



GAZETECİLERİN YIPRANMA ALGILARINA YÖNELİK NİTEL BİR ARAŞTIRMA

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ÖZ

Araştırma Makalesi

Research Article

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Başvuru Tarihi / Received

21.04.2025

Kabul Tarihi / Accepted

27.07.2025

Birçok meslek gibi en zorlu mesleklerden biri olan gazetecilik, teknolojinin gelişmesiyle birlikte her geçen gün hem daha kolaylaşmakta hem de daha da zorlaşmaktadır. Gazetecilik mesleğini seçen bireylerin zaman zaman mesleklerinden dolayı olumsuz algılara sahip oldukları görülmektedir. Bu kapsamda araştırmanın amacı, gazetecilerin mesleklerinden dolayı olumsuz etkilenecek yıprandıklarını ortaya koymaktır. Araştırmanın temel sorusu “gazeteciler mesleklerinden dolayı yıpranma hissi yaşıyorlar mı” şeklinde belirlenmiştir. Araştırma sorusunu cevaplamak için, Türkiye’de (Bolu) gazetecilik mesleğini icra eden bireylerden derinlemesine mülakat yöntemi ile veri (n=10) elde edilmiştir. Toplanan veriler Voyantools analiz programı kullanılarak analiz edilmiştir. Araştırma sonucunda gazetecilerin mesleklerini yaparken olumsuz durumlardan etkilendiği, yıpranma algıları yaşadıkları ve mesleğe yönelik gelecek kaygılarının olduğu tespit edilmiştir. Gazetecilik mesleğinde yıpranmanın olduğu kabul edilmesine rağmen ulusal ve uluslararası literatürde incelenmemiş bir konunun ele alınması açısından bir durum tespiti olması nedeniyle bu araştırmanın önemli olduğu düşünülmektedir. Araştırma, gazetecilerin yıpranmaları gibi olumsuz bir duygu durumuna odaklanan özgün bir araştırma olup araştırma bulguları ışığında hem pratik hem de teorik önerilerde bulunulmuştur.

Anahtar Kelimeler: Gazetecilik, Yıpranma, Gazetecilik yıpranması, Nitel araştırma.

A QUALITATIVE STUDY ON JOURNALISTS’ PERCEPTIONS OF ATTRITION

ABSTRACT

Journalism, one of the most challenging professions, like many other professions, is becoming easier and more difficult with the development of technology. It was observed that individuals who choose the profession of journalism sometimes have negative perceptions about it. In this context, this study reveals that journalists are negatively affected and worn out because of their profession. The main question of the research was determined as “do journalists experience a sense of attrition due to their profession?”. To answer the research question, data (n=10) were obtained from individuals practicing the profession of journalism in Türkiye (Bolu) through in-depth interviews. The collected data were analyzed using the Voyantools analysis program. Because of the research, it was determined that journalists were negatively affected

by situations while doing their profession, experienced perceptions of attrition, and had concerns about their future. It is thought that this research is important because it is a situation assessment in terms of addressing a subject that has not been examined in national and international literature, despite the acceptance of attrition in the profession of journalism. The research is an original study that focuses on a negative emotional state, such as journalists' attrition. Considering the research findings, both practical and theoretical suggestions were made.

Keywords: Journalism, Attrition, Journalistic attrition, Qualitative research

INTRODUCTION

The fundamental element that the entire universe, including the smallest land masses where human beings live, agrees on and shares is news, and the results obtained because of the studies conducted by researchers have shown that the concept of news value has maintained its importance throughout history (Kovach & Rosenstiel, 2014). Individuals have always been curious about what is happening in the society they live in, and in addition, they have carried within themselves the impulse to see what other people think about the developments that are taking place. Undoubtedly, while people are in the aforementioned impulses, the underlying elements include the desire to protect themselves from external threats, the need to communicate and establish a bond with other people, etc., and the profession of journalism, which delivers the news element that meets all these to the society, has emerged as a reflection of this need (Kovach & Rosenstiel, 2014; Tokgöz, 2006). Individuals and societies have undoubtedly needed mass media as much as journalists to meet their need for news; thus, mass media have evolved throughout history and have become what they are currently used. Currently used for the evolutionary process is considered, the transformations experienced by mass media, the differentiation of news presentations, and qualitative and quantitative changes have also made significant contributions to the intellectual development of human beings (Özçağlayan, 2008, p. 132). Although the beginning of newspapers, which emerged as a product of the need to receive news and information, was newsletters dating back to the 13th century, the first newspapers published within a certain period after the invention of the printing press are accepted as those published in Antwerp and Bremen in 1609 (Tokgöz, 2006). Journalism, which evolved into a profession in the years in question, has managed to gain a respected place among professions with its contributions to informing and informing the society,

establishing communication among each other and forming public opinion. It can be considered that improving the working conditions, ways of doing business and conducting business, personal rights, etc. of journalism, which is stated to have a public aspect due to its professional activities, will also contribute to the benefit of society in this context. Because the news content presented by a journalist who fulfills his/her duty without feeling any negative elements, such as anxiety, stress, and pressure, etc. by taking into account the ethics and principles of the press, can contribute to the impartial and accurate awareness of society and will also benefit the development of public opinion. It should also not be forgotten that a journalist, in addition to conveying news and information, could contribute to the formation of culture and intellectual development in society (Atılğan, 1991). Therefore, it can be stated that it is important for the way the journalism profession is conducted to be free, impartial, sustainable, and free of elements such as stress, anxiety, pressure, etc., considering its ability to directly or indirectly affect the social dynamics in question. Otherwise, it should not be forgotten that the journalism profession can negatively affect social peace and tranquility through manipulative content and disinformation. The journalism profession is different from other professions such as office workers and factory workers. They differ negatively from other examples in that they work under stress and pressure and operate 24 hours a day, far from the concept of working hours (Şakar, 2018). Therefore, journalists are among the professional groups that are exposed to the phenomenon of burnout and wear and tear. In our country, especially in the 1990s, journalists have been exposed to negative effects in the way they conduct their work and continue their work. Undoubtedly, the most important reason for this is the change in the ownership structure of the media, which is within the scope of economic politics. The fact that large holdings started to shift their investments to the media sector caused changes in this sector (Tılıç, 2001, p. 14). In the following years, with the 2001 crisis, some negative effects were experienced in the press sector in terms of personal rights, the functionality of the Press Labor Law was damaged, and working relations were worn out in the sectoral context (Seçkin, 2010, p. 48). Thus, while the media sector was transformed into a profit-oriented business structure, journalists were also affected by this situation, and attempts were made to distance the profession from its public aspect.

Along with all these processes, in the new competitive, dynamic, and challenging business life we find ourselves in, elements such as uncertainty, stress and intense work hours undoubtedly make journalists more vulnerable to the perception of attrition. Attrition, which has negative effects on both employees and the companies they work for, is expressed as an employee resigning from their job or requesting retirement (Fallucchi et al., 2020, pp. 14-15; Yiğit, 2024). An employee exposed to attrition may face negative situations, such as material poverty, disruptions in social and family life, loss of work environment, and psychological problems. When the relevant literature was reviewed, it was seen that employee attrition developed due to two factors. These push factors emerge because of a situation encountered and are mostly associated with dissatisfaction with the job, disorders of relationships in the work environment, stress, anxiety, low wages received in return for work, while pull factors are seen as different workplaces and lines of work that meet the needs and desires of the employee. In light of studies in the literature on the perception of attrition, it has been determined that attrition depends on the elements of salary level, work intensity, uncertainties about the future, negative course of relationships in the work environment, and insufficient level of self-actualization (Immaneni & Sailaja, 2019, p. 12; Raza et al., 2022, p. 1; Sengupta & Gupta, 2012, p. 1273). Within the scope of the research, an analysis was conducted to determine the perceptions of individuals operating in Bolu province who were engaged in the profession of journalism. The study determined that journalists have negative perceptions because of their profession. In this context, the research question was determined as “do journalists experience a sense of burnout due to their profession?” and the discourse analysis method was applied in the study. In the studies conducted in the literature and mentioned in the discussion section of the conclusion section of this research, the burnout perceptions of the participants towards the journalism profession were investigated. However, no study has investigated burnout perceptions towards the journalism profession was found in either national or international studies. Accordingly, it can be said that the research is original and will fill the gap in the literature.

1. The Concept of Journalism

Journalism is a multifaceted discipline that involves the gathering, writing, editing, and dissemination of news through various media platforms such as newspapers, magazines, radio, television, and the internet. It serves as a crucial component of mass communication, providing the public with information necessary for making informed decisions about personal and public issues. The discipline is characterized by its focus on the present, an eyewitness perspective, and the use of everyday language to communicate effectively with the audience (Eaman, 2009). Journalism is defined as the timely reporting of events at various levels, from local to international, involving the collection and presentation of information through interviews and research (McNair, 2005). It encompasses a wide range of media, including print, broadcast, and digital platforms, and involves processes such as editing and presenting news articles (Eaman, 2009).

Journalism has developed through various historical periods, adapting to changes in society and technology, and now includes diverse forms such as enlightenment, entertainment, advocacy, and gatekeeping journalism (Splichal, 2001). The term 'journalist' emerged in the early 18th century, with 'journalism' following about a century later, marking the evolution of a distinct form of writing focused on current events (Eaman, 2009). The practice involves a set of ethical standards and recognized processes for gathering and presenting information, which are crucial for maintaining credibility and trust with the audience (Greste, 2023)

The digital revolution has blurred the lines of who can be considered a journalist, as anyone with a smartphone can create content that resembles journalism, challenging traditional definitions and legal frameworks (Greste, 2023). Journalism is a dynamic and evolving field, continuously transforming in response to technological advancements and societal needs, making it a permanent construction rather than a static profession (Ringoot & Ruellan, 2007).

2. Journalism Profession

When examined etymologically, the word newspaper came to be translated as Turkish from French. The word Gazette, which means news bulletin, is equivalent to newspaper in Turkish, whereas the word Journal is used in Western European

countries today (Aydoğan, 2013, p. 28). When the origin of the newspaper was investigated, it was found in the 1300s. The main difference between the conventional definition of newspapers, which goes back to the period when there were papers containing news and messages about the aristocracy, based on the continuity of the economic concerns of the bourgeoisie and the ways of doing business, and the application in question is that the newspaper is published daily, weekly or monthly within a certain period (Perreault & Ferrucci, 2020; Steensen et al., 2021). Although the emergence of the newspaper has a deep-rooted past, there is a connection between the purpose of the emergence of conventional newspapers and world wars. Newspapers with well-known definitions, in the first period they emerged, showed their first activities to announce war news, inform the public about what was happening on the fronts, and, in addition to all these, to serve the controlled war propaganda of certain powers. Thus, the first period newspapers fulfilled a very important task by serving the communication systems of societies and individuals as a mass communication tool (Steensen & Westlund, 2021, p. 67; Wahl-Jorgensen, 2020). When relevant literature is scanned, it is evident that many definitions have been made about journalism. The most frequently encountered and again emphasized with the simplest expressions among the definitions made since the second half of the 1800s is the definition of journalism; It refers to a professional group that provides information to the masses through mass communication tools and informs them about the events they encounter and earns money as a result of all these activities (Peksevgen, 2016). Another definition of journalism is expressed in Law No. 5953 on the Regulation of Relations Between Employees and Employers in the Press Profession. In Türkiye, people who carry out artistic and intellectual works operating within newspapers, periodicals, and photo and news agencies that are published and conveyed to the public are called journalists (Eşidir & Bak, 2022). There is undoubtedly a strong relationship between newspapers and journalists. While newspaper printing became widespread with the positive impact of the industrial revolution, the concept of mass journalism emerged, the profession of journalism progressed in the same parallel, and the transmission of news to the reader accelerated. In the 20th century, the spread of radio and television, which were important new tools in mass communication, brought reaching the target audience to a more effortless and widespread period; thus, the

importance and value of journalists gradually increased in society (Garcia & Proffitt, 2021; Schudson, 2020). Although mass communication tools have adapted to the internet environment with the effect of digitalization in changing media practices, journalists continue their professional activities within the same framework as in the past. Journalism is defined as the process of collecting information about an event, transforming it into news, and conveying it to society through the newspaper (Eldridge & Franklin, 2019; Solnet et al., 2022). Journalism can undoubtedly be defined as an exceptional profession that develops a functioning democracy and a sustainable understanding of freedom and serves both structures in question. Because journalism also defines a profession that conveys the activities of the governing body, what it does and what it does not do to large segments of society and fulfills the duty of informing them in this regard. In this regard, the contribution of journalism to democracy is undeniably important. At the same time, journalism; Addressing also enables the individuals within the community in which it serves and operates to communicate their thoughts and opinions to each other, and in this respect, it contributes to the development of communication between individuals (Hanitzsch, 2007; Peters, 2013; Wasserman, 2015).

While the emergence of journalism in Türkiye dates back to the 19th century when the first Turkish newspapers were published, it is seen that the people who engaged in journalism during the period consisted of prominent names of the society, relatively status-holding statesmen, and individuals interested in literature, and journalism was not yet expressed as a profession like examples such as doctors, lawyers, etc. (Korkmaz, 2012). Until the opening of the Istanbul Private Journalism School in 1948, journalism in Türkiye continued as a self-trained profession based on master-apprentice relations, but as a result of the initiatives of Müderris Fehmi Yahya, journalism has now evolved into a professional occupational group based on education (Wahl-Jorgensen, 2020; Zenginbaş, 2021). In the world, the first journalism education dates to 1893 in the United States, while it dates to 1908 based on contemporary curriculum (Çakmak, 2023; Tokgöz, 2006). Therefore, there is not much difference in time between the beginning of journalism education in developed Western countries of the world and Türkiye. The ongoing process has led to an increase in the need for

professionalism in the profession of journalism as a necessity of the age, and communication faculties with departments such as radio, cinema and television, public relations and journalism have begun to be established in our country, and qualified, equipped journalists who can keep up with the requirements of the age have begun to be trained. When the literature is scanned, it can be seen that journalism is divided into types. The main types of journalism are as follows; News Journalism; It is the type in which newsworthy events and developments are processed by a journalist according to the ethics and principles of journalism, reported and presented to society. In news journalism, journalistic activity is carried out with the idea of informing and informing the society about the event encountered (Bentley, 2011; Chua, 2023; Wahl-Jorgensen, 2020). Investigative journalism, on the other hand, is the type in which the journalistic activity, which can be evaluated under the title of news journalism, is carried out in more detail and in depth. In this type of journalism, the journalist reveals the hidden and concealed aspects of the studies he conducts on a subject that concerns the public and presents it to the public (O'Neill & Harcup, 2019). In addition, investigative journalism generally presents developments that the public does not want to know by reporting them to the public (İrvan, 2018, p. 71).

Digital Journalism: The emergence of digital journalism is undoubtedly directly related to large-scale internet use and the subsequent emergence of web-based news sites. The first example of a web-based news site was in Wired Magazine (Mora, 2002, p. 114). In digital journalism, journalists process news visually, audibly, and in writing on a web-based basis (Gezgin, 2002, p. 30).

Citizen Journalism: Citizen journalism, which has become a type of journalism frequently heard with new media channels because of digitalization, dates back much further and emerged in the traditional media period (Bentley, 2011, p. 105). The origin of citizen journalism dates to the United States, and the main factor that triggered its emergence was the discussion of the trust element in the media environment of the period and the society's loss of faith in news. Citizen journalism, also called participatory journalism, is generally defined as a type of journalism conducted by individuals who do not practice journalism as a profession (Yıldızgörü, 2022, p. 299)

3. Journalists' Perceptions of Attrition

In a professional context, journalism is a profession that is generally respected by society. Because journalists perform a kind of public duty by producing news, developments, information, etc., which society needs in line with professional ethics and principles. However, fulfilling this important duty undoubtedly brings with it some difficulties. Developments and incidents may occur in regions where newspapers are published and journalists work 24 hours a day. Accordingly, society wants to be informed about these developments and about what is continuing. Journalists who operate in line with this expectation and desire should present any development or incident experienced at any hour of the day to the society without wasting time, if it is newsworthy, by considering professional ethics and principles. One of the fundamental reflections of changing and developing journalism practices, especially today, stands out at this point (Hendrickx, 2023; Mutsvairo & Orgeret, 2024; Zeng & Chan, 2023). With digitalization, serious competition has emerged in the journalism profession, and an effort has been made to deliver news to readers in the most widespread and fastest manner. Considering that many newspapers that continue their traditional publishing activities today also have internet news sites due to the effect of digitalization, it can be said that the vast majority of journalists have experienced the competitive process in question with digitalization. In addition to the effort to quickly present the news, it is seen that the concepts of space lessness and timelessness have also emerged with digitalization, and in this context, journalists have entered a much more intensive working period (Beykoz, 2024). Therefore, it can be thought that journalists are more vulnerable to wear and tear in line with the increasing stress, effort, responsibility, etc. in their work styles due to the undeniable effect of digitalization today. When the Turkish Language Association dictionary is examined regarding the definition of the word wear and tear, it is seen that wear and tear refers to the loss of old durability and prestige due to a few factors (TDK, 2025). The person who conceptually introduced burnout to the literature was Freudenberger, who associated burnout with the essential loss of the individual and stated that the main factors that cause this are wear and tear and failure to meet expectations (Bakan & Amırlı, 2022, p. 2). The phenomenon of burnout points to an important dimension of

the professional wear of working individuals. There are a number of factors that cause burnout in individuals. These are basically divided into two (Bakan & Amırlı, 2022);

Individual Factors: Diploma levels, gender, age, demands, professional identities, etc.

Organizational Factors: Work environments, relationship levels with colleagues, contributions to decision-making processes, etc. are evaluated.

When the literature on the phenomenon of burnout is reviewed, the study conducted by Maslach and Jackson (1981) stands out. When the content of the study is examined, it is noted that the phenomenon of burnout consists of three components, and the components in question are listed as follows (Maslach & Jackson, 1981);

Emotional Exhaustion: It is expressed as the first stage of the phenomenon of burnout in a dimensional context. It is stated that the individual experiences emotional insensitivity to many events he/she encounters with this stage, and it is stated that the source of the burnout experienced by the individual is stress and sadness (Ağraş & Genç, 2018; Budak & Sürgevil, 2005).

Desensitization: The fundamental point where depersonalization, another dimension of the burnout phenomenon, and emotional exhaustion differ is that the individual now evolves from an internal dimension to an interpersonal exhaustion state (Esen, 2019). In the depersonalization phase, the individual no longer cares about other individuals and acts indifferently, feeling the other individual as an object, and the results of emotional depletion are seen as the reason for this (Otacıoğlu, 2008).

Decrease in the sense of personal accomplishment; In the last component of the burnout phase that begins with emotional exhaustion, the decrease in the sense of personal accomplishment, the individual is seen to be in a ruthless self-criticism and describes himself as inadequate, unsuccessful and incompetent (Otacıoğlu, 2008).

It should not be forgotten that there is a strong connection between the perception of professional wear and the phenomenon of burnout. The phenomenon of burnout and the perception of wear are undoubtedly issues that are frequently encountered and seen as a major problem in the journalism profession, as in other professional groups. The Turkish Statistical Institute (TurkStat), which currently

addresses public and private sector stakeholders in Türkiye and organizes an official report on burnout and attrition rates, has not yet been published (Oruç, 2020, p. 323). The journalism profession, by its nature, can be expressed as an occupational group that causes attrition due to intense stress, increased workload, and being a profession that is not based on any concept of overtime. In addition to the aforementioned issues, relatively variable low salaries and censorship and pressures that arise due to changes in ownership structure of the media sector can also be seen among the issues that cause attrition of individuals practicing the journalism profession. When the media is considered in two basic groups as widespread and local, it can be stated that journalists operating in local media are more prone to attrition than journalists working in national media (Banjac, 2024; Porlezza & Schapals, 2024; Zeng & Chan, 2023). In this regard, MacDonald et al. (2016), the results of their study show that journalists who continue their local and regional publishing activities and who operate in media groups where opportunities and possibilities are more limited compared to the mainstream media constitute a greater risk group in terms of the burnout phenomenon. In addition, the professional positions of journalists were also examined in the study in question and according to the results obtained, it was determined that journalists in editorial and reporter positions, which are stated to require intense stress and responsibility, have higher burnout levels compared to journalists working in other positions. In another study conducted in the context of professional positions, it was seen that individuals who do not work in managerial positions are more prone to wear out than individuals working in managerial positions and therefore have a higher tendency to leave their jobs (Latha, 2013).

It can be stated that the concept of burnout and the perception of burnout vary among professional groups as well as among employees operating in different positions within the same professional group, depending on the intensity of stress and high responsibility. It can be expected that journalists who are subject to burnout due to the phenomenon of burnout will have a decrease in their commitment rates to journalism activities, which are expressed as public duty, and their tendency to resign from the media sector will also increase. Reinardy (2011), while supporting this view with the data he obtained in his study, emphasizes that journalists have the idea of

leaving the media branch they work in due to burnout, and it is stated that their commitment rates to their profession also weaken. It should not be ignored that the decrease in the professional commitment rate carries the risk of negatively affecting the public's trust in news and information. The compliance of the news content produced by a journalist whose way of doing business may be negatively affected due to burnout and burnout with professional ethics and principles may also create discussion. It carries the risk of negatively affecting the psychological state of individuals working in the journalism profession, their way of doing and sustaining their work, as well as their social lives, family lives and even the psychology of their family members, where burnout and exhaustion are experienced. In addition to all these, the risk that it may negatively affect the future of the journalism profession should not be forgotten and it should not be forgotten that it is important for the public to pay attention to the findings obtained as a result of the studies to be carried out on this issue and for the relevant managers to take action by drawing the public's attention.

4. Method

In this study, the aim was to obtain the opinions of journalists in the Bolu province about the journalism profession, and data were obtained by conducting a focus group interview on the professions of journalists and using the in-depth interview method. Yin (2018) states that enough samples according to the interview technique in qualitative research is 4 to 12 samples. Interviewing 10 people was deemed sufficient in the study. Questions to be asked in the interview within the scope of qualitative research are usually prepared in advance. Depending on the nature of the interview, they can be supported with new questions during the interview. Interviews in which all questions are prepared in advance and do not go beyond these questions are called “structured interviews” (Tutar & Erdem, 2022, p. 309). The data obtained through interviews were examined using the discourse analysis method. The most important point that distinguishes the discourse analysis type from others is the effort to analyze what is intended to be said in the content of the discourse and the meaning behind the discourse. Therefore, each reader or listener can make personal judgments during the analysis of what is expressed. The goal of discourse analysis is to analyze what the person who makes the discourse wants to express, aims, and desires with the

words he/she uses (Tutar & Erdem, 2022, p. 398). There is a linear connection between action and discourse. The person's expressions and the activities he/she carries out support and shape each other. Therefore, the words used also have the ability to affect the entirety of the person's social life (Büyükduman, 2022, p. 73). In this direction, 10 questions were determined to be asked to the participants. The questions were created by the relevant authors and this number was reduced to 5 by consulting 5 academics and experts who experts in the field are. The questions asked to the participants are stated below.

- What does the profession of journalism mean to you?
- Can you tell us about the positive aspects of the profession of journalism?
- How does the intensity in the profession of journalism affect your private life?
- What would you say about the difficulties of the profession of journalism?
- When you think about the future of the profession of journalism in Türkiye, how do you see the future of journalism? Would you recommend this profession to your children?

The speech data obtained from the participants during the research process was recorded and then transferred to a Microsoft Office Word document. As a result of the transfer, a total of 4517 words of data were obtained. The obtained data were examined, and themes, codes and word clouds were created, and the findings of the research were analyzed. The themes created by the coding method over the speech text and words were analyzed in the form of figures using the Voyant Tools online program.

A coding method was applied to qualitative data within the scope of discourse analysis. Beykoz and Erdem (2016) "Coding method" is basically the process of selecting "bits of data" related to the subject from the speech text and assigning them to categories. Coding is generally done by determining the keywords that are similar to words, phrases, sentences or sentences by the researcher who performs the qualitative data analysis. To collect the research data, ethics committee permission was obtained from --- University Ethics Committee (Protocol No. ---) at the meeting dated --- and numbered ---

5. Findings

The demographic characteristics of the 10 sector representatives who practiced journalism in Bolu during the research process are given in Table 1.

Table 1

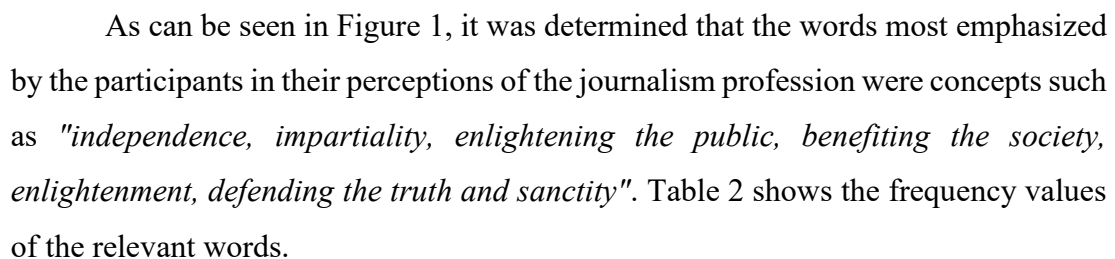
Demographic characteristics of the participants

Participants	Gender	Age	Professional Seniority
Participant 1	Female	49	27
Participant 2	Female	38	15
Participant 3	Female	39	13
Participant 4	Male	66	30
Participant 5	Male	52	21
Participant 6	Male	31	7
Participant 7	Male	56	27
Participant 8	Male	35	8
Participant 9	Male	37	9
Participant 10	Male	40	12

According to Table 1, according to the demographic variables of the participants, it is seen that male individuals (7) are in the majority, while women (3) are also in the journalism profession. According to the age variable, it is seen that the youngest participant is 32 years old, while the oldest participant is 66 years old. When looking at professional seniority, it is seen that the participants have been practicing journalism for between 7 and 30 years. The data obtained from the participants through interviews during the research process was analyzed with the Voyantools program. As a result of the analysis of the participants' answers to the first question of the research, *"What does the journalism profession mean to you?"*, the word diagram in Figure 1 was obtained.

Figure 1

Participants' perceptions of the journalism profession word cloud



Number of repetitions of the most emphasized words regarding the profession

As can be seen in Figure 1 and Table 2, it was determined that the participants felt responsible towards the society in their perceptions of their profession with the relevant concepts and aimed to produce accurate, honest and impartial news, and the category of this group was determined as “social responsibility profession”. When the participants’ opinions under the category of responsibility towards the society were examined, Participant 1 stated the following: *“I believe that the profession of*

journalism is a sacred profession, believing that it is done for the sake of the society's right to receive news, and I think it should be done in accordance with the principles". Participant 2 stated the following: *"Journalism was my childhood dream. I think journalism is a passion."* Participant 4 offered a different perspective on the profession of journalism and stated the following: *"Being free and independent in the profession of journalism is extremely important. Otherwise, I can say that you will not be a journalist but someone else's penman."* According to Participant 6, although the profession of journalism is a storytelling, *"Journalism is essentially a storyteller. This could be a human story, a plot. It is bringing these stories together and conveying them to the reader in an appropriate way."* The word diagram in Figure 2 was obtained as a result of the analysis of the participants' answers to the second question of the research, *"Can you tell us about the positive aspects of the journalism profession?"*

Figure 2

Participants' positive views on the journalism profession word cloud



As can be seen in Figure 2, when the participants' responses to their positive views on the journalism profession were analyzed, it was determined that the words they emphasized most were *"being respected, being loved, being a prestigious profession, creating value, being the voice of the society and access to information"*. Table 3 shows the frequency values of the relevant words.

Table 3

Frequency analysis of positive views towards the profession

Order No.	Word	Percentage of recurrence	Categories
1	Being respected	51	Prestigious profession
2	Being a loved individual	45	
3	Having a prestigious profession	41	
4	Creating value	36	
5	Being the voice of society	22	
6	Access to information	13	

As can be seen in Figure 2 and Table 3, the category of this group was determined as “prestigious profession” due to the positive views of the participants towards their professions and their perception of journalism as a prestigious profession. With these concepts, it was determined that the profession is a respectable and valuable profession in the participants’ positive perceptions towards their professions, while at the same time, it was perceived that the profession is beneficial to the society. In addition, when the participant views are examined, Participant 2 stated the following regarding the journalism profession; *“Unlike many professions, our profession provides the opportunity to work in the field. We have the opportunity to develop good relations with the politicians, bureaucrats and protocol members in our city”* and indicated that individuals who practice the journalism profession may form bureaucratic circles. Participant 4 stated that *“people’s trust in you brings respect. You become a name that the society loves and values”* and expressed that journalists are individuals loved by the society. Participant 7 stated that *“I am always proud to be a member of the journalism profession, which has positive aspects such as being the voice of the marginalized segments of society, looking out for the rights of the poor and needy, and making this heard by all people”* and expressed that journalists are the voice of the people. Participant 10 stated that *“the profession of journalism is socially beneficial and is a general acceptance that draws its strength from universal law in keeping public rights and institutional rights on the agenda. The most positive aspect of the press is that it can look out for the public benefit with the rights it receives from the law, as enshrined in the constitution with the principle that the press is free and cannot be censored”* and argued that the effect of the press informing the society comes from the principle that the press is free and cannot be censored in the law. The analysis of the answers given by the participants to the third

question of the research, “How does the intensity in the journalism profession affect your private life?” is shown in Figure 3.

Figure 3

Participants’ word cloud comparing the intensity of their journalism profession with their private life



As can be seen in Figure 3, when the participants’ answers regarding their opinions on the intensity of their profession with their private life were analyzed, it was determined that the words they emphasized the most were concepts such as “24/7 work, intensive working hours”. Table 4 shows the frequency values of the relevant words.

Table 4

Frequency analysis for professional intensity and private life comparison

Order No.	Word	Percentage recurrence	of	Categories
1	Working 24/7	71		Intensive profession
2	Busy working hours	59		

As can be seen in Figure 3 and Table 4, in the evaluations of the participants regarding the intensity and private life comparisons of their professions with the relevant concepts, the category of this group was determined as “intensive profession” due to the intensity and negative impact of journalism on private life. With these

concepts, it can be interpreted that the participants' professions are very intense, that they have a tendency and habit of living their professional lives more than their private lives, and that they are even forced to do so. On the other hand, when the answers given by the participants to this question are examined, Participant 1 stated the following opinion: *"Unfortunately, there is no concept of working hours in the profession. Therefore, a large part of our lives is spent with professional activities."* This opinion emphasizes that journalism is a profession that requires intensive effort. Participant 3, who supports this opinion, responded with a similar opinion by saying, *"I think it has a negative impact on our private lives. Our family life and social life are negatively affected due to the intensity of our profession."* Participant 6 stated that *"digital press and broadcasting activities, which are inevitable in our age, continue on a 24/7 basis. One day, while I was at home at around 22:00, with my phone in my hand, following and sharing news, my 5-year-old daughter coyly and angrily pulled out my phone and said, 'Dad, pay attention to your daughter a little bit!' It is a reality of this profession to experience this profession,"* and indicated that the journalism profession negatively affects family members. Participant 1 supported this situation by saying, *"There may be attacks or explosions somewhere at night, your news source may call you with a development, your news director may send a news story saying, 'urgently look'. Or you may see something, or you may be constantly trying to understand it with your phone in your hand. These do not only affect your private life, but they also become a part of you. You include them in your private life. Because you cannot escape them. These will always happen if you are a journalist."* The fourth question of the survey, *"What would you say about the difficulties and negativities of the journalism profession?"* The results of the analysis of the participants' answers to the question are shown in Figure 4.

Figure 4

Participants' views on the difficulties and negativities in the journalism profession word cloud



As can be seen in Figure 4, when the participants' answers regarding their views on the difficulties and negativities in their profession are analyzed, the words they emphasized the most are mentioned as negative situations such as "insufficient salary, high expenses, bureaucratic pressures, unstructured working hours". Table 5 shows the frequency values of the relevant words.

Table 5

Frequency analysis of professional difficulties and negativities

Order No.	Word	Percentage recurrence	of	Categories
1	Inadequate salary	92		Profession of attrition
2	High expenses	78		
3	Bureaucratic pressures	64		
4	Timeless life	55		

As can be seen in Figure 4 and Table 5, in the evaluations of the participants regarding professional difficulties and negativities with the relevant concepts, the journalism profession was determined as “profession of attrition” due to insufficient income and negative living conditions. On the other hand, when the participant views are examined, Participant 3 mentioned the difficulties of a fast-paced life and responded as follows: “*We compete fast in our profession. The journalist who reaches the scene, the news the fastest and publishes the news as soon as possible is successful. Otherwise, your rate of being read and reaching the society decreases seriously.*” Participant 5 responded as follows: “*Even if you are sick sometimes, you should*

continue to do your profession and convey the truth to people. Our profession requires continuity and continuity. Unfortunately, you do not have the luxury of getting tired, getting sick or resting.” Participant 6 stated that the profession requires intensity and continuity by responding to this question: *“The difficulties of the journalism profession that stand out are I can say that it is an effort to continue the profession under the shadow of inadequate salaries and bureaucratic pressures.”* Participant 9 responded by saying, *“There is a lot of effort behind the scenes, in the preparation process of the news. There are news stories that last for days and weeks. There are also colleagues who are injured or in mortal danger while pursuing news. These people take great risks while reporting the news. There are also threats so that the news will not be published. Only their colleagues and colleagues they talk to know about this.”* Finally, Participant 10 responded by saying, *“It is obvious that pursuing the truth makes those who tell lies and mistakes uneasy. As journalists struggle to reveal the truth and make things right, they become the target of all segments that feed on lies, mistakes and chaos. Enemy perceptions emerge. Life with enemies is a great challenge.”* The fifth question of the survey, *“When you think about the future of the journalism profession in Türkiye, how do you see the future of journalism?”* The analysis of the participants' answers to the question *“Would you recommend this profession to your children?”* is shown in Figure 4.

Figure 5

Participants' views on the future of the journalism profession word cloud



As can be seen in Figure 5, when the participants' answers regarding their views on the future of the journalism profession are analyzed, it is seen that the words they emphasize most are concepts such as "wage-related anxiety, anxiety about the future, professional principles, digital journalism, tendency to not develop".

Table 6

Frequency analysis for the future of the profession

Order No.	Word	Percentage recurrence	of	Categories
1	Wage-related anxiety	63		Unpredictable profession
2	Anxiety about the future	52		
3	Insufficient professional principles	47		
4	Digital journalism	31		
5	Tendency to under develop	26		

As can be seen in Figure 5 and Table 6, this category was determined as “unpredictable profession” due to the evaluations of the people regarding the unpredictable negativities regarding their profession in the future perceptions of the journalism profession with the related concepts. Accordingly, it is seen that there is a belief that the negative perceptions and expectations in the journalism profession may continue in the journalism profession in the coming years. It can also be stated that this negativity is generally seen in the answers given by the participants to the last question. Participant 1 responded as “*Sometimes we go to the news by disregarding our lives. I*

do not think I will recommend my profession to my children. Because both the difficulties in our working conditions and the wages we earn are unfortunately negative” and stated that he would not recommend it to his children due to the negative aspects of the profession. Participant 4 stated that “In order to make a living, you must do additional work and take initiatives to increase your income. I do not want my children to experience these negative situations that we experienced.” Participant 5 stated the following opinion: “I would recommend it to my child, but I would like my wife, who is my biggest supporter, to recommend it to me instead of the one I recommend. Unfortunately, my wife does not recommend it. Because, in addition to the beauties, you will not only suffer the pain yourself, but your family will also share this pain.” Participant 6 stated the following: “When we look at it today, unfortunately, with the internet becoming active in our lives, many citizens are trying to do journalism. I think this situation is damaging the journalism profession.” Participant 7 defended the opinion that “it is obvious that there is a development that reduces the respect and trust of the society for journalists. Therefore, this needs to be prevented. Otherwise, everyone will become a journalist and violate the principles of the profession.” Participant 8 stated the following negative opinion: “If the low wages we experience today in journalism continue, I think that the new generation of journalists will not be raised in the future. I do not believe that anyone will want to be a journalist in the future with such harsh working conditions and such low salaries.” Participant 9 responded to this question by saying, “People no longer follow newspapers on paper, but on the internet. This inevitably leads to newspapers closing and journalists being laid off. When this is the case, people do not want to choose journalism because they fear that they will be laid off or unemployed.” Participant 2 stated that he would recommend this profession to his children by saying, “I think it is especially spiritually satisfying. That is why I proudly recommend our profession to my children.” Participant 3 expressed his positive thoughts about the profession by saying, “Even though newspaper reading rates have decreased, journalism will continue to live. This may be more visible on the internet, but our profession will last until the next generations.” Finally, the word diagram regarding the participants’ answers to all questions is given in Figure 6.

Word cloud of participants' answers to all questions



Figure 7

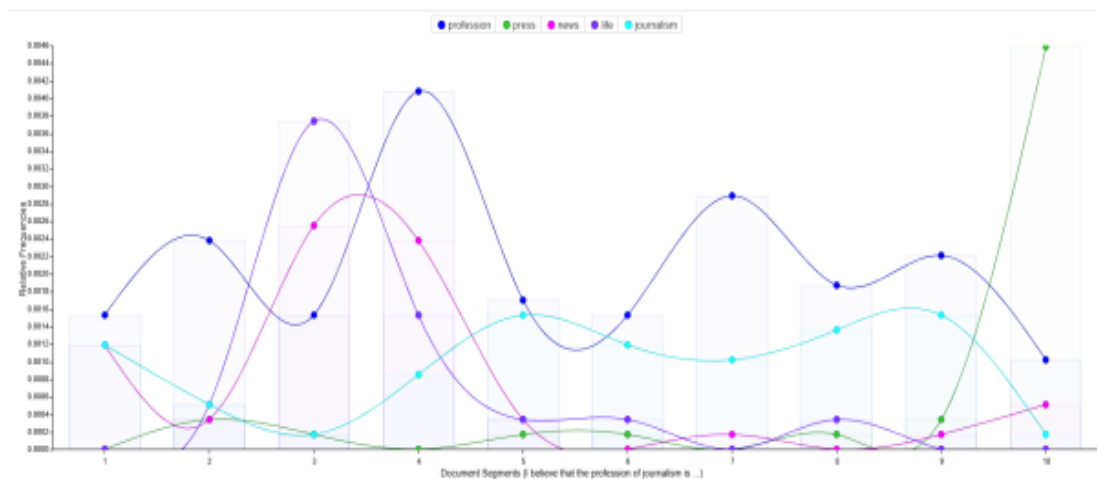
Network map for participants' answers to all questions



In Figure 7, in the network map for all participants' answers, the word "news" is associated with concepts such as news, the right to news, and the sanctity of news. In addition, by establishing a connection between the public and sanctity, the sanctity of the public's right to news is expressed. In addition, connections such as bureaucratic difficulties, instant news, and a difficult profession with the journalism profession are expressed, as well as the negative aspects of journalism. Finally, although there are complaints about the journalism profession, it is seen in the network map that the participants feel more positive feelings toward their profession. The frequency diagram is shown in Figure 8.

Figure 8

Frequency diagram of journalists



As shown in the frequency diagram of the responses given by the participants in Figure 8, the five words with the highest frequency values were "*time, profession, news, journalism and press*". "Time" appeared as the most frequently used word. According to this finding, the most basic element of journalism is "time". In this context, it was determined that instant news, acting instantly, 24/7 activity and intensive working hours form the basis of journalism.

RESULT

Within the scope of the research, an application themed "journalistic attrition" was conducted to determine the positive and negative aspects of the journalism profession in a sample of 10 journalists working in Bolu province and working directly

with the journalism profession. The answers given to the 5 questions asked to the participants within the scope of the research were analyzed using the discourse analysis method, and findings related to the journalism profession were obtained.

As can be seen in Figure 1, in the analysis conducted during the research process, the participants attributed independence, impartiality, enlightening the public, benefiting society, enlightening, defending the truth, and sacredness to the journalism profession and emphasized that this profession is extremely important for society. In Figure 2, the positive aspects of the journalism profession were determined as being respected, loved, a prestigious profession, creating values, representing the voice of society, and having access to information. The participants also emphasized that profession guides society and is respected. In Figure 3, negative situations such as working 24/7 and intensive working hours are highlighted in the participants' perceptions of the negative aspects of the journalism profession. This finding shows that journalists cannot spare enough time for their private lives and that the profession negatively affects their family lives. In the questions regarding the determination of professional difficulties and negative aspects in Figure 4, the participants emphasized that this profession is exhausting, citing examples such as insufficient salary, high expenses, bureaucratic unstructured working hours, and untimely life. In the findings regarding the future of the journalism profession in Figure 5, negative situations such as wage-related anxiety, anxiety about the future, failure to implement professional principles, and difficulties in digital journalism are also determined as negative aspects of the journalism profession. Therefore, this situation can be interpreted as having an exhausting effect on journalists' careers. On the other hand, as determined in Tables 2, 3, 4, 5, and 6, according to the analysis of the participant views, codings were made for the journalism profession, and it can be said that the professional perceptions in these codings have a positive perception as "social responsibility profession and prestigious profession". However, when the other codings are examined, negative perceptions can be said to be more common because the professional perception is "intensive profession, profession of attrition, unpredictable profession". In addition, the analysis conducted during the research process suggests that although journalists

feel love and respect for their profession, they generally have negative perceptions and tend to be worn out by doing their jobs.

In order to discuss the findings, a literature review was conducted. Kim and Buzzelli (2024) determined that journalists' burnout perceptions were high in their research on a sample of Korean journalists. Bulut (2019) determined that the change in the definition of journalism, employment and insecurity, weakness of protective regulations, and global trends negatively affected individuals who practice journalism in their research on the negative aspects of the journalism profession. Şahin Kırarp and Asit (2017) determined that women journalists' professional burnout perceptions (emotional exhaustion, desensitization and personal failure) were high in their research on a sample of female journalists, while their life satisfaction levels were low. MacDonald et al. (2016) compiled studies supporting this situation in their literature review, which indicated that journalists experience feelings of burnout in the face of certain difficulties in their research on the difficulties of the journalism profession. Reinardy (2011) stated in his research conducted on a sample of young journalists that journalists tend to burn out and that this situation strengthens individuals' intention to quit their jobs. Individuals experience burnout because of the negative effects of the journalism profession. Although the results of this study are in line with the literature, this study focused on the perception of journalistic burnout that has not been addressed in national and international literature. Because no research on journalistic burnout has been found in either the national or international literature, this study is original and can fill this gap. Because the research was conducted with 10 journalists from Bolu province, the following research limitations can be mentioned. In addition, conducting qualitative research is one limitation of this research.

The limited sample size and low generalizability of the findings are inherent limitations of the qualitative method. However, despite these limitations, the method choice is consistent with the research objectives and provides meaningful data that sheds light on the multidimensional nature of occupational attrition. In this direction, as theoretical suggestions for future researchers, the open-ended qualitative questions developed in this research can be applied to a larger sample and to journalists in different provinces, and more different and comprehensive results can be obtained. In

addition, quantitative research on the subject can be presented as a theoretical suggestion. As practical suggestions for the field of research, within the framework of the research findings, the state should establish statutes, regulations, and laws to protect journalists and encourage individuals to receive journalism education at universities. On the other hand, it is recommended that civil society organizations work more actively to protect and develop the journalism profession. In this regard, it is important to increase union activities and institutionalize the profession.

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