant professor	105	46,5
	Associate professor	59	26,1
	Professor	32	14,2
	Total	226	100
University type	Public	206	91,2
	Private	20	8,8
	Total	226	100
Region	Mediterranean region	32	14,2
	Eastern anatolia region	41	18,1
	Aegean region	14	6,2
	Southeastern anatolia region	6	2,7
	Central anatolia region	45	19,9
	Black sea region	33	14,6
	Marmara region	55	24,3
	Total	226	100
Experience	1-5 Years	26	11,5
	6-10 Years	41	18,1
	11-15 Years	83	36,7
	16-20 Years	23	10,2
	21 Years and above	53	23,5
	Total	226	100
Type of University for PhD	Public	219	96,9
	Private	7	3,1
	Total	226	100
WoS publication	Yes	72	31,9
	No	154	68,1
	Total	226	100

- The motivation factor's average was 4.00, suggesting that academic staff in the field of accounting are generally willing to publish in WoS indexed journals.
- The average for the workload factor was found to be 2.96, indicating that the workload has a moderate impact on the decision to publish in WoS

Table 8. Determinants of publishing in WoS indexed journals

Statements	1. Strongly disagree		2. Disagree		3. Neutral		4. Agree		5. Strongly agree		Average
	N	%	N	%	N	%	N	%	N	%	
Motivation											
1. "I am willing to publish scientific research in WoS-indexed journals."	3	1,3	5	2,2	17	7,5	60	26,5	141	62,4	4,46
2. "I make a serious effort to conduct scientific research in WoS journals."	13	5,8	29	12,8	53	23,5	72	31,9	59	26,1	3,59
3. "I publish in WoS journals for academic career advancement."	9	4	19	8,4	29	12,8	83	36,7	86	38,1	3,96
Average for motivation											**4,00**
Workload											
4. "I do not have enough time to conduct scientific research in WoS journals."	42	18,6	62	27,4	50	22,1	52	23	20	8,8	2,76
5. "My teaching load limits my time for conducting research in WoS journals."	32	14,2	54	23,9	47	20,8	61	27	32	14,2	3,03
6. "My administrative and other responsibilities limit my time for research in WoS journals."	39	17,3	55	24,3	40	17,7	58	25,7	34	15	2,97
7. "My personal duties and responsibilities limit my time for research in WOS journals."	26	11,5	48	21,2	66	29,2	58	25,7	28	12,4	3,06
Average for Workload											**2,96**
Inadequacy of research opportunities											
8. "Institutional structures providing financial support for research in WoS journals are inadequate."	8	3,5	14	6,2	36	15,9	62	27,4	106	46,9	4,08
9. "I do not receive sufficient financial support for research in WoS journals."	12	5,3	22	9,7	32	14,2	60	26,5	100	44,2	3,95
10. "The ethical committee processes required for research in WoS journals are burdensome and delaying."	16	7,1	35	15,5	83	36,7	48	21,2	44	19,5	3,31
11. "The institutional permit processes required for research in WoS journals are burdensome and obstructive."	16	7,1	44	19,5	82	36,3	49	21,7	35	15,5	3,19
12. "The technical infrastructure of my institution, such as library databases, does not sufficiently support research in WOS journals."	41	18,1	58	25,7	59	26,1	38	16,8	30	13,3	2,81
13. "I cannot find enough economic support to attend international scientific meetings."	9	4	18	8	18	8	69	30,5	112	49,6	4,14
14. "The regulations and financial support for promoting publications in WoS are inadequate."	8	3,5	15	6,6	26	11,5	73	32,3	104	46	4,11
15. "Our scientific publications in WoS are not appreciated by the management."	56	24,8	64	28,3	58	25,7	23	10,2	25	11,1	2,54
16. "The higher education system does not encourage scientific research in WoS."	17	7,5	50	22,1	61	27	48	21,2	50	22,1	3,28
17. "The current academic incentive regulation does not sufficiently motivate me to conduct research in WoS."	18	8	42	18,6	56	24,8	48	21,2	62	27,4	3,42
Average for ınadequacy of research opportunities											**3,48**
Need to ımprove research competencies											
18. "I am unable to write publications in a foreign language."	57	25,2	67	29,6	49	21,7	45	19,9	8	3,5	2,47
19. "I do not have sufficient statistical or analytical knowledge for research in WoS journals."	31	13,7	65	28,8	65	28,8	51	22,6	14	6,2	2,79
20. "I need support in methods for conducting research in WoS journals."	16	7,1	24	10,6	30	13,3	110	48,7	46	20,4	3,65
21. "I need training on how to write articles for WoS journals."	21	9,3	40	17,7	41	18,1	86	38,1	38	16,8	3,35
22. "I need training on how to conduct international projects."	14	6,2	25	11,1	35	15,5	97	42,9	55	24,3	3,68
23. "I lack collaboration with sectors or companies that can provide data for research in WoS journals."	11	4,9	20	8,8	45	19,9	80	35,4	70	31	3,79
Average for need to ımprove research competencies											**3,29**

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indexed journals. It appears that teaching loads, administrative duties, and personal responsibilities moderately affect their publishing behaviour in WoS indexed journals.

- The average for the inadequacy of research opportunities factor was 3.48, suggesting that insufficient research opportunities moderately affect the decision of academic staff in the field of accounting to publish in WoS indexed journals. Among the components of this factor, financial constraints were the most prominent.

- The average for the need to improve research competencies factor was 3.29, indicating that enhancing research competencies moderately affects the decision to publish in WoS indexed journals. The most notable issues in this factor were the lack of collaboration to access data and the need for support in understanding how to publish in WoS indexed journals.

3.2. Testing of Hypotheses

Before determining whether to use parametric or non-parametric statistical techniques for hypothesis testing, skewness and kurtosis tests were conducted to assess the normality of the data distribution. According to Tabachnick and Fidell (2013), data are typically distributed if the skewness and kurtosis coefficients fall between -1.5 and +1.5.

Table 9. Skewness and Kurtosis values for normality test

	Skewness	Kurtosis
Motivation	-,953	,879
Workload	-,250	-,889
Competency	-,437	-,170
Inadequacy	-,578	,207

According to ▶**Table 9**, the skewness and kurtosis values indicate that the data are normally distributed. Therefore, parametric tests, such as the t-test and ANOVA, will test the hypotheses.

Testing of Hypothesis H1

A t-test was conducted to determine whether there is a significant difference in the determinants of publishing or not in WoS indexed journals based on the gender of academic staff in the field of accounting.

According to ▶**Table 10**, the analysis results show a significant difference in the motivation factor for publishing in WoS indexed journals based on the gender of academic staff in the field of accounting; therefore, hypothesis H1a is accepted. The mean values indicate that female academics have higher motivation to publish in WoS indexed journals. However, no significant difference was found for the factors of workload (P= ,125), the inadequacy of resources (P= ,661), and the need to improve competencies (P= ,716); hypotheses H1b, H1c, and H1d were rejected.

Testing of Hypothesis H2

An ANOVA test was conducted to determine whether there is a significant difference in the determinants of publishing or not in WoS indexed journals based on the age of academic staff in the field of accounting.

According to ▶**Table 11**, the result of the analysis indicate indicate significant differences in motivation, workload, and the need to improve competencies based on the age of academic staff in the field of accounting; hence, hypotheses H2a, H2b, and H2d are accepted. The mean values show that younger academics have higher motivation levels, with motivation decreasing as age increases. For the workload factor, academics in the 35-44 age range have the highest workload. Regarding the need to improve competencies, academics in the 35-44 age group have the highest average. No significant difference was found for the inadequacy of the resources factor (P= ,219); hypothesis H2c was rejected.

Testing Hypothesis H3

To determine whether there is a significant difference in the determinants of publishing or not publishing in WoS indexed journals based on the marital status of academic staff, a t-test was conducted.

According to ▶**Table 12**, as a result of analysis, there was a significant difference in the "need to improve scientific competencies" factor based on the marital status of academic staff, and hypothesis H3d was accepted. When looking at the mean values, married academic staff have a greater need to develop their competencies for publishing in WoS indexed journals. However, no significant differences were found in motivation (P= ,450), intensity (P= ,761), and inadequacy of research opportunities (P= ,591) according to marital status. Thus, hypotheses H3a, H3b, and H3c were rejected.

Testing Hypothesis H4

An ANOVA test was conducted to determine whether there is a significant difference in the determinants of publishing or not in WoS indexed journals according to the academic positions of academic staff.

According to ▶**Table 13**, as a result of the analysis, significant differences were found in the factors of motivation, intensity, and inadequacy of research opportunities according to the academic positions of academic

staff, and hypotheses H4a, H4b, and H4c were accepted. When examining the mean values, it was observed that motivation decreases as academic position increases. Regarding intensity, Assistant Professors showed the highest intensity levels, while Associate Professors had the highest mean regarding the inadequacy of research opportunities. No significant difference was found in the need to improve the scientific competencies factor (P= ,161), leading to the rejection of H4d.

Testing Hypothesis H5

A t-test was conducted to determine whether there is a significant difference in the determinants of publishing

Table 10. Findings on determinant factors by gender

Factors	Gender	N	Mean	t	P
Motivation	Male	123	3,89	-2,286	,023*
	Female	103	4,15		

*P: Significant difference at the 0.05 level.

Table 11. Findings on Determinant Factors by Age

Factors	Age	N	Mean	F	P
Motivation	25-34	36	4,29	4,820	,003*
	35-44	107	4,10		
	45-54	61	3,78		
	55 +	22	3,70		
Workload	25-34	36	2,70	3,210	,024*
	35-44	107	3,15		
	45-54	61	2,91		
	55 +	22	2,56		
Need to ımprove competencies Motivation	25-34	36	3,25	2,676	,048*
	35-44	107	3,43		
	45-54	61	3,08		
	55 +	22	3,19		

*P: Significant difference at the 0.05 level.

Table 12. Findings on determinants by marital status

Factors	Marital Status	N	Mean	t	P
Need to Improve Scientific Competencies	Married	183	3,34	2,191	,029*
	Single	43	3,05		

*P: Significant difference at the 0.05 level.

Table 13. Findings on determinants by academic position

Factors	Position	N	Mean	F	P
Motivation	Research assistant/lecturer	30	4,15	3,674	,013*
	Assistant professor	105	4,10		
	Associate professor	59	4,00		
	Professor	32	3,58		
Intensity	Research assistant/lecturer	30	2,70	3,229	,023*
	Assistant professor	105	3,15		
	Associate professor	59	2,91		
	Professor	32	2,56		
Inadequacy of research opportunities	Research assistant/lecturer	30	3,34	4,299	,006*
	Assistant professor	105	3,42		
	Associate professor	59	3,77		
	Professor	32	3,28		

*P: Significant difference at the 0.05 level.

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or not in WoS indexed journals according to the type of university where academic staff work.

According to ▶**Table 14**, the analysis revealed a significant difference in the motivation factor according to the type of university, leading to the acceptance of H5a. When looking at the mean values, it was found that academic staff working at private universities have higher motivation levels for publishing in WoS indexed journals. No significant differences were found in the intensity factors (P= ,056), the inadequacy of research opportunities (P= ,096), and the need to improve scientific competencies (P= ,096), leading to the rejection of hypotheses H5b, H5c, and H5d.

Testing Hypothesis H6

To determine whether there is a significant difference in the determinants of publishing or not publishing in WoS indexed journals based on the region of the university where academic staff work, an ANOVA test was conducted.

The analysis found a significant difference in the need to improve scientific competencies factor based on the university region, leading to the acceptance of H6d. When looking at the mean values, it can be observed that academic staff working in the Eastern and Southeastern Anatolia regions have a higher need to improve their scientific competencies for publishing in WoS indexed journals. No significant differences were found in motivation (P= ,711), intensity (P= ,107), and inadequacy of research opportunities (P= ,201), leading to the rejection of H6a, H6b, and H6c.

4. Discussion and Conclusion

The research was conducted in two stages. In the first stage, the publication performance of academic staff in WoS-indexed journals was revealed using council of higher education (CoHE) Academic statistics.

According to the first stage results, 80.6% of academic staff had no publications in WoS, and the average number of WoS publications for all faculty members was found to be 0.44. A study by Schlögl et al. (2024), analyzing the publication performance of 283 business academics in Austria, found that 37% of 49 academic staff in the field of accounting had no WoS publications, and 35% had no publications in Scopus. They attributed this to the national focus of publications in the accounting discipline. Katanalp (2024) stated that accounting studies represent only 0.4% of WoS indexed publications from Türkiye.

Regarding journal Q values and indexes, most publications were in ESCI-indexed journals (12.8%), while only 4.2% were in Q1 journals. Most of the journals were Türkiye-based, and two were removed from the WoS index after a period. Schlögl et al. (2024) found that, in Austria, 13% of accounting publications in WoS and 12% in Scopus were published in non-English journals, with a significant portion of accounting articles being published in German-language journals. According to Mongeon and Paul-Hus (2016), English language is dominant in WoS publications. In the second stage of our research, language-related problems were among the reasons identified. Therefore, it can be said that academic staff do not consider publishing in WoS journals due to the language barrier.

Table 14. Findings on Determinants by University Type

Factors	University Type	N	Mean	t	P
Motivation	Public	206	3,97	-2,031	,043*
	Private	20	4,36		

*P: Significant difference at the 0.05 level.

Table 15. Findings on Determinants by Region

Factors	Region	N	Mean	F	P
Need to Improve scientific competencies	Black Sea	33	3,34	3,055	,007*
	Eastern Anatolia	41	3,56		
	Marmara	55	3,25		
	Central Anatolia	45	3,28		
	Mediterranean	32	3,23		
	Aegean	13	2,51		
	South Eastern Anatolia	6	3,53		

*P: Significant difference at the 0.05 level.

When investigate at the average publication, the highest averages were achieved as professors (0,38), associate professors (0,33), assistant professors (0,17), research assistants (0,12) and lecturers (0,04). Accordingly, it was determined that the WoS publication average increased as the position increased. This result is consistent with the study of Rørstad and Aksnes (2015).

The second stage results also indicated that academic staff are generally willing to publish in WoS indexed journals but face inadequate research opportunities and need to improve their scientific competencies.

In the second stage of the research, hypotheses and sub-hypotheses related to the determinants of publishing in WoS indexed journals were tested. The significant results from the hypothesis analyses are as follows:

- **Gender**: It was found that female academic staff have higher motivation for publishing in WoS indexed journals. According to Uribe-Bohorquez et al. (2023), although the accounting field is predominantly represented by men, women face disadvantages in terms of recruitment, promotion, status, workload distribution, and compensation. The finding that women, despite their disadvantaged position, have higher motivation for WoS publishing is noteworthy. As a supporting factor for this finding, Lutter et al. (2022) found that female academics benefit more from high quality scientific publications than male academics in order to become a professor. This finding can also be characterised as an issue that increases women's motivation. In addition, according to Nielsen's (2017) research on academics working in the field of management, women are more likely than men to write articles in the top 10% most cited articles in their field.

- **Age**: Younger academic staff were found to have higher motivation for publishing, while motivation decreases with age. Academic staff in the 35-44 age range were identified as having the greatest need for developing scientific competencies. Kaya et al. (2023) suggest that motivation sources should be developed to increase the productivity of academics as they age, emphasizing that the creation of an academic culture of publication is more important than mandatory criteria. According to Győrffy et al. (2020), academic publication performance varies with age and peaks in the so-called golden age. This age varies according to different disciplines. For example, mathematicians tend to reach their Golden Age earlier, while social scientists tend to reach it later. They found that approximately 50 years of age is the golden age in academic publication performance.

- **Marital Status**: Married academic staff were found to have a greater need for developing competencies to publish in WoS indexed journals. Therefore, this also affects their productivity. Ogbogu (2009), who investigated at the variables affecting the annual publications of female academics in Nigerian universities, showed that being single significantly increased the annual publication rates of female academics. This suggests that 'single' female academics tend to publish more than their married counterparts. According to Sonnert and Holton (1996), there is no direct relationship between marital status and academic productivity. However, Cooper (2001) argues that marriage, particularly for female researchers in accounting, reduces productivity. Thus, the findings of this research align with Cooper (2001) results.

- **Academic Position**: As academic position progresses, motivation to publish decreases. Assistant professors had the highest intensity for publishing, while associate professors had the highest scores for inadequacy of research opportunities. In support of this finding, Akçiğit and Tok (2020) stated that the publication performance of academicians decreased after associate professorship. Contrary to these findings, Kaya et al. (2023) found no significant relationship between academic position and motivation. According to Lutter et al. (2022), academic position is more important than age and gender in terms of publication performance.

- **Type of University**: Academic staff working at private universities were found to have higher motivation for publishing in WoS indexed journals compared to those at public universities.

- **Region**: Academic staff working in the Eastern and Southeastern Anatolia in Türkiye regions were found to have a greater need for developing competencies to publish in WoS indexed journals. Similarly, Zhang and Wei (2020) found that there are regional differences in the academic publication performance of researchers in China. They found that the highest number of articles in WoS Q1 and Q2 journals were published in Beijing province.

In the second stage of the research, when the general views of the academic staff in accounting studies on WoS publishing were analysed; lack of financial resources, high journal fees, long publication processes, difficulty in accessing data, the fact that research is based only on Turkish data, limited number of journals in the field of

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accounting, lack of teamwork culture and national or international study networks, and the necessity of TR Index publications instead of WoS publications in associate professorship criteria were listed. These findings are consistent with previous studies by Ak and Gülmez (2006), Akçiğit and Tok (2020), and Kaya et al. (2023).

According to Trinh et al. (2020), who conducted a study on Vietnamese education researchers, having a national and international collaboration network is an important factor for publishing within the scope of WoS. Similarly, academic staff in the field of accounting in Türkiye stated that the lack of national and international cooperation is a deficiency.

Based on the findings of the research, the following suggestions were made to improve the publication performance and motivation of both academic staff and other academics in WoS indexed journals:

1. Provide a separate allowance in addition to their salaries to cover necessary costs for WoS publishing (data access, research, submission fees, language editing, etc.).
2. Increase the importance of WoS publications in academic incentives.
3. Increase the weight of WoS publications in university appointment criteria.
4. Tie university funding to WoS publication performance.
5. Develop mechanisms to provide training and consultancy services related to WoS publishing.

This study focused solely on academic staff at accounting studies in Türkiye. Future research could be conducted on other subfields of business studies and other disciplines in Türkiye and other countries.

Research Ethics

This research was conducted with the permission of the Sinop University Human Research Ethics Committee with the meeting decision dated 30/01/2024 and numbered 2024/04.

Author Contributions

Conceptualization: [Murat Serçemeli], Methodology : [Murat Serçemeli], Formal Analysis: [Murat Serçemeli], Investigation: [Murat Serçemeli; Melek Şardağ Karablulut; Serap Nur Özata Canlı], Resources: [Murat Serçemeli; Melek Şardağ Karablulut; Serap Nur Özata Canlı], Data Curation: [Murat Serçemeli], Writing - Original Draft Preparation : [Murat Serçemeli; Melek Şardağ Karablulut; Serap Nur Özata Canlı], Writing - Review & Editing: [Murat Serçemeli; Melek Şardağ Karablulut; Serap Nur Özata Canlı], Visualization: [Murat Serçemeli], Supervision: [Murat Serçemeli], Project Administration: [Murat Serçemeli], Funding Acquisition: [No Funding]

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Data Availability

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