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Perception of Crab Basket Syndrome as a Career Obstacle in Academician Nurses Akademisyen Hemşirelerde Bir Kariyer Engeli Olarak Yengeç Sepeti Sendromu Algısı

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ABSTRACT

Aim: This study was carried out in a descriptive, cross-sectional and comparative design to determine the perceptions of crab basket syndrome of academic nurses.

Material and Method: The study was collected online between March and May 2022 using a personal information form and the Crab Basket Syndrome Scale with 335 academic nurses working in state and foundation universities providing undergraduate education in nursing in Turkey.

Results: The mean score of academic nurses between the ages of 31-35, female, doctoral students and married academicians was higher than other academic nurses; the mean score of participants in state universities was significantly higher than private universities; and the mean score of participants in internal medicine nursing departments was higher than other departments. The mean score of the participants who wanted to find an academic position in different universities was higher than those who did not want to, compared to those who did not have an administrative position.

Conclusion: It was determined that the perception of crab basket syndrome varied in academic nurses according to gender, type of university, department, title, having an administrative position, type of administrative position and the desire to work in another university.

Keywords: Academician nurses, Nursing, Crab Bucket Syndrome

ÖZET

Amaç: Bu araştırma akademisyen hemşirelerin yengeç sepeti sendromu algılarının belirlenmesi amacıyla tanımlayıcı, kesitsel ve karşılaştırmalı tasarımda gerçekleştirilmiştir.

Gereç ve Yöntem: Araştırma, Türkiye’de hemşirelikte lisans eğitimi veren devlet ve vakıf üniversitelerinde görev yapan 335 akademisyen hemşire ile gerçekleştirilmiştir. Veriler kişisel bilgi formu ve Yengeç Sepeti Sendromu Ölçeği kullanılarak Mart ve Mayıs 2022 tarihleri arasında arasında çevrimiçi olarak toplanmıştır. Veriler Sosyal Bilimler İstatistik Paketi kullanılarak analiz edilmiştir.

Bulgular: Akademisyen hemşirelerin yengeç sepeti sendromu puanları değerlendirildiğinde genel olarak algılarının orta düzeyde olduğu belirlenmiştir. Akademisyen hemşirelerin 31-35 yaş arasında, kadın, doktora devam eden ve evli olan akademisyenlerin diğer akademisyen hemşirelere göre daha yüksek; devlet üniversitelerindeki katılımcıların ortalama puanı özel üniversitelerden önemli ölçüde daha yüksek; dahiliye hemşireliği bölümlerindeki katılımcıların diğer bölümlere göre daha yüksek bulunmuştur. İdari pozisyonu olmayan idari pozisyonu olanlara göre, farklı üniversitelerde akademik pozisyon bulmak isteyen katılımcıların puan ortalaması, istemeyenlere göre daha yüksek bulunmuştur.

Sonuç: Yengeç sepeti sendromu algısının akademisyen hemşirelerde, cinsiyet, çalışılan üniversite türü, çalışılan anabilim dalı, unvan, idari göreve sahip olma, idari görev türü ve başka bir üniversitede çalışma isteğine göre değiştiği görülmüştür. Akademisyen hemşireler hem öğrencileri profesyonel hemşirelere dönüştürmekte hem de kariyerlerinde ilerlemeye çalışmaktadır. Bu bağlamda sağlıklı, güvenli ve verimli çalışma ortamlarına ihtiyaç duymaktadırlar.

Anahtar Kelimeler: Akademisyen hemşireler, Hemşirelik, Yengeç Sepeti Sendromu



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INTRODUCTION

As social beings, people have different experiences, emotions, thoughts, and behaviors in professional life, even though they have similar personalities. Therefore, they adopt different attitudes, positive or negative, toward events or situations. Blocking each other's careers is one of these behaviors (Karatepe, İnandı, & Akar Karatepe, 2021). The "Crab in Barrel Syndrome" (CBS), also known as crab mentality or crab basket syndrome, is a metaphor used to describe how colleagues try to destroy each other's careers (Üzüm, Özdemir, Köse, Özkan, & Seneldir, 2022). Firstly, the writer Ninotchka Roscarevealed the term "crab mentality." According to the story, while a man was walking along the beach saw another man fishing with a basket beside him. He sees that the basket had no lid and had live crabs inside and is surprised. Because he thinks that the crabs will escape from the basket. When he asked the fisherman why there was no cover of the bucket, the fisherman replied, "Yes, if there was only one crab, it would definitely have escaped. However, if there are many crabs, when one tries to escape, the others catch it and make sure that it does not escape. The rest will suffer the same fate." While a single crab can easily escape from the unlidded basket on its own, this escape becomes impossible as the number increases. The reason for this is that the crabs try to prevent each other from coming out of the basket by pulling down instead of pushing each other up (Üzüm et al., 2022).

Crab basket syndrome is behaviorally based on the "Social Comparison Theory". According to the theory, when the individual is alone, he realizes his own deficiencies, aims to see and complete his deficiencies, and when he thinks that he cannot keep up with the individuals above him, he starts to deal with them with a selfish and jealous crab mentality, asking them to fail too (Aydın & Oğuzhan, 2019; Miller, 2019; Spacey, 2015). The crab basket syndrome is a humiliating, demotivating and harmful action that is shown by low-status individuals, who do not want individuals to rise and realize their dreams, who ensure that everyone remains at an equal level under the same conditions, but disrupt this equality by being more successful than others, in order to prevent others from achieving the success they could not achieve, and to bring them down. It is a metaphor that expresses giving efforts, behaviors and mindsets (Pegeus, 2018; Üzüm &

Özdemir, 2020). The "crab basket" phenomenon is based on the understanding of "if I can't do it, you can't do it either", aimed at denying or preventing the success and superior performance of the other party due to career development efforts, ambition and academic inadequacy, carried out with the aim of causing physical and mental harm, and basically It is a kind of career violence, which is expressed as a psychological behavior pattern with the feeling of "egocentrism" and "jealousy" (Çavuş & Sarpkaya, 2021; Üzüm & Özdemir, 2020). People with this mentality think that when they cause others to fail and be despised, this will give them an advantage and make it easier for them to rise (Miller, 2019; Soubhari & Kumar, 2014).

Crab basket syndrome behavior is a situation that can be encountered frequently in academic organizations where career ladders are high, career competition and success ambition among employees are more intense, and the main purpose of the profession includes career development. Because in these organizations where there are both horizontal and vertical career opportunities, academicians are faced with individual, managerial and organizational non-cooperation, jealousy, enmity, disrespect, distrust, etc. while they strive for their personal career steps. encounters many undesirable behaviors (Çavuş & Sarpkaya, 2021; Karatepe et al., 2021). Such career barriers faced by academics are that it also causes conflict, alienation, decrease in organizational trust, decrease in commitment, decrease in motivation and job satisfaction, quitting, (Aydın & Oğuzhan, 2019; Karatepe et al., 2021) and hinders leadership (Çavuş & Sarpkaya, 2021) etc. results. It has been stated that the crab basket syndrome will hinder organizational and scientific development (Karatepe et al., 2021), it is one of the most important obstacles in the advancement and promotion of women, and it has been emphasized that this phenomenon should be investigated especially in universities (Çavuş & Sarpkaya, 2021; Çavuş & Sarpkaya, 2022). In the literature, in the studies on career barriers of academicians, the barriers arising from the individual's self (Alaçam & Altuntaş, 2017; Bircan & Erdoğan, 2020) and organizational barriers (Karatepe et al., 2021) were examined. It has been observed that there are limited number of studies on the barriers caused by academicians' peers, but there is no study investigating this phenomenon in nursing schools where female academicians are the

majority.

Based on this determination, this descriptive, cross-sectional and comparative study aimed to examine the perceptions of academician nurses about the crab basket syndrome. The results of the research will provide data for the attempts to reduce the effects of the syndrome and to develop preventive management approaches and practices by determining whether there is such a perception among academician nurses, if there is, and in whom it is more. In addition, with this research, a new concept has been brought to the nursing literature and a basis for future studies will be established.

Research Questions

1. How do academic nurses perceive the crab bucket syndrome?
2. Do personal and occupational characteristics affect how academic nurses perceive the crab bucket syndrome?

MATERIALS AND METHODS

Research Type

This descriptive, cross-sectional, and comparative study investigated how academic nurses perceived the crab bucket syndrome.

Study Population and Sample

The population of the study consisted of all academic nurses working in state and foundation universities providing undergraduate education in nursing in Turkey (N=2552). No sample selection method was used and it was aimed to reach all academician nurses. Of the 2552 academic nurses invited to the study, 335 people who accepted to participate in the study and completed the data collection tool completely constituted the sample of the study. The rate of participation in the research is 13.1%.

Data Collection Tools

The research data were collected by online survey method using "Personal Information Form" and "Crab Basket Syndrome Scale". The questionnaire form was sent to the institutional e-mail addresses of academician nurses between March and May 2022, and necessary explanations were made in line with the informed consent form and they were invited to the research.

Personal Information Form: It consists of 12 questions developed by the researchers in the light

of the literature in order to determine the descriptive characteristics of the participants (age, gender, marital status, educational status, type of university, institution, department, years of work in the institution, title, administrative duty status and type, desire to work in another university) (Altan & Filizöz, 2023; Çiftçi, Aras & Yıldız, 2021; Uyar & Güven, 2020).

The Crab Basket Syndrome Scale (CBSS): The scale developed by Fettahlioğlu and Alkış Dedeoğlu (2021) consists of 27 items and three sub-dimensions (Cognitive Components - 8 items, Emotional Components - 10 items and Behavioural Component - 9 items). The Cronbach Alpha values of the scale sub-dimensions are .902, .866 and .793, respectively, and the total reliability coefficient is .801. The scale is evaluated on a five-point Likert-type scale (5 - Agree - 1 - Strongly disagree) and the increase in the average score indicates an increase in the perception of crab basket syndrome (Fettahlioğlu & Alkış Dedeoğlu, 2021).

Ethical Considerations

Before starting the study, ethical approval was obtained from Bandırma Onyedi Eylül University Health Sciences Non-Interventional Research Ethics Committee (Date: 11.03.2022, Approval Number: 2022-17). Participants were informed by making explanations in accordance with the informed consent form and those who volunteered were included in the study. Permission to use the scale was obtained from Ömer Okan Fettahlioğlu and Ayşe Alkış Dedeoğlu, who developed the scale used in the study (Fettahlioğlu & Alkış Dedeoğlu, 2021).

Data Analysis

The data obtained in the research were transferred to the computer environment by the researchers and analyzed with statistical package programs. One way ANOVA, Kruskal Wallis, Mann Whitney U and Student's t test were used for comparisons with Cronbach's alpha coefficient, descriptive statistics, percentage and frequency distributions in the analysis of the data.

RESULTS

Almost a quarter of the participants were younger than 31 (n=81; 24.2%). Most participants were women (n=311; 92.8%). More than half of the participants had Ph.D. degrees (n=193; 57.6%). More than half of the participants were married (n=199; 59.4%). Most participants worked for

public universities (n=241; 71.9%). Most participants were research assistants (n=103; 30.7%) or assistant professors (n=103; 30.7%) in the faculties of health sciences (n=241; 71.9%). More than half of the participants had 0-5 years of work experience (n=183; 54.6%). More than half of the participants had no administrative positions (n=232; 69.3%). Half of the participants with administrative positions were heads of departments (n= 50; 48.5%). Less than half of the

participants wanted to fill up posts in different universities (n=135; 40.3%).

Participants had a mean CBSS score of 3.09 ± 0.74 , indicating moderate levels of perceived crab syndrome. In addition, they had mean CBSS “cognitive components,” “emotional components,” and “behavioral components” subscale scores of 2.86 ± 0.41 , 3.29 ± 1.02 , and 3.09 ± 1.05 , respectively (Table 1).

Table 1. CBSS Scores

| | Min. | Max. | Median | Mean | Standard Deviation |
|---|-------------|-------------|---------------|-------------|---------------------------|
| Cognitive Components (CC) | 1.50 | 4.00 | 2.87 | 2.86 | 0.41 |
| Emotional Components (EC) | 1.00 | 5.00 | 3.30 | 3.29 | 1.02 |
| Behavioral Component (BC) | 1.00 | 5.00 | 3.11 | 3.09 | 1.05 |
| Crab Basket syndrome Scale (CBSS)(Total) | 1.44 | 4.56 | 3.14 | 3.09 | 0.74 |

Participants 31-35 years of age had the highest mean CBSS total and “emotional components” and “behavioral components” subscale scores. Female participants had higher mean CBSS total and “emotional components” and “behavioral components” subscale scores than their male counterparts. Participants doing Ph.D. had the highest mean CBSS total and “emotional components” and “behavioral components” subscale scores. Married participants had higher mean CBSS total and “emotional components” and “behavioral components” subscale scores than their single counterparts. However, participants 46-50 years of age had the highest mean CBSS “cognitive components” subscale score. Participants with Ph.D. degrees had the highest mean CBSS “cognitive components” subscale score. Single participants had a higher mean CBSS “cognitive components” subscale score than their married counterparts. Age affected participants’ CBSS “emotional components” and “behavioral components” subscale scores. The post-hoc analysis showed that the source of the significant difference was participants over 50 years of age. Gender, education, and marital status did not affect participants' CBSS scores ($p > 0.05$) (Table 2).

Participants from public universities had significantly higher mean CSCC total and

“emotional components” and “behavioral components” subscale scores than those from private universities. Participants from faculties of nursing had higher mean CSCC total and “emotional components” and “behavioral components” subscale scores than those from schools of health and faculties of health sciences. Participants from the department of internal medicine nursing had significantly higher mean CSCC total and “emotional components” and “behavioral components” subscale scores than others. Research assistants had significantly higher mean CSCC total and “emotional components” and “behavioral components” subscale scores than others. Participants with no administrative positions had significantly higher CSCC total and “emotional components” and “behavioral components” subscale scores than those who did. Commission heads and coordinators had the highest mean CSCC total and “emotional components” and “behavioral components” subscale scores. Participants who wanted to fill up posts in different universities had the highest mean CSCC total and “emotional components” and “behavioral components” subscale scores. Participants with 11-15 years of work experience had the highest mean CSCC total and “emotional components” and “behavioral components” subscale scores ($p < 0.05$) (Table 3).

Table 2. Total and Subscale Mean Scores of Crab Basket Syndrome Scale According Personal Characteristics of Academic Nurses (N=335)

| Subscales | CC | EC | BC | CSCC (Total) |
|----------------------------|-----------------|------------------|------------------|------------------|
| Personal Characteristics | M ± SD | M ± SD | M ± SD | M ± SD |
| Age (year) | | | | |
| ≤30 (n=81) | 2.83 ± 0.40 | 3.30 ± 1.04 | 3.13 ± 1.08 | 3.10 ± 0.74 |
| 31-35 (n=76) | 2.85 ± 0.41 | 3.47 ± 0.97 | 3.29 ± 1.00 | 3.23 ± 0.71 |
| 36-40 (n=70) | 2.86 ± 0.36 | 3.39 ± 1.02 | 3.15 ± 1.07 | 3.15 ± 0.75 |
| 41-45 (n=54) | 2.87 ± 0.46 | 3.21 ± 1.00 | 3.08 ± 1.03 | 3.07 ± 0.77 |
| 46-50 (n=21) | 2.99 ± 0.43 | 3.42 ± 0.82 | 3.07 ± 0.95 | 3.17 ± 0.65 |
| ≥51 (n=33) | 2.85 ± 0.45 | 2.68 ± 1.00 | 2.42 ± 0.95 | 2.64 ± 0.70 |
| | χ^2 :2.092 | χ^2 :15.471 | χ^2 :15.691 | χ^2 :14.647 |
| Test and p-value | p=0.836 | p=0.009* | p=0.008* | p=0.12 |
| Gender | | | | |
| Woman (n=311) | 2.86 ± 0.41 | 3.31 ± 1.02 | 3.10 ± 1.05 | 3.10 ± 0.75 |
| Man (n=24) | 2.86 ± 0.48 | 3.26 ± 1.02 | 3.07 ± 1.04 | 3.08 ± 0.73 |
| | U:3357 | U:3653 | U:3391 | U:3509 |
| Test and p-value | p=0.701 | p=0.863 | p=0.456 | p=0.626 |
| Education (degree) | | | | |
| Master's (n=15) | 2.87 ± 0.38 | 3.14± 0.92 | 2.80 ± 1.19 | 2.95 ± 0.78 |
| Continuing Master's (n=22) | 2.84 ± 0.36 | 2.99 ± 1.11 | 2.83 ± 1.11 | 2.89 ± 0.74 |
| Ph.D. (n=193) | 2.88 ± 0.42 | 3.26 ± 1.04 | 3.05 ± 1.07 | 3.08 ± 0.77 |
| Continuing Ph.D. (n=105) | 2.83 ± 0.41 | 3.43 ± 0.96 | 3.25 ± 0.97 | 3.19 ± 0.69 |
| | χ^2 :1.508 | χ^2 :3.662 | χ^2 :5.219 | χ^2 :3.869 |
| Test and p-value | p=0.680 | p=0.300 | p=0.156 | p=0.276 |
| Marital Status | | | | |
| Married (n=199) | 2.85 ± 0.41 | 3.31 ± 1.02 | 3.10 ± 1.05 | 3.10 ± 0.75 |
| Single (n=136) | 2.88 ± 0.41 | 3.26 ± 1.02 | 3.07 ± 1.04 | 3.08 ± 0.73 |
| | t: -.579 | t:0.488 | t:0.193 | t:0.242 |
| Test and p-value | p=0.563 | p=0.626 | p=0.847 | p=0.809 |

χ^2 : Kruskal Wallis, U: Mann Whitney U, t: Student t-test, CC: Cognitive Components, EC: Emotional Components, BC: Behavioral Component, CBSS: Crab Basket Syndrome Scale, M= Mean, SD: Standard Deviation, * p < 0.05

Participants from public universities had a higher mean CSCC “cognitive components” subscale score than those from private universities. Participants from health sciences faculties had a higher mean CSCC “cognitive components” subscale score than others. Assistant professors had a higher mean CSCC “cognitive components” subscale score than others. Participants with 16-20 years of work experience had a higher mean CSCC “cognitive components” subscale score than others. Deans/managers or assistant deans/managers had a higher mean CSCC “cognitive components” subscale score than others. Participants who were undecided about filling up posts in different universities had a higher mean CSCC “cognitive components” subscale score than others. Finally, participants

who had administrative positions had a significantly higher mean CSCC “cognitive components” subscale score than those who did not (p < 0.05) (Table 3).

DISCUSSION

One of the career violence behaviors that employees in organizations show against each other is the crab basket syndrome (CBS). According to the results of this study, which was examined for the first time on academicians nurses, it was seen that the perception of crab basket syndrome of academicians nurses was moderate, their cognitive perception levels were low and their emotional perceptions were high. However, it has been revealed that female academicians have higher CBS perceptions. Considering that

Table 3. The Effect of Occupational Characteristics on CBSS Scores (N=335)

| Subscales | CC M ± SD | EC M ± SD | BC M ± SD | CSCC(Total) M ± SD |
|--|------------------------|------------------------|------------------------|------------------------|
| Occupational Characteristics | | | | |
| Type of university | | | | |
| Public (n=241) | 2.87 ± 0.41 | 3.44 ± 0.97 | 3.26 ± 1.00 | 3.21 ± 0.71 |
| Private (n=94) | 2.84 ± 0.41 | 2.91 ± 1.04 | 2.65 ± 1.05 | 2.80 ± 0.76 |
| | t:0.531 | t:4.340 | t:4.872 | t:4.566 |
| Test and p-value | p=0.596 | p=0.000* | p=0.000* | p=0.000* |
| Institution of duty | | | | |
| School of Health (n=14) | 2.79 ± 0.33 | 3.47 ± 0.97 | 3.15 ± 0.87 | 3.16 ± 0.65 |
| Faculty of Health Sciences (n=241) | 2.87 ± 0.42 | 3.22 ± 1.06 | 3.04 ± 1.11 | 3.06 ± 0.79 |
| Faculty of Nursing (n=80) | 2.84 ± 0.40 | 3.46 ± 0.86 | 3.22 ± 0.86 | 3.20 ± 0.60 |
| | χ ² :2.902 | χ ² :1.405 | χ ² :0.12 | χ ² :1.485 |
| Test and p-value | p=0.602 | p=0.307 | p=0.549 | p=0.459 |
| Department | | | | |
| Nursing (n=83) | 2.76 ± 0.30 | 2.95 ± 1.10 | 2.70 ± 1.06 | 2.82 ± 0.77 |
| Nursing Fundamentals (n=26) | 2.86 ± 0.45 | 3.15 ± 0.88 | 3.14 ± 1.01 | 3.06 ± 0.68 |
| Internal Medicine Nursing (n=33) | 2.89 ± 0.49 | 3.89 ± 0.88 | 3.78 ± 0.87 | 3.56 ± 0.65 |
| Surgical Nursing (n=37) | 2.85 ± 0.43 | 2.97 ± 1.16 | 2.75 ± 1.10 | 2.86 ± 0.82 |
| Gynecology and Obstetrics Nursing (n=30) | 2.89 ± 0.40 | 3.45 ± 0.81 | 3.30 ± 0.93 | 3.23 ± 0.65 |
| Pediatric Health and Diseases (n=26) | 2.91 ± 0.35 | 3.30 ± 1.06 | 3.31 ± 1.04 | 3.19 ± 0.74 |
| Mental Health and Psychiatric Nursing (n=27) | 2.85 ± 0.46 | 3.44 ± 0.91 | 3.19 ± 1.05 | 3.18 ± 0.71 |
| Public Health Nursing (n=29) | 2.92 ± 0.40 | 3.40 ± 0.86 | 3.11 ± 0.88 | 3.16 ± 0.64 |
| Management - Teaching in Nursing (n=38) | 2.94 ± 0.50 | 3.55 ± 0.87 | 3.22 ± 0.95 | 3.26 ± 0.64 |
| Other (n=6) (Oncology Nursing, etc.) | 3.10 ± 0.41 | 3.35 ± 1.15 | 3.11 ± 1.42 | 3.19 ± 0.82 |
| | χ ² :10.512 | χ ² :26.938 | χ ² :32.244 | χ ² :29.036 |
| Test and p-value | p=0.311 | p=0.001* | p=0.000* | p=0.001* |
| Title | | | | |
| Research Assistant (n=103) | 2.85 ± 0.39 | 3.56 ± 0.98 | 3.40 ± 0.97 | 3.30 ± 0.68 |
| Lecturer (n=67) | 2.82 ± 0.40 | 3.32 ± 0.98 | 2.99 ± 1.05 | 3.06 ± 0.75 |
| Assistant Professor (n=103) | 2.90 ± 0.42 | 3.13 ± 0.98 | 2.96 ± 0.98 | 3.01 ± 0.72 |
| Associate Professor (n=38) | 2.88 ± 0.44 | 3.33 ± 1.02 | 3.09 ± 1.16 | 3.12 ± 0.81 |
| Professor (n=24) | 2.84 ± 0.47 | 2.65 ± 1.10 | 2.52 ± 1.17 | 2.66 ± 0.82 |
| | χ ² :2.011 | χ ² :17.884 | χ ² :17.176 | χ ² :15.814 |
| Test and p-value | p=0.734 | p=0.001* | p=0.002* | p=0.003* |
| Work experience (year) | | | | |
| 0-5 (n=183) | 2.84 ± 0.42 | 3.19 ± 1.05 | 2.96 ± 1.09 | 3.01 ± 0.77 |
| 6-10 (n=73) | 2.87 ± 0.40 | 3.38 ± 1.05 | 3.15 ± 1.07 | 3.15 ± 0.76 |
| 11-15 (n=31) | 2.89 ± 0.41 | 3.44 ± 0.95 | 3.48 ± 0.94 | 3.29 ± 0.72 |
| 16-20 (n=16) | 2.96 ± 0.36 | 3.43 ± 0.90 | 3.27 ± 0.82 | 3.24 ± 0.64 |
| ≥21 (n=32) | 2.88 ± 0.41 | 3.40 ± 0.86 | 3.16±0.85 | 3.17 ± 0.61 |
| | χ ² :2.560 | χ ² :2.335 | χ ² :6.971 | χ ² :4.561 |
| Test and p-value | p=0.634 | p=0.674 | p=0.137 | p=0.335 |
| Having an administrative position | | | | |
| Yes (n=103) | 2.89 ± 0.44 | 3.03 ± 1.06 | 2.85 ± 1.09 | 2.93 ± 0.78 |
| No (n=232) | 2.85 ± 0.40 | 3.40 ± 0.98 | 3.19 ± 1.02 | 3.17 ± 0.72 |
| | t:0.962 | t:0.396 | t:0.202 | t:0.246 |
| Test and p-value | p=0.336 | p=0.002* | p=0.006* | p=0.008* |

Tablo 3. Devamı

| Type of Administrative Position** | | | | |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Head of Department (n=50) | 2.92 ± 0.46 | 3.35 ± 1.03 | 3.12 ± 1.04 | 3.14 ± 0.75 |
| Chief of Department (n=20) | 2.86 ± 0.49 | 2.74 ± 1.17 | 2.54 ± 1.19 | 2.71 ± 0.87 |
| Dean/Director-Assistant | | | | |
| Dean/Assistant Director (n=13) | 3.08 ± 0.37 | 2.55 ± 0.81 | 2.50 ± 1.00 | 2.69 ± 0.62 |
| Deputy Head of Department (n=13) | 2.73 ± 0.25 | 2.51 ± 0.81 | 2.48 ± 0.86 | 2.56 ± 0.59 |
| Other (n=7) (Commission head - coordinator, etc.) | 3.03 ± 0.53 | 3.64 ± 0.86 | 3.68 ± 0.94 | 3.47 ± 0.60 |
| Test and p-value | χ:10.793 p=0.027* | χ:14.274 p=0.006* | χ:7.823 p=0.098 | χ:9.794 p=0.044* |
| Wanting to work at another university | | | | |
| Yes (n=135) | 2.87 ± 0.42 | 3.65 ± 0.93 | 3.48 ± 1.01 | 3.36 ± 0.70 |
| No (n=115) | 2.82 ± 0.40 | 2.80 ± 1.01 | 2.63 ± 1.00 | 2.75 ± 0.73 |
| Undecided (n=85) | 2.91 ± 0.41 | 3.38 ± 0.89 | 3.08 ± 0.92 | 3.14 ± 0.66 |
| Test and p-value | F:1.204 p=0.301 | F:25.173 p=0.000* | F:23.223 p=0.000* | F:24.238 p=0.000* |

χ: Kruskal-Wallis, t: Student t-test, F: One-Way ANOVA, CC: Cognitive Components, EC: Emotional Components, BC: Behavioral Component, CBSS: Crab basket syndrome Scale, M= Mean, SD: Standard Deviation, * p <0.05 ** One hundred and three participants with administrative positions.

the majority of the participants are female and young academicians, these results suggest that female academicians show more CBS behaviors towards their fellows and that female academicians have higher emotional and behavioral perceptions because they are more emotional individuals. In the studies conducted on academicians, female academicians experience psychological violence behaviors intensely, female academicians see their colleagues' attitudes as a career barrier more than male (Karatepe et. al., 2021), and young female academicians are more likely to experience psychological harassment (Özbilen, 2017). On the other hand, Özbilen (2017) stated in her study that women see the most negative attitudes from their same sex, and that their same sex, especially female managers, cause more career barriers. A similar situation has emerged in studies conducted on teachers and it has been observed that teachers' perceptions of crab basket syndrome are at a moderate level (Çavuş & Sarpkaya, 2022).

In the comparisons made according to the personal characteristics of the academician nurses, it is seen that the crab basket syndrome perceptions in general, and especially the emotional and behavioral perceptions of the married and female academicians, who are younger, have not yet completed their doctoral education and are at the beginning of their career, are higher. In addition, the fact that research assistants, who are in the first years of their careers, junior, at the bottom of the academic hierarchy, and who do not have much institutional experience, have high perceptions of CBS in

general, as well as their emotional and behavioral perceptions, are in line with these findings. In the study, it is seen that the perception of CBS decreases as the corporate experience and title increase with age. It can be considered as an expected situation that the perception of CBS is high among research assistants who are young academicians in the early stages of the career ladder. Because these stages are the period when academic expertise is tried to be increased and interpersonal competition is intense, especially when future faculty members are trained. Behaviours such as intense competition, ambition and jealousy can be observed among individuals who aim to become an expert faculty member who is accepted in their field and to get ahead on the career ladder (Yeşilkuş, Özbozkurt, & Sezal, 2023). As a result of this, individuals can show behaviors that prevent each other's career both emotionally and behaviorally. However, research assistants may have perceived the simpler tasks assigned to them as behaviors that hinder their careers compared to those with higher titles. Especially the perceptions of those who are married see their roles such as wife and mother as an obstacle to them and the anxiety of not showing the desired performance, not being able to progress in their career, etc. reasons suggest that it is higher. Similar to these findings, in studies conducted, especially young, low professional experience, research assistants, and female academicians see the multiple roles they assume as an obstacle to them and that they have various difficulties in balancing between home and work life (Alçam & Altuntaş, 2017; Bircan & Erdoğan, 2020; Özbilen, 2017). In the study, it

was observed that the cognitive perceptions of the older age, completed doctorate and single academician nurses were higher. The time individuals spend in their working life increases with age, and they can get to know the people in the institution they work better in line with the experiences they have gained. Accordingly, both their self-confidence develops and their ability to cope with the problems they face develops. In this study, it can be said that even though they are cognitively aware of this syndrome, they are less affected emotionally and behaviorally, as the academicians get to know their colleagues better, their self-confidence improves and their ability to cope with the crab basket syndrome improves as their titles rise with age and increasing institutional experience. All these findings suggest that emotional and behavioral perceptions are replaced by cognitive perceptions, especially as age and institutional experience increase.

In the studies conducted in the literature, it has been stated that younger nurses are more exposed to workplace violence in terms of age (Simons & Mawn, 2010), which supports the research findings, and that the older nurses do not want young nurses, do not help young nurses, and behave rudely (Wuertele, 2017). In addition, it has been emphasized that female managers create a more competitive and conflict environment in the workplace compared to male managers (Şengül, Çınar, & Bulut, 2019). In studies on academicians, it has been stated that young academicians and women with a low title are exposed to more psychological violence, there are significant differences between the title and exposure to psychological violence, and female academics expose their fellows to psychological violence more than men (Fettahlioğlu, 2021).

In the research, general CBS perceptions and emotional and behavioral attitudes of academician nurses who work in a public university, nursing faculty, internal medicine nursing department, do not have an administrative duty, have lower administrative roles such as head of commission or coordinator and want to work in another university perceived to be higher. It is thought that CBS perceptions are higher because state universities have a similar and established centralised institutional culture and management style, especially with the increase in academic title, job security is provided and the risk of dismissal is reduced, and there are more female academics in nursing faculties. However, the fact that the perceptions of CBS are higher among

academics who have roles such as commission chairman, coordinator, etc., which have low level of authority but high workload, suggests that they see these duties not as career opportunities but as a workload to hinder their career. The fact that the CBS perceptions of academics in positions of authority (department head, dean/director, etc.) were lower supports this idea. It can be thought that the fact that individuals with administrative duties have a certain power affects the behaviour of others towards them and makes it difficult for them to show CBS behaviours. In the studies that support these findings, it was observed that academics with administrative duties were exposed to less psychological violence (Fettahlioğlu & Alkış Dedeoğlu, 2021), and the perception levels of academics working at state universities towards intimidation were higher than those working at private universities (Güven, Kaplan & Acungil, 2018).

According to the results of the study, the lowest perception in all sub-dimensions is seen in the academicians working in the Nursing Department and the highest perception is seen in the academicians working in the Internal Medicine Nursing Department. This situation is considered as a reflection of the fact that academicians belonging to the same discipline have a similar perspective and understanding. In a study conducted on teachers, it was determined that mobbing behaviors differ according to branches (Potuk, 2017).

It has been determined that academician nurses who want to work in another university have higher CBS perceptions both in general and emotionally and behaviorally. This situation makes us think that although the majority of the participants are working at public universities with job security, they are considering quitting their jobs due to their CBS perceptions. This finding reveals the need for more detailed studies on the subject. In a study conducted on health workers, it was determined that health workers who encountered crab basket behaviors did not want to go to work (Aydın & Oğuzhan, 2019).

CONCLUSION

When the crab basket syndrome scores of academic nurses were evaluated, it was determined that their perceptions were generally at a moderate level. The mean crab basket syndrome score of academic nurses aged between 31-35 years, female, continuing their doctorate and married was found to be significantly higher

than other academic nurses; the mean crab basket syndrome score of participants in state universities was found to be significantly higher than private universities; and the mean crab basket syndrome score of participants in internal medicine nursing department was found to be significantly higher than other departments. Research assistants had the highest mean score; those without administrative duties had a significantly higher mean score than those with administrative duties. Commission chairs and coordinators had the highest mean score, and the mean score of the participants who wanted to find an academic position in different universities was higher than those who did not. It is important to examine the higher level of crab basket syndrome in women compared to men in other samples, especially in terms of determining the factors that create career barriers for women. Investigating the sources of the higher crab basket syndrome score in public universities compared to private universities is recommended in terms of improvement activities in public institutions. Academic nurses need to have a healthy, peaceful, safe and productive working environment while training nurses who will continue the future of the profession on the one hand and progressing in their own careers on the other. Especially in the first years of the profession, it is important to ensure the motivation of young academicians, to increase their commitment to the profession and to reduce their turnover rates. However, since academic environments are environments with intense competition and ambition for success, various career barriers are encountered. As a result of this study conducted to measure the perception of crab basket syndrome, which is one of these obstacles, it was observed that the perception of crab basket syndrome of academic nurses varied according to the type of university, department, title, administrative duty, type of administrative duty and the desire to work in another university. According to these results, it is recommended that managers should investigate the reasons for the high crab basket syndrome perception of young, inexperienced academic nurses who work in state universities and who want to work in another university and take initiatives to reduce these reasons, adopt a supportive, merit-based and fair management approach in state universities, and motivate academicians by creating an objective and peaceful working environment to reduce crab basket syndrome behaviours which are career barriers for academic nurses.

Ethics Committee Approval

Ethics committee approval was received for this study from the Bandırma Onyedi Eylül University Health Sciences Non-Interventional Research Ethics Committee (Date: 11.03.2022, Approval Number: 2022-17).

Author Contributions

Idea/Concept: N.E.S; S.A.; Design: N.E.S; S.A.; Supervision/Consulting: S.A.; Analysis and/or Interpretation: N.E.S; S.A.; Literature Search: N.E.S.; Writing the Article: N.E.S; S.A.; Critical Review: S.A.

Peer-review

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Conflict of Interest

The authors have no conflict of interest to declare.

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