

A Review of Master's Theses Made in Turkey on Job Satisfaction

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Abstract

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For the continuation of human life, basic needs such as 'food, clothing, shelter, etc.' He/She survived by working under harsh conditions and dominating nature. Working, developing techniques, and acquiring a profession have been a part of humanity's life for centuries. While business life has become much more standardized after the Industrial Revolution, production relations have also been transformed all over the world. In this context, various disciplines have tried to analyze people's work lives and the job satisfaction they obtain as a result of their work. In this context, it is important to review the studies dealing with the concept and dimensions of job satisfaction in order to reveal the transformation experienced in the historical process. Job satisfaction can be a very dynamically changing process. Another issue that should not be ignored when it comes to job satisfaction is that one person's satisfaction with a feature of their job may be boring for another person. In this case, organizational managers learning about the job satisfaction of their employees and developing strategies accordingly may be beneficial for the continuity of the organization. As a result, the value given to job satisfaction is worth researching in terms of contributing to the development and happiness of human resources in the free market. In the study, it was aimed to reveal the general situation of theses on job satisfaction and to give ideas to researchers who are considering writing a thesis by examining the master's theses written in the field of job satisfaction in Turkey. Since the scope of the research reached all of these theses mentioned, all of the theses were examined according to the qualitative research method by using the complete counting method. Data were collected through document review; descriptive analysis technique was used. According to the results of the research, theses were mainly written within the scope of Graduate Education Institutes; the highest number of consultant titles is 'associate professor'; most theses in the field of job satisfaction are written at state universities; The written language is predominantly Turkish and the quantitative research method is the most used method; it was found that the mixed method was least preferred.

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Introduction

Nowadays, it has become inevitable for businesses to make their internal organizational elements efficient at the highest level in order to maintain their existence in the globalizing competitive environment. It is of great importance that businesses make efforts in this regard with all their organizational structures to offer diversity in terms of products and services and to create a recognized and trustworthy image for the consumer. For this reason, in the globalizing world market, ensuring that business elements such as production, marketing and service are at the appropriate level has become a necessity rather than an option for businesses.

Organizations and businesses are in competition with companies that provide products or services produced in a distant corner of the world in the global world environment. For this reason, in the competitive environment where the winner can survive, it has become mandatory for businesses to understand and implement the elements within the organization in the best way for their continuity. One of the most important elements that organizations have is people. In a mechanism that makes people so valuable for organizations, the fact that human-specific material and moral value judgments are met in the best way by business owners is an indicator of sustainability due to the nature of the business. This concept is necessary for businesses to achieve the desired goals and to ensure sustainability in organizational development and personnel productivity (Siegel and Lane, 1974: 6).

For human beings who broke away from feudal life with the Industrial Revolution and switched to mechanized and fabricated production. Job satisfaction is among the main problems that arise. A person who engages in mass production under intense stress within production relations must experience job satisfaction in order to reproduce himself and be motivated for his work. In this context, for years various disciplines have underlined the necessity of job satisfaction to ensure maximization in production. With this study, it was aimed to conduct a study on the studies on job satisfaction at the academic level, and the subject was examined in detail through master's theses conducted in our country.

Job Satisfaction: Definition, Characteristics and Affecting Factors

Job satisfaction ranks first among the attitudes that have an important place in working life. It is important for management because it significantly affects organizational behavior and organizational performance. Managers reveal the problems and successes within the organization by affecting the job satisfaction and therefore the behavior of employees. Job satisfaction generally expresses the happiness an employee feels from his job (Eğinli, 2009: 36). He defines job satisfaction as "the positive feelings that make people happy in their jobs" (Locke 1976: 1299). Job satisfaction is all the positive or negative feelings an individual has towards his job. Attitudes formed by the individual's feelings and thoughts and changing with the belief system, norms and values can form the basis of behavior. The behavior developed regarding an event is the average of the attitudes formed regarding that event. For this reason, in order for attitudes to be formed, different and multidimensional information must be processed in a way that reflects a common tendency (Kayaoğlu, Gökdağ and Kirel, 2011: 70-71).

Today, there are many different definitions of job satisfaction. Job satisfaction, as an important research topic in working life, is a result that individuals obtain by evaluating all dimensions related to their jobs. According to this result, the nature of the job, wage, co-workers, physical conditions of the workplace and the factors that the individual expects from his job are evaluated, and the level of satisfaction created by the employee from an emotional perspective is defined as job satisfaction (Çetin and Basım, 2011: 84). Job satisfaction is the result of an adaptation that an individual develops towards his job. This harmony occurs by meeting the individual's expectations and needs from his job and is determined by his level of satisfaction with his job (İşcan and Sayın, 2010: 198). In this sense, job satisfaction can be defined as the sum of employees' wages, the culture and physical conditions of the workplace they work

in, the management style, the rewards the employee obtains by working, their social status and their positive and negative opinions about their colleagues (Dikici, 2005: 49).

Another definition of job satisfaction is a general emotional state that individuals acquire by analyzing all features related to their jobs (Robbins and Judge, 2012: 27). Job satisfaction, which has an impact on the success of organizations, is the attitude an individual develops towards his job. If the individual's attitude towards his job is positive, job satisfaction is high. Otherwise, it can be said that the job satisfaction level is low (Özkalp and Kirel, 2016: 113). As can be understood from the definitions, job satisfaction is generally explained by the phenomenon of satisfaction. In job satisfaction, job satisfaction is determined by connecting employees to a single attitude with a general evaluation of the workplace culture they are affected by while working, the characteristics of the job and the state of the working environment, as well as the material and moral gains they obtain from their jobs. In this sense, job satisfaction can occur between a negative perception of satisfaction and a positive perception of satisfaction (Çağlar, 2005: 155). In other words, job satisfaction is the positive attitudes and behaviors that employees show to contribute to the development of their profession (Shawer, 2010: 598).

In defining job satisfaction as a reaction and response, the characteristics resulting from the interaction of the job and the individual doing the job may come to the fore. In business life, as much as an individual has desired and desired situations, undesirable situations may also occur. The response of people who have expectations about their job in accordance with the rate of meeting these expectations will result in job satisfaction reaching a certain level (Kantar, 2010: 19). Job satisfaction may vary depending on the jobs individuals have, and it may also differ between individuals working in the same job position in the same workplace. For this reason, employee job satisfaction has a dynamic structure and job satisfaction is determined by subjective evaluation for each individual (Silah, 2005: 115).

The basic features of job satisfaction can be listed under the following headings:

- a) Job satisfaction is the emotional response to situations that occur at work. Therefore, it cannot be seen with the naked eye, but it can be noticed.
- b) Job satisfaction is often understood by the ratio of how much of the hoped-for expectations are realized.
- c) Job satisfaction represents different attitudes about the job. While an individual has a positive attitude towards one part of his job, he may have a negative attitude towards another part. For this reason, general job satisfaction should be determined by evaluating different dimensions of job satisfaction.
- d) Job satisfaction is dynamic, can be achieved quickly and can be turned into job dissatisfaction in the same amount of time.

It gains importance within the framework of job satisfaction, productivity, business ethics, workforce and social status concepts. However, it would be appropriate to remember that job satisfaction varies from employee to employee. It is possible that the values of employees may differ from each other in the same workplace, under the same conditions. Having employees in the workplace have positive feelings towards their work can benefit the business, the individual and the customer in various ways. It is possible that individuals working in a positive work environment will do their best every day. This situation can create a positive atmosphere in the business and its organizational culture. For this reason, it is important for employers or businesses to keep the satisfaction of the person who is the subject of the job at the highest level in terms of job satisfaction. Job satisfaction can be considered important from an individual perspective in three aspects: (i) Job satisfaction is highly related to life satisfaction. (ii) The employee's life philosophy also affects job satisfaction. Job satisfaction is also related to individual career management.

When we look at the literature in general, the factors affecting job satisfaction are grouped under two headings: Individual and institutional factors. According to Kanter, factors affecting job satisfaction are shown in Table 1. When the table is examined, it is observed that the share of the individual's personal

and internal elements has an important place among the factors affecting job satisfaction. Because, as a result of the individual's needs for personal and inner peace being met by the employer, many changes such as productivity in the workplace to which the individual is affiliated and the creation of a positive climate within the organization can be observed. As a result of these variations, the individual's life satisfaction or quality may be at a high level. This situation may provide the basis for many benefits to the employer, such as profitability.

Table 1. Factors Affecting Job Satisfaction

Personal Elements Affecting Job Satisfaction	External Elements Affecting Job Satisfaction	Internal Elements Affecting Job Satisfaction
<ul style="list-style-type: none"> • Gender • Time working in the same job • Education Age • Character • Ability • Intelligence 	<ul style="list-style-type: none"> • Features of the job • Working Conditions • Gains • Appreciation • Interaction with Upper Management • Opportunity for Advancement • Relations with Colleagues 	<ul style="list-style-type: none"> • Needs • Values • Expectations

Source: Kanter, 2010.

Job satisfaction has varied over the past periods in parallel with the transformations in production processes and relations, managerial processes, and the expectations of employees. The century we are in reveals the results of the technological age on life practices. As life practices transform, they also transform business relationships directly and/or indirectly. Expectations in business life and production processes are changing and transforming as much. In this context, job satisfaction standards and strategies gain different dimensions. Each period brings with it its own business lifestyle, patterns and job satisfaction.

Research

Purpose, Importance, Scope and Limitations of the Research

The purpose of this study is to present the master's theses about job satisfaction in Turkey in a general framework, to offer ideas to researchers who are considering writing a thesis, and to examine the contributions to the field. This study provides an overview of master's theses on job satisfaction in the academic field in Turkey. It is assumed that it can be an important guide for researchers who want to work in this field. The scope of the research consists of master's theses written in Turkey and available at the National Thesis Center in 2023. 50 theses in the thesis center were examined.

Population and Sample of the Research

The population of the research consists of master's theses written in the field of job satisfaction. Since it was possible to examine all of the theses included in the research, the full counting method was used. The complete census method is the examination of all units subject to the research, which is essential for any research. The group to be examined is called the main mass, and the smallest part that makes up the main mass is called the unit. The main thing in research is to examine all units. Including the entire population in the research, that is, collecting information about everyone in the group, is called complete census. Population censuses are the most typical example of complete census. In order to reach the master's theses that make up the sample, the keywords 'job satisfaction' and 'job satisfaction' were written separately in the search word(s) field in the 'advanced scanning' section of the National Thesis Center of the Council of Higher Education and searched. Among the three options available in the search type field, the expression 'only within' is selected. In the thesis type section, only the

'graduate' box is checked. As a result of all these steps, a total of 50 master's theses in the field of job satisfaction were reached. The master's theses examined are listed in Table 2.

Table 2. Examined Master's Theses

Autor-Consultant	University	Name of the Thesis
Eyüp KAĞNICI Assoc. Prof. Dr. İlkey ALTINDAĞ	Necmettin Erbakan University	Investigation of the relationship between job satisfaction and Covid-19 control perception: The example of bank employees
Gülden KONUKMAN Prof. Dr. Funda BÜYÜKYILMAZ	İstanbul University- Cerrahpaşa	Examining the Relationship Between Job Satisfaction and Stress Levels of Emergency Department Nurses
Şerafettin BAŞER Assist. Prof. Dr. Firdevs Feyza İNCE	Ankara Hacı Bayram Veli University	Examination of organizational commitment and job satisfaction of employees in institutionalized tourism enterprises that adopt innovation management: The example of Bolu province
Şükran ARSLAN GÖZTÜRK Assist. Prof. Dr. Ömer Emre ARSLAN	Alâeddin Keykubat University	Examining the relationship between work-family life conflict and job satisfaction: A research on employees in the health tourism sector
Mehmet Faruk LADİKLİ Assoc. Prof. Dr. Hüseyin ARSLAN	İstanbul Ticaret University	Examining employees' use of social media at work within the scope of job satisfaction
Hekim KARADAĞ Assist. Prof. Dr. Yunus YÜCEL	İstanbul Topkapı University	Examining the effect of anxiety experienced by nurses on job satisfaction after the Covid-19 pandemic process
Naz ATLI Assist. Prof. Dr. Özlem Ayşe MESTÇİOĞLU	Biruni University	Examining psychological resilience in mental health workers in terms of job satisfaction and perceived emotional abuse
Halil NAS Assist. Prof. Dr. Azime KARAKOÇ KUMSAR	Bahçeşehir University	Examining the job satisfaction and burnout levels of operating room nurses
Shabnam YUSIBLI Assoc. Prof. Dr. Cafer Şafak EYEL	Bahçeşehir University	Examining the effect of organizational communication on job performance and job satisfaction among employees in tourism enterprises
Gözde KAÇAR Assist. Prof. Dr. Sakine FIRINCIK	Karabük University	Examining the relationship between professional competence and job satisfaction levels of nurses working in intensive care units
Emine KOÇAK Prof. Dr. İbrahim Sani MERT	Antalya Bilim University	The effect of occupational burnout on job satisfaction: An application for five-star hotel businesses in Antalya
Handan EGE Assist. Prof. Dr. Yusuf BADAVAN	Hacettepe University	Instructional leadership behaviors of primary school principals and job satisfaction of teachers
Meral ÖZBAY YILDIRIM Prof. Dr. Ali ÖZER	İnönü University	Examination of the relationship between job satisfaction, burnout and anxiety levels and affecting factors of personnel working in 112 emergency health services in Malatya.
Hatun YILMAZ Assist. Prof. Dr. İbrahim DADANDI	Yozgat Bozok University	Examining the relationship between teachers' perception of organizational cynicism and job satisfaction
Seda SEYMEN Prof. Dr. Özlem DİKEN	Anadolu University	Comparison of special education teachers in terms of psychological well-being, job satisfaction and quality of school life
Zeynep KAPLAN	İstanbul Medipol University	Determining the job satisfaction of speech and language therapists working in Turkey and

Assoc. Prof. Dr. Ramazan Sertan ÖZDEMİR		comparing different working environments in terms of job satisfaction
Beste DEMİRCAN VURAL Assist. Prof. Dr. Emine AKTAŞ	İstanbul University - Cerrahpaşa	The relationship between fatigue and job stress levels and job satisfaction in nurses working in shifts
Rüstem KUŞÇU Assoc. Prof. Dr. Rabia SOHBET	Gaziantep University	The effect of health workers' occupational safety awareness on job satisfaction
Umut Baran OCAKDAN Assist. Prof. Dr. Nurdan ORAL KARA	Burdur Mehmet Akif Ersoy University	Examining physicians' fear of violence, job satisfaction and intention to quit
Mustafa Caner KAMA Assoc. Prof. Dr. Asiye Şengül AVŞAR	Recep Tayyip Erdoğan University	Examining the organizational cynicism and job satisfaction levels of teachers working in secondary education institutions
Özgür AÇIKMEŞE Assist. Prof. Dr. Kemal KURAK	Çanakkale Onsekiz Mart University	Determination of job satisfaction and burnout levels of physical education teachers (Tekirdağ province example)
Tuba YILDIZOĞLU DAL Assoc. Prof. Dr. Ali Şahin ÖRNEK	Çanakkale Onsekiz Mart University	The role of extrinsic motivation and emotional contagion in the relationship between workplace spirituality and job satisfaction: A research on healthcare sector employees
Tolga TOSUN Assoc. Prof. Dr. Hasan Hüseyin UZUNBACAK	Süleyman Demirel University	The impact of work-family enrichment and quality of work life on job satisfaction
Özge TÜMER Prof. Dr. Şebnem SEÇER	Dokuz Eylül University	The relationship between altruism and job satisfaction: An examination in the private sector
Meryem GÜRPINAR Assoc. Prof. Dr. Ömür ÇOBAN- Assist. Prof. Dr. Mehmet Tufan YALÇIN	Karamanoğlu Mehmet Bey University	The mediating role of social capital in the relationship between instructional leadership and job satisfaction
Pınar SÜMER Assist. Prof. Dr. Nuran KARAAĞAOĞLU	Maltepe University	The effect of internal marketing approach in airline companies on the job satisfaction and organizational commitment of cabin crew: A research on airline companies operating in Turkey
Hatice ŞAHAN Assoc. Prof. Dr. Şeyda DÜLGERLER	Ege University	The effect of thanatophobia on nurses' job satisfaction and caregiving role
Ahmet ŞAHİN Assoc. Prof. Dr. Serdar SUCAN	Erciyes University	Examining the relationship between perceived stress, job satisfaction and psychological resilience levels of different branch teachers during the Coronavirus (Covid-19) pandemic period
Yunus Emre AKIN Assoc. Prof. Dr. Muammer ERGÜN	Kastamonu University	Teachers' organizational commitment, job satisfaction and servant leadership
Aykut YILDIRIM Assoc. Prof. Dr. Egemen ERMİŞ	On Dokuz Mayıs University	Evaluation of the relationship between organizational cynicism and job satisfaction of sports educators working in private and state institutions
Samet ULAŞ Assist. Prof. Dr. Hasan ALPAGO	Nişantaşı University	Evaluation of the relationship between teamwork attitude and job satisfaction of healthcare personnel working in 112 emergency healthcare services in Turkey
Selçuk OSANMAZ Assist. Prof. Dr. Ali GURBETOĞLU	İstanbul Sabahattin Zaim University	The relationship between the servant leadership behaviors of school principals and the job satisfaction perceptions of classroom teachers

Fatih ÇAĞLAR Assoc. Prof. Dr. Ezgi AĞADAYI	Sivas Cumhuriyet University	Examining the effect of fear of coronavirus on job satisfaction of medical secretaries working in public hospitals: Sivas Numune Hospital example
Eyüp KAĞNICI Assoc. Prof. Dr. İlkey ALTINDAĞ	Necmettin Erbakan University	Investigation of the relationship between job satisfaction and Covid-19 control perception: The example of bank employees
Bedriye Şeker TARHAN Assist. Prof. Dr. Arzu TİMUÇİN	Harran University	The effect of nurses' quality of work life on job satisfaction: Şanlıurfa example
Selin ÖNCÜ Prof. Dr. Margörüt Rita KRESPI ÜLGEN	İstanbul Aydın University	Examining the psychological resilience, job satisfaction and professional burnout levels of teachers working in private and public schools: The example of Tekirdağ province
Shoebullah SHIJA Prof. Dr. Muhammed TURHAN	Fırat University	Examining the relationships between student-teacher relations, classroom disciplinary climate and job satisfaction
Şükrü YÜKSEL Assist. Prof. Dr. Emre NALÇACIGİL	Kapadokya University	Examining the union membership of healthcare workers within the framework of job satisfaction and organizational commitment: The example of Uludağ University Faculty of Medicine
Özlem Pervin ÖTER Prof. Dr. Ferit İZCİ	Van Yüzüncü Yıl University	The effect of management style and organizational environment on the job satisfaction of public employees: The example of Van Yüzüncü Yıl University
Eslem DEDE Assoc. Prof. Dr. Zeynep AYDIN SÜNBÜL	Kocaeli University	The relationship between cognitive flexibility, work-related flow experience and organizational commitment and job satisfaction in school counselors
Özgür AÇIKMEŞE Assoc. Prof. Dr. Erol DOĞAN	Ondokuz Mayıs University	Investigation of the relationship between motivation and job satisfaction levels of physical education teachers
Tamer ÇINKI Prof. Dr. Turgut KARAKÖSE	Kütahya Dumlupınar University	Examining the relationship between school administrators' perceptions of corporate reputation and their motivation and job satisfaction levels
Bükre İpek KAVAK Assoc. Prof. Dr. Adile TÜMER	Muğla Sıtkı Koçman University	Examining the relationship between fear of coronavirus (COVID-19) and job satisfaction in nurses working in a training and research hospital
Yasemin ADIGÜZEL Assist. Prof. Dr. Deniz YILDIZ	İstanbul Gelişim University	Examining the relationship between psychological counselors' self-efficacy and job satisfaction and the mediating role of self-compassion in this relationship
Nuray ŞEN Assoc. Prof. Dr. Çalık Veli KOÇAK	Hitit University	Examining the relationship between professional attitude, job satisfaction and professional burnout in physical education and sports teachers
Emine TEKE Assoc. Prof. Dr. Yeliz MOHAN BURSALI	Pamukkale University	The relationship between fear of Covid-19, work stress and job satisfaction
Ebru TAŞDEMİR Assoc. Prof. Dr. Fahriye VATAN	Ege University	Examining job satisfaction, burnout level and intention to quit among nurses during the COVID-19 pandemic
Ahmet ÖZEL Assist. Prof. Dr. Tufan ÖZTÜRK	İstanbul Esenyurt University	Examining the level of relationship between job satisfaction and job security with statistical methods: sawmill example

Ayşe Gül CELEP Assist. Prof. Dr. Fatih BAL	İstanbul Gelişim University	The effect of preschool teachers' learned helplessness levels on life satisfaction and job satisfaction
Cüneyt ÖZGENEL Assoc. Prof. Dr. Ümmet ERKAN	Muş Alparslan University	Evaluation of job satisfaction and professional burnout levels of forensic interviewers working in child monitoring centers

Method of the Research

The master's theses conducted in 2023 on job satisfaction were pre-determined according to their writing languages, institute types, departments, advisor titles, page numbers, university types, universities, research method of the study, sampling type and study subjects. Qualitative research method was used in this study, which was examined through prepared categories. Qualitative research; It can be defined as obtaining information by observing social phenomena in their natural state in their natural environment, interviewing or examining documents, and creating theory by analyzing this information (İslamoğlu and Alnaçık, 2019: 220). When conducting quantitative research, an attempt is made to obtain a broader perspective rather than reaching 'how much' or 'how good' the topic is (Büyüköztürk et al., 2016: 244). The main purpose of qualitative research is to produce in-depth and detailed research. In this research, an attempt was made to reveal a broad profile by examining master's theses on job satisfaction in depth.

Data Collection Method

Document review technique was used to collect research data. Document analysis is the method of collecting, reviewing, querying and analyzing various forms of documents (articles, theses, research reports, TV programs, photographs, etc.) as the primary source of research data (O'leary, 2004: 177). Yıldırım and Şimşek (2016) state that document analysis includes the analysis of written materials that contain information about the phenomenon or phenomena targeted to be investigated. Document review is not a summary or explanation of the content of a document. It aims at an analysis of the content of the document and the examination of the motivation, intention or purpose that is intended to be emphasized in the document, usually within a certain historical or contemporary framework (Harvey, 2018). Documents are information sources that should be used effectively in qualitative research. In such studies, the researcher can obtain the data he wants to obtain without the need for observation and interviews. In this case, document review saves the researcher both money and time (Yıldırım and Şimşek, 2016: 190).

In order for document review research to be efficient, attention must first be paid to the document review process. This process consists of finding documents related to the field, examining their originality, understanding and analyzing the documents and reaching a synthesis (Yıldırım and Şimşek, 2016: 196-200). The following stages were followed in the evaluation of doctoral theses:

- a) Determination of master's theses in the National Thesis Center
- b) Accessing the full texts of the theses to be examined regarding job satisfaction
- c) Making evaluations for predetermined categories
- d) Analyzing the data obtained through document review with the descriptive analysis technique tabulating the data and presenting the frequency distributions

Data Collection

The data obtained through document review was examined with the descriptive analysis technique. According to descriptive analysis, the data obtained from the research are summarized and interpreted according to predetermined themes. Descriptive analysis aims to present the findings to the reader in an organized and interpreted manner. Therefore, the data are first described systematically and clearly. Afterwards, the descriptions are explained, interpreted and a conclusion is reached (Yıldırım and Şimşek, 2016: 239). Within the scope of the research, the theses selected as a sample were reached. These were analyzed according to predetermined subheadings and categories were created.

Validity and Reliability

Validity in qualitative research means that the researcher observes and examines the phenomenon he has researched as it is and as objectively and unbiased as he can. Validity is divided into two: internal validity and external validity. Internal validity focuses on the question of whether the findings obtained are appropriate and consistent with the content of the study (Kirk and Miller, as cited in Yıldırım and Şimşek, 2016: 271). The results obtained in this research are expressed in relation to the content. When creating a sample in qualitative research, it is evaluated according to the suitability of the sample to the research questions or the phenomenon or event to be examined, rather than representing the universe. In this study, master's theses were determined in accordance with the objectives set out to ensure the external validity of the research, and all stages of the research method were included in detail. The data collected in this study were shared directly with the reader before being interpreted and concluded. In other words, the data is tabulated and presented to the reader through statistical information. In addition, the reader is given the opportunity to make his or her own evaluation by accessing the plain version of the data without interpretation. With this situation, the reliability of the research is increased.

Findings

There are 208 universities in our country as of December 2023, and studies on master's theses written about job satisfaction in relevant higher education institutions in 2023 are shown in Table 2. When Table 3 is examined in the results of the study carried out to reveal a general profile of the master's theses written on the subject of job satisfaction in Turkey, the percentage distributions and rates of the distribution of master's theses written in the field of job satisfaction are seen on the basis of the status of the universities (Public/private). It has also been concluded that the highest distribution of theses on the subject is in state universities.

Table 3. Distribution of Theses by Universities

University	n	Percentage (%)
Government	35	70
Foundation	15	30
Total	50	100

The table showing the distribution of the advisors of master's theses written in Turkey in the field of job satisfaction according to their academic titles is shown in Table 4. When we examine the table, it is seen that the academic title with the highest number of published master's theses is Associate Professor.

Table 4. Distribution of Theses According to Academic Titles

Advisor Academic Titles	η	Percentage (%)
Prof. Dr.	8	16
Assoc. Prof. Dr.	22	44
Assist. Prof. Dr.	20	40
Total	50	100

Data regarding the departments in which the postgraduate theses were made in 2023 are shown in Table 4. When Table 5 is examined; it is observed that the majority of postgraduate studies carried out in universities in Turkey in 2023 are in the department of educational sciences.

Table 5. Distribution of Theses According to Departments

Department	η	Percentage (%)
Coaching Education Department	1	3
Department of Banking	3	10
Department of Physical Education and Sports	2	7
Department of Sports Management	1	3
Department of Labor Economics and Industrial Relations	1	3
Department of Educational Sciences	6	20
Department of Educational Management	2	7
Department of Public Health Nursing	1	3
Department of Public Health	1	3
Department of Nursing Science	2	7
Department of Nursing	3	10
Department of Social Services	1	3
Department of Nursing Principles	1	3
Department of Business Administration	4	13
Department of Language and Speech Therapy	1	3
Department of Public Relations and Publicity	1	3
Department of Special Education	1	3
Department of Psychiatric Nursing	1	3
Department of Health Institutions Management	1	3
Department of Health Tourism	1	3
Department of Health Management	3	10
Department of Management in Nursing	2	7
Department of Public Administration	1	3
Department of Human Resources	2	7
Department of Occupational Health and Safety	1	3
Department of Human Resources Management	1	3
Department of Psychology	4	13
Department of Tourism Management	1	3
Total	50	100

Data on the language in which master's theses on job satisfaction were written in 2023 are shown in Table 6.

Table 6. Distribution of Theses According to the Language They Are Written in

Publishing Language	n	Percentage (%)
Turkish	48	96
English	2	4
Total	50	100

When Table 5 is examined, 97.22% of the master's theses on job satisfaction in 2023 were prepared in Turkish and 2.78% in English. The result obtained was seen as a possible possible situation. It can be thought that the fact that education is provided in Turkish in the majority of institutes and the small number of institutes providing education in English in our country may affect these rates. Data showing the percentage distribution of the method by which master's theses on job satisfaction were researched in 2023 are shown in Figure 7.

Table 7. Distribution of Postgraduate Theses According to Their Methods

Distribution of Methods	n	Percentage (%)
Quantitative Research Method	40	80
Qualitative Research Method	10	20
Total	50	100

As seen in Table 6, the data collection method of almost all master's theses written about job satisfaction in 2023 is survey. It has been found that the majority of master's theses prefer quantitative research methods. It is thought that researchers prefer this method because the survey method provides the opportunity to reach more people. It is extremely important to reach accurate and scientific results in postgraduate research. Therefore, the method used in the study is valuable. Because the suitability of the study for its purpose is related to the methods used in the research.

Data regarding the permission status of master's theses written about job satisfaction in 2023 in YÖK's thesis database are presented in Table 8.

Table 8. Distribution of Master's Theses According to Access Permission Status

Access Permission Status	n	Percentage (%)
Accessible	48	96
Inaccessible	2	4
Total	50	100

When Table 8 is examined, it is concluded that 97.22% of the master's theses about job satisfaction written in 2023 were authorized and 2.78% were unauthorized.

The status of theses with or without permission is under the management of the researchers. Our research was conducted entirely at the YOK thesis center in 2023, and was carried out on master's theses permitted by the researcher.

The information in YOK's thesis database, which ranks the master's theses written about job satisfaction in 2023 according to the institutes they are affiliated with, is presented in Table 9.

Table 9. Distribution of Master's Theses by Institutes

Institute	η	Percentage (%)
Institute of Science and Technology	0	0
Institute of Health Sciences	11	22
Institute of Social Sciences	14	28
Institute of Educational Sciences	2	4
Graduate Education Institute	23	46
Total	50	100

When we look at the Institute to which the master's theses written in the field of job satisfaction in 2023 are affiliated, it is observed that the majority are in the Graduate Education Institute.

There are many institutes with different names in higher education institutions, especially science, social sciences and health sciences. For example, a large number of institutes have already been established in many universities, including 17 at Istanbul University, 15 at Hacettepe University, 11 at Marmara University, 13 at Ankara University, and 10 at Dokuz Eylül University. When so many institutes are established, there must be a director, deputy directors, board of directors and administrative staff for each institute; This kind of academic structuring causes both waste of resources and multi-headedness in management.

Looking at today, in the new academic structuring, all graduate students are graduates of the "Graduate Education Institute", while they must complete their master's or doctoral thesis depending on the departments in which they will enroll. They will prepare. Seeing this problem, the Council of Higher Education eliminated the multi-headedness by combining the institute structure in the newly established universities under the name "Graduate Education Institute".

Regarding the mentioned situation, it can be said that most higher education institutions have eliminated most problems by gathering their institutes under one roof. Data given for the distribution of master's theses on job satisfaction in 2023 according to the number of pages are given in Table 10.

Table 10. Distribution of Master's Theses Written in the Field of Job Satisfaction According to the Number of Pages

Theses Page Number Range	η	Percentage (%)
Theses 60-90 page range	14	28
Theses 91-120 page range	15	30
Theses 121-150 page range	16	32
Theses 151-185 page range	5	10
Total	50	100

When Table 10 is examined, it is found that 32% of the written master's theses consist of theses with a number of pages between 121-150. At this rate, it makes us think that the majority of the theses are qualified.

Thesis is the researcher's ability to acquire skills such as literature review and research, and also to contribute to science with his research. People learn to do basic research through the thesis they write in undergraduate studies.

The aim of master's and doctoral theses is to contribute to science. Because in the master's and doctoral stages, researchers are expected to have a better understanding of scientific ethics and method.

An exact number of pages cannot be given for the thesis. Because this may vary depending on the subject chosen by the researcher and the analyzes of the studies to be conducted on this subject. However, considering the overall work to be done, it is not expected that a researcher's master's thesis will be under sixty pages.

Data showing the variety of keywords in master's theses written about job satisfaction in 2023 are presented in Table 11.

Table 11. Keywords Used in Master's Theses Written in the Field of Job Satisfaction

Keywords
Banking, Job Satisfaction, Covid-19 Control Perception, Covid-19 Pandemic
Emergency Department, Nurse, Job Stress, Job Satisfaction
Innovation Management, Institutionalization, Organizational Commitment, Job Satisfaction
Work-Family Conflict, Family-Work Conflict, Job Satisfaction, Health Tourism
Job Satisfaction, Job Satisfaction, Social Media Use at Work, Employer Attitude
Covid-19, Nurse, Anxiety, Job Satisfaction
Mental Health Workers, Psychological Resilience, Perceived Emotional Abuse, Job Satisfaction
Operating Room Nursing, Job Satisfaction, Burnout
Communication, Organizational Communication, Job Performance, Job Satisfaction, Tourism
Intensive Care Nursing, Professional Competence, Job Satisfaction
Service Sector, Hotel Management, Professional Burnout, Job Satisfaction
Primary School, Principal, Teacher, Instructional Leadership Behavior, Job Satisfaction
Emergency Health Services, Job Satisfaction, Anxiety, Burnout
Cinism, Organizational Cynicism, Job Satisfaction
Special Education Teacher, Psychological Well-Being, Job Satisfaction, Quality of School Life
Language and Speech Therapy, Job Satisfaction, Job Satisfaction Scale, Job Satisfaction
Shift Work, Nurse, Fatigue, Work Stress, Job Satisfaction
Job Safety Awareness, Job Satisfaction, Healthcare Worker
Doctors, Job Satisfaction, Intention to Leave Work, Fear of Violence.
Teacher, Secondary Education, Job Satisfaction, Organizational Cynicism
Physical Education, Job Satisfaction, Burnout
Workplace Spirituality, Job Satisfaction, Emotional Contagion, Extrinsic Motivation
Work-Family Enrichment, Job Satisfaction, Quality of Work Life.
Job Satisfaction, Altruism, Sub-Dimensions of Altruism, Demographic Data
Job Satisfaction, Instructional Leadership, Social Capital
Cabin Crew, Internal Marketing, Job Satisfaction, Organizational Commitment

Fear of Death, Nursing Care, Job Satisfaction
Perceived Stress; Covid-19; Job Satisfaction, Pandemic; Psychological Resilience
Servant Leadership, Leadership, Organizational Commitment, Job Satisfaction
Organizational Cynicism, Job Satisfaction, Private, State
Pre-Hospital Emergency Health Services, Teamwork, Job Satisfaction, Health Service, Health Personnel
Job Satisfaction, Leadership, Servant Leadership
Covid-19, Hospital, Job Satisfaction, Medical Secretary, Fear of Coronavirus
Banking, Job Satisfaction, Covid-19 Perception of Control, Covid-19 Pandemic
Nurse, Quality of Work Life, Job Satisfaction
Burnout in Teachers, Psychological Resilience, Job Satisfaction, Professional Burnout
Corporate Reputation, Job Satisfaction, Motivation, Performance
COVID-19, Nursing, Job Satisfaction, Fear
Self-Efficacy, Self-Compassion, Job Satisfaction, School Psychological Counselors, Self-Compassion, Self-Judgement
Physical Education, Sports, Teaching, Professional Attitude, Job Satisfaction, Professional Burnout
Fear of Covid-19, Job Stress, Job Satisfaction
Job Satisfaction, Burnout, Intention to Quit, Pandemic, Nurse
Job Security, Job Satisfaction, Timber Industry, Sawmill
Preschool, Teacher, Learned Helplessness, Life Satisfaction, Job Satisfaction
Sexual abuse, Forensic Interviewer, Burnout, Job satisfaction, Child Monitoring Center
Mediating role, Conflict resolution strategies, Ethical leadership, Nurse, Job satisfaction, Structural Equality
School Psychological Counselors, Job Satisfaction, Cognitive Flexibility, Work-Related Flow, Organizational Commitment
Management Style, Working Environment, Job Satisfaction, Organizational Culture, Organizational Commitment, Leadership
Professional Satisfaction, Organizational Commitment, Unions, Healthcare Workers

In the majority of master's theses written in the field of job satisfaction in 2023, keywords such as 'Job Satisfaction, Burnout, Health, Cynicism' were included. Thus, it has been observed that the prominent words are related to the subjects studied.

With the increasing amount of information in the digital environment, it becomes very difficult for researchers to find relevant information and documents. Therefore, keywords are very valuable to filter the desired resources. Keywords are words or phrases that represent the main topics and ideas presented in a scientific study. The selection of keywords used in the studies is very valuable in terms of making it easier for researchers or readers to search engines when they do research on the subject they are researching.

Rates showing the frequency of use of keywords in master's theses written about job satisfaction in 2023 The data are presented in Table 12.

Table 12. Proportional Distribution of Keywords Used in Master's Theses

Keywords	Usage Frequency	Percentage (%)
Job Satisfaction	49	0,245
Organizational Commitment	6	0,03
Covid-19	6	0,03
Organizational Cynicism	3	0,015
Nurse	10	0,05
Anxiety	2	0,01
Job Stress	4	0,02
Pandemic	4	0,02
Teacher	6	0,03
Burnout	8	0,04
Psychological	6	0,03
Total	200	

When Table 12 is examined, it is observed that the most used keywords are 'job satisfaction' and 'nurse'. It is believed that the majority of master's theses written in 2023 deal with themes such as anxiety, stress and burnout of nurses working in the health sector with the Covid19 pandemic.

Evaluation, Discussion and Conclusion

The aim of this research is to reveal a general view of the master's theses in the National Thesis Center in Turkey in the field of job satisfaction, to examine their contributions to the literature and to offer opinions to researchers who want to conduct research on this field. Qualitative research method was used in the study. Document analysis was used to prepare the data for the research. Descriptive analysis technique was preferred in data analysis. This study aimed to examine the master's theses about job satisfaction at the National Thesis Center in 2023. Throughout the research, 50 master's theses related to job satisfaction were reached.

As a result of examining the theses in question, the following conclusions were reached, according to the analysis:

- a) Only one of the 50 theses written in 2023 It was concluded that the written language is English and the rest is Turkish.
- b) When looking at the distribution of theses by institute, it was seen that the majority of theses were within the scope of Graduate Sciences Institutes.
- c) It was found that the academic title with the highest number of advisor titles in the 50 theses evaluated was Associate Professor.
- d) It has been observed that the majority of master's theses written about job satisfaction in 2023 belong to state universities.
- e) According to the results obtained from the research, the majority of the keywords used in the content of 50 master's theses are 'job satisfaction'.

It was evaluated that the keywords used were related to the subject and the study. As a result, many master's theses on job satisfaction were found in Turkey in 2023. However, the fact that most of the studies are similar to each other in terms of subject matter and the use of the same methods has led to the emergence of many overlapping studies. Graduate students who will study job satisfaction in the studies to be carried out; it is thought that they should act more carefully in terms of conducting more original and scientifically qualified studies.

In these cases, academicians who advise theses have very important responsibilities at this point. Those who want to conduct research on job satisfaction among the graduate students they are responsible for should carefully choose the reason for choosing this theme and the methods they will use, and should not allow them to conduct repetitive research that will not benefit science. In this study; Master's theses on job satisfaction were examined. Published articles about job satisfaction can also be evaluated according to the same characteristics. By comparing the results of the studies, similarities and differences in articles and theses can be examined. According to the findings, general data regarding scientific publications about job satisfaction in Turkey can be accessed.

This study; it is expected that it will guide researchers who will consider studying job satisfaction and direct new studies that are more original and will add value to science.

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