

## ARAŞTIRMA MAKALESİ / RESEARCH ARTICLE

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A STUDY ON THE EFFECT OF ACADEMICS' SOCIAL ANXIETY ON THEIR SOCIAL  
DESIRABILITY BEHAVIOR<sup>1</sup>

Dr. Öğr. Üyesi Aslı METİN

Isparta Uygulamalı Bilimler Üniversitesi, Sağlık  
Bakım Hizmetleri Bölümü .

e-posta: aslimetin@isparta.edu.tr

 0000-0002-6967-1772

Dr. Öğr. Üyesi Merve KİŞİ

Süleyman Demirel Üniversitesi, Sağlık Yönetimi  
Bölümü.

e-posta: merveuysal@sdu.edu.tr

 0000-0001-9226-8490

Prof. Dr. Ramazan ERDEM

Süleyman Demirel Üniversitesi, Sağlık  
Yönetimi Bölümü.

e-posta: , raerdem@yahoo.com

 0000-0001-6951-3814

## ÖZ

Araştırma, akademisyenlerin sosyal kaygı düzeylerinin sosyal olarak arzu edilen davranışlar üzerindeki etkisini incelemeyi amaçlamaktadır. Araştırmanın örneklemini 330 akademisyen oluşturmaktadır. Yüz yüze anket yöntemiyle gerçekleştirilen çalışmada "Sosyal Kaygı Ölçeği", "Sosyal İstenilirlik Ölçeği" ve demografik sorulardan oluşan anket kullanıldı. Verilerin analizi sürecinde tanımlayıcı istatistiksel yöntemler, güvenilirlik analizi, korelasyon analizi ve regresyon analizi yapılmıştır. Araştırma bulgularında sosyal istenirlik boyutları ile sosyal kaygı ölçekleri arasındaki ilişkiler incelenmiştir. İzlenim yönetimi boyutu ile eleştiri korkusu ve bireysel değersizlik boyutları arasında anlamlı bir ilişki bulunmuştur. Ayrıca kendini kandırma boyutu ile sosyal kaçınma korkusu ve bireysel değersizlik duygusu arasında anlamlı bir ilişki bulunmuştur. Bulgulara göre elde edilen sonuçlara göre akademisyenlerin kaygı düzeylerinin düşük olduğu görülmüştür. Aynı zamanda bireylerin başkaları tarafından eleştirilme korkusunun, başkalarının ne düşündüğünü önemseyerek davranış değiştirme eğilimlerini artırdığı belirlenmiştir. Ayrıca sosyal ortamlardan kaçınan ve kendini değersiz hisseden bireylerin kendi davranışları konusunda kendini kandırma eğilimlerinin düşük olduğu görülmüştür.

**Anahtar Kelimeler:** Sosyal İstenilirlik, Sosyal Kaygı, Akademisyenler.

## AKADEMİSYENLERİN SOSYAL KAYGI DÜZEYLERİNİN SOSYAL İSTENİRLİK DAVRANIŞLARI ÜZERİNDEKİ ETKİSİ

## ABSTRACT

The research aims to examine the effect of academicians' social anxiety levels on socially desirable behaviors. The research sample consists of 330 academicians. The research, which was conducted with a face-to-face survey method, used a questionnaire consisting of "Social Anxiety Scale", "Social Desirability Scale" and demographic questions. Descriptive statistical methods, reliability analysis, correlation analysis and regression analysis were used in the data analysis process. In the research findings, the relationships between social desirability dimensions and social anxiety scales were examined. A significant relationship was found between the impression management dimension and the fear of criticism and individual worthlessness dimensions. In addition, a significant relationship was found between the self-deception dimension and the fear of social avoidance and the feeling of individual worthlessness. According to the results obtained according to the findings, it was seen that the anxiety levels of academicians were low. At the same time, it was determined that individuals' fear of being criticized by others increased their tendency to change behavior by caring about what others think. In addition, it was seen that individuals who avoided social environments and felt worthless had a low tendency to deceive themselves about their own behaviors.

**Keywords:** Social Desirability, Social Anxiety, Academics

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## INTRODUCTION

The inherent social nature of individuals leads to a desire to have a place and be accepted within society. This phenomenon addresses fundamental psychological needs, including the ability to engage in active communication and the need for belonging. The subjective experience of the sense of belonging—which can be defined as making one's existence meaningful—can be considered a foundational aspect of psychological well-being. Psychologically, well-being is fundamentally associated with the concept of the self (Chu et al 2023). The concept of the ego is defined as “the total perception of oneself, including beliefs, values, skills, and personality traits” (Saçaralp, 2023). Different types of selves, examined under various headings, are shaped by individuals' hopes and concerns. According to Goffman (2009), individuals employ certain strategies to shape the impressions others form of them within society.

The concept of social desirability is defined as the tendency to create socially and normatively positive impressions about oneself, rather than providing realistic answers when responding to self-directed questions (Ellingson et al., 2001). Social desirability, which reflects the inclination to present oneself positively rather than give truthful and honest responses (Holtgraves, 2004), involves exhibiting socially acceptable behaviors within society. In the literature, social desirability is generally examined in two dimensions: self-deception and impression management (Yousefi et al., 2009; Alp, 2012). Self-deception refers to the unconscious perception of oneself in a more positive and capable light (Paulhus, 1984, as cited in Akin, 2010), whereas impression management refers to the individual's conscious effort to control the impressions others have of them (Leary and Kowalski, 1995). As a conscious strategy (Güzeller & Kızılcalıoğlu, 2020), impression management reflects the tendency to display behaviors believed to be socially desirable or acceptable, rather than expressing genuine thoughts or emotions. Impression management can emerge as a result of long-term processes such as exposure to negative attitudes, perfectionistic family environments, or heightened social anxiety. The relationship between social anxiety and social desirability is significant, representing two attitudes that must be evaluated together.

Human beings, inherently social creatures, are embedded in networks of relationships throughout their lives. Beginning with early parent–child interactions, this system continues with the need for communication with peers, teachers, colleagues, and others in society. The interaction processes individuals experience within society become a central focus of their lives, and even the negative aspects of these processes can impact mental health. The negative state of communication—one of the most essential needs in social environments—is referred to as anxiety (Çağlayan Tunç, 2015). When this anxiety emerges specifically in social contexts, it is defined as social anxiety.

According to DSM-IV (American Psychiatric Association, 2001), social anxiety is characterized by a marked and persistent fear of situations in which individuals may encounter unfamiliar people or be observed by others, leading to the fear of behaving in a way that results in embarrassment or shame. In the literature, social anxiety has also been described as a fear of negative evaluation (Christensen, Stein, and Means-Christensen, 2003). Clark and Wells (1995) argue that social anxiety is a multifaceted process: when individuals enter social settings, they attempt to monitor, control, and regulate their internal feelings, thoughts, and behaviors. At its core, social anxiety reflects a fear of disapproval, which leads individuals to display self-control, concealment, and withdrawal behaviors (Mellings & Alden, 2000). Nezlak (1999) further suggests that the fundamental fear underlying social anxiety is the fear of rejection and not being accepted.

Individuals who harbor this fear of disapproval are often introverted and shy. They avoid eye contact in social settings, refrain from speaking unless addressed directly, and dislike being the center of attention (Mansell & Clark, 1999). Such anxiety tends to intensify in contexts involving unfamiliar people, high-status individuals, or members of the opposite sex. Once these individuals begin to feel fear and anxiety, they anticipate embarrassment or criticism for anything they might say (Koyuncu, 2012, as cited in Çağlayan Tunç, 2015).

Although the root cause of this behavioral pattern cannot be explained by a single factor, it is most comprehensively described as the attempt to leave a positive impression, particularly on authority figures, while simultaneously experiencing anxiety at the possibility of the opposite outcome (Schlenker and Leary, 1982). Thus, social anxiety can be understood as emerging from situations involving fear of losing reputation and failing to receive approval, indicating that such behavior is ultimately a consequence of the strong motivation to gain acceptance within society.

## 2. METHOD

### 2.1. Purpose of the Research, Population, and Sample

This study aims to examine the potential effects of social anxiety levels among academics on their social desirability behaviors. Specifically, it focuses on how varying levels of social anxiety may influence individuals' tendencies toward socially desirable behaviors. Within the scope of the research, emphasis is placed on the notion that individuals with higher levels of social anxiety may be more likely to exhibit behaviors aimed at gaining social acceptance.

The sample group consists of 330 academics from various faculties within a public university. Academics were chosen as participants because they represent a professional group in which freedom of self-expression is of particular significance, thereby allowing for a clearer investigation of the relationship between anxiety and social desirability behaviors. This study aims to contribute to the literature by examining the impact of academics' social

anxiety levels on their social desirability behaviors. Ethical approval for this research was obtained from the ethics committee of the XXX institution, with the decision dated 21.06.2023 and numbered 139/29.

## 2.2. Data Collection Instruments

A survey form was used as the data collection instrument in this study. The survey consisted of three sections: the Social Desirability Scale, the Social Anxiety Scale, and questions related to participants' demographic information. Details of the scales are presented below:

### Social Desirability Scale

In this study, the Social Desirability Scale, developed by Akın (2010), was employed to measure individuals' tendency to present themselves in a socially and normatively positive manner rather than providing realistic information when responding to measurement items. The items measuring social desirability behaviors were divided into two dimensions: impression management and self-deception.

The scale consists of 29 items. Of these, 16 items measure the dimension of impression management, defined as "the process of controlling others' impressions of oneself—briefly, emphasizing socially accepted behaviors and downplaying socially unaccepted behaviors" (Akın, 2010; Doğan & Kılıç, 2009). In the original study, the reliability coefficient (Cronbach's alpha) for the impression management dimension was found to be 0.83.

The self-deception dimension, consisting of 13 items, measures individuals' tendencies to perceive themselves differently from how they truly are, reflecting a tendency to attribute positive qualities to oneself. In the original study, the reliability coefficient (Cronbach's alpha) for the self-deception dimension was reported as 0.79.

### Social Anxiety Scale

The Social Anxiety Scale, developed by Özbay and Palancı (2001), was used to measure the state of social anxiety. This state includes fears such as being negatively evaluated or perceived as worthless in social contexts, leading to emotional responses such as fear of speaking, fear of making mistakes, and feelings of shame (Ayberk, 2011; Aydoğdu, 2013). The items measuring social anxiety were grouped into three dimensions: Social Avoidance, Fear of Criticism, and Feelings of Worthlessness.

The Social Avoidance dimension, consisting of 12 items, reflects behaviors such as avoiding social relationships, reluctance to communicate, withdrawing from social interactions, and difficulty speaking in public. The Fear of Criticism dimension, consisting of 10 items, represents the tendency of individuals to constantly monitor themselves, fearing embarrassment and making mistakes. The Feelings of Worthlessness dimension, consisting of 8 items, captures feelings of inadequacy, self-dissatisfaction, and resistance to accepting criticism (Özbay & Palancı, 2001).

In addition to these scales, the survey included five demographic questions concerning participants' gender, age, professional titles, and years of academic experience.

## 2.3. Data Analysis

The data obtained from the surveys were analyzed using the SPSS 18.0 software package, employing descriptive statistical methods, reliability analysis, correlation analysis, and regression analyses. A significant level of 0.05 was adopted for all statistical tests.

## 3. FINDINGS

### 3.1. Descriptive Findings

The socio-demographic characteristics of participating in academics in the study are provided in Table 1.

**Table 1. Socio-Demographic Characteristics of Participants**

Properties	Variables	N	%
<b>Sex</b>	Male	163	50.6
	Female	167	49.4
<b>Marital status</b>	Married	194	58.79
	Single	136	41.21
<b>Age Group</b>	21-30	139	42.2
	31-45	149	45.3
	45 +	41	12.5

<b>Title</b>	Professor Dr.	26	7.8
	Associate Professor	44	13.33
	Assistant Professor	64	19.39
	Res. Asst./ Res. Asst. Dr.	170	51.52
	Prelector /Prelector Dr.	26	7.8
<b>Experience</b>	1-5 years	158	47.9
	6- 15 years	93	28.2
	15+ year	51	15.5
<b>TOTAL</b>		330	100

In Table 1, various social and individual characteristics of the participants were examined. Of the participants, 50.6% were male and 49.4% were female. By marital status, 58.79% of the participants were married, while 41.21% were single. Regarding age distribution, 42.2% were in the 21–30 age range, 45.3% were in the 31–45 age range, and 12.5% were in the 45-and-above age group.

In terms of academic titles, 7.8% of the participants held the title of Professor, 13.33% were Associate Professors, 19.39% were Assistant Professors, 51.52% were Research Assistants/Research Assistant Doctors, and 7.8% were Lecturers/Lecturer Doctors. When examined by years of professional experience, 47.9% had 1–5 years of experience, 28.2% had 6–15 years, and 15.5% had more than 15 years. In total, 330 academics participated in the study, encompassing all these characteristics.

The arithmetic means and standard deviations of the responses to the statements measuring participants' social desirability behaviors were also examined. It was observed that, in general, the statements received average scores of 3 or above. Among these, the impression management dimension had the highest averages: the statement "I have never stolen in my life" scored 4.41, "I never take things that do not belong to me" scored 4.49, and "When I receive too much change while shopping, I immediately return it" scored 4.80. These results indicate that individuals' impression management behaviors are above average.

Conversely, the statement "I do not consider what other people think about me" had the lowest mean score of 2.75. This item, representing the self-deception dimension, suggests that individuals' self-deception tendencies are below average.

**Table 2. Expression Numbers, Alpha Values, and Standard Deviations for Social Desirability Scale Dimensions**

Dimension	N	X	SS	α
Impression Management	16	3,90	0,528	0,787
Self-Deception	13	3,45	0,483	0,734

When examining the arithmetic means and standard deviations of the responses to the statements measuring participants' anxiety behaviors, it was observed that the overall values of the items were below 3. Statements with averages above 3, such as "I constantly control myself not to make mistakes" (M = 3.42) and "I try not to make mistakes when speaking" (M = 3.40), indicate that individuals have above-average levels of anxiety related to making mistakes in social situations.

Among the statements, those with the lowest mean scores were "I have difficulty speaking in front of the class" (M = 1.66), "I can only be successful in simple tasks" (M = 1.66), and "Even about a topic I know, I cannot speak in front of a crowd" (M = 1.76). These results suggest that academics, given the nature of their profession in which speaking in social situations is expected, do not generally experience difficulty in such contexts. Overall, it can be concluded that the anxiety levels of academics are below average.

In Table 2, the dimensions of the Social Desirability Scale (consisting of the original 29 items), along with means, standard deviations, and factor reliability (Cronbach's alpha), are presented.

- Impression Management Dimension. This dimension, consisting of 16 items, was found to align with the original structure in the present research. The factor mean for this dimension was 3.90, and the factor reliability (Cronbach's alpha) was 0.787.

- Self-Deception Dimension. This dimension, consisting of 13 items in the original scale, also demonstrated a structure consistent with the original study. The mean score for this dimension—defined as the individual presenting themselves differently from how they actually are—was 3.45, and the factor reliability (Cronbach's alpha) was 0.734.

**Table 3. Expression Numbers, Alpha Value and Standard Deviations for Social Anxiety Scale Dimensions**

Dimension	N	X	SS	α
Social Avoidance	12	2,09	0,648	0,854
Fear of Criticism	10	2,45	0,720	0,836

Feelings of Worthlessness	8	1,92	0,627	0,767
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In Table 3, the dimensions of the Social Anxiety Scale (consisting of the original 30 items), along with means, standard deviations, and factor reliability (Cronbach's alpha), are presented.

- Social Avoidance Dimension. This dimension, consisting of 12 items, reflects individuals' tendencies to avoid social relationships and their reluctance to engage in communication with others. The mean score for this dimension in the present study was 2.09, and the factor reliability (Cronbach's alpha) was 0.854.

- Fear of Criticism Dimension. Defined as individuals' tendency to constantly monitor themselves and fear criticism from others, this dimension includes 10 items. The mean score for this dimension was 2.45, and the factor reliability (Cronbach's alpha) was 0.836.

- Feelings of Worthlessness Dimension. Comprising 8 items, this dimension represents individuals' feelings of worthlessness and identification with failure. The mean score for this dimension was 1.92, and the factor reliability (Cronbach's alpha) was 0.767.

Analyses comparing the dimensions with demographic variables indicated a statistically significant difference between the self-deception dimension and working groups ( $F = 4.453, p = .012$ ). This finding suggests that working groups experience self-deception in different ways, and these experiences may influence overall levels of self-deception. Significant differences were observed between academics with 1–5 years of experience and those with 15 years or more ( $p = .015$ ), as well as between academics with 6–15 years of experience and those with 15 years or more ( $p = .021$ ). Based on mean values, academics with over 15 years of experience demonstrated the highest level of self-deceptive behavior ( $M = 3.64$ ).

**Table 4. Correlation Matrix Between Variables**

		1	2	3	4	5
1	Social Desirability	Impression Management	1			
2		Self-Deception	0.627**	1		
3	Social Anxiety	Social Avoidance	-0.133*	-0.284**	1	
4		Fear of Criticism	-0.077	-0.248**	0.746**	1
5		Feelings of Worthlessness	-0.194**	-0.300**	0.687**	0.756**

The relationship between the dimensions of the Social Desirability scale and the dimensions of the Social Anxiety scale was examined in Table 4.

Correlation analysis is used to analyze the linear relationship between two or more variables. The correlation coefficient is denoted by "r," and this value ranges between -1 and +1 (Kalaycı, 2014).

$r = -1$  indicates a perfect negative linear relationship between variables.

$r = 1$  indicates a perfect positive linear relationship between variables.

$r = 0$  indicates no significant relationship between variables.

In this context, when examining the above correlation table, it is observed that the social avoidance dimension has a negative but low relationship with impression management ( $r = -0.133, p = 0.015 < 0.05$ ) and self-deception dimension ( $r = -0.284, p = 0.00 < 0.05$ ). Additionally, a high positive relationship was found between the dimensions of criticism and social avoidance ( $r = 0.746, p = 0.000 < 0.05$ ).

One of the dimensions of the Social Anxiety scale, the fear of criticism, shows a low and negative relationship with the self-deception dimension ( $r = -0.319, p = 0.000 < 0.05$ ).

Regarding the dimension of individual worthlessness, which expresses the individual's feeling of being worthless, there is a significant but negatively oriented relationship with the impression management dimension ( $r = -0.194, p = 0.000 < 0.05$ ) and the self-deception dimension ( $r = -0.300, p = 0.000 < 0.05$ ). However, a high percentage of positive relationships were observed between social avoidance ( $r = 0.687, p = 0.000 < 0.05$ ) and the fear of criticism dimension ( $r = 0.756, p = 0.000 < 0.05$ ).

**Table 5. Inter-Variable Regression Analysis**

Dependent Variables	Independent Variables	$\beta$	T	P	F	Model (p)	R <sup>2</sup>
Impression Management	Social Avoidance	-0.074	1.069	0.286	5.943	0.001	0.052
	Fear of Criticism	0.153	2.232	0.026			
	Feelings of Worthlessness	0.244	-3.368	0.001			
Self-Deception	Social Avoidance	-0.121	-1.980	0.049	12,267	0.000	0.093
	Fear of Criticism	0.024	0.386	0.700			
	Feelings of Worthlessness	0.165	-2,560	0.011			

To investigate the impact of individuals' level of social anxiety on social desirability behavior, To investigate the impact of individuals' levels of social anxiety on social desirability behaviors, a regression analysis was conducted. The effects of the dimensions of social anxiety on the dimensions of social desirability were examined separately, as presented in Table 5.

A significant relationship was found between the first dimension of the Social Anxiety Scale—impression management—and the dimensions of fear of criticism ( $F = 5.943, p = .026$ ) and feelings of worthlessness ( $F = 3.652, p = .001$ ). However, the explanatory power of the relationships between impression management and the dimensions of social avoidance, fear of criticism, and feelings of worthlessness was weak ( $R^2 = .052$ ).

The positive relationship between fear of criticism and impression management indicated that individuals' concern about being criticized increased their attempts to present themselves differently from how they actually are ( $\beta = .153$ ). In contrast, the negative relationship between impression management and feelings of worthlessness suggested that individuals who perceived themselves as worthless reduced their efforts to appear as others desired ( $\beta = -.244$ ).

No significant relationship was found between social avoidance, one of the dimensions of the Social Anxiety Scale, and impression management, suggesting that the level of social avoidance did not affect impression management behaviors ( $p = .286 > .05$ ).

The relationship between self-deception and the dimensions of social avoidance, fear of criticism, and feelings of worthlessness was also weak ( $R^2 = .093$ ). Self-deception was found to have a statistically significant effect on the dimension of social avoidance ( $p = .049$ ). In addition, the relationship between feelings of worthlessness (independent variable) and self-deception (dependent variable) was statistically significant ( $p = .011$ ). However, no significant relationship was observed between self-deception and fear of criticism ( $p = .700 > .05$ ).

#### 4. DISCUSSION

The level of social anxiety determines the extent of behaviors such as fear of being misunderstood by others or hesitation to speak in public, and it can essentially arise from misperceptions related to self-concept and social interaction (Schlenker & Leary, 1982). Social desirability behavior is defined as an individual's attempt to appear different from who they really are, and individuals may exhibit this behavior both towards themselves and towards society. Based on the idea that the desire to appear different may be an outcome of the anxieties experienced by individuals, various analyses have been conducted on the relationship and effect between these two concepts.

This study on academics reached 330 participants, paying attention to the gender distribution of participants. Although the fact that the study was conducted at a public university is a limitation of the study, it was observed that the participants, whose age ranges were concentrated between 31 and 45, had professional work experience concentrated between 1 and 5 years. When the distribution of academic titles was examined, it was found that Research Assistants and Doctoral Research Assistants were highly concentrated. It was thought that the title of Research Assistant, which is the first step in the professional career ladder, and the connection between being new to the profession and anxiety and desirability could reveal a different situation, but no significant difference was found. In general, participants with low levels of social anxiety were found to have no difficulty speaking in social settings but were anxious about making mistakes. Academia is a professional field that involves important responsibilities such as producing knowledge, teaching, and contributing to society. Academics' social anxiety is generally related to social situations such as professional interactions, conferences, peer evaluations, and interactions with students. Social

anxiety can express academics' difficulty coping with the fear of being negatively evaluated or criticized in such situations.

Social anxiety behavior has been explained in the literature and in the scale used as having three sub-factors. These are social avoidance, fear of criticism, and feelings of personal worthlessness. Social desirability behavior, on the other hand, has been explained in terms of impression management and self-deception. According to the research findings, academics who feel worthless on an individual level do not have a concern or desire to be perceived positively by others or to see themselves in a positive light. However, a meaningful and positive relationship was found between feelings of individual worthlessness and social avoidance and fear of criticism. This situation reveals that individuals with low self-esteem experience anxiety about being in social environments and being criticized. Similarly, research conducted by Gök ve Yalçınkaya Alkar (2023) also found that the most fundamental trigger for social anxiety is low self-perception and self-esteem. Similarly, studies have shown that individuals with high self-esteem have low levels of social anxiety (Eriş and İkiz, 2013, İzgiç et al., 2000). Shang et al. (2025) concluded in their study that low self-esteem increases social avoidance and social stress behaviors. Guo et al. (2025) showed in their study that self-identity is one of the key factors predicting social anxiety, and that this effect largely emerges through the fear of negative evaluation. A study by Kim et al. (2022) found that in individuals with high social anxiety, impression management behaviors are not directly linked to anxiety but are linked to it through post-event rumination. An increase in anxiety levels in individuals leads them to engage in impression management, and individuals then further increase their anxiety by criticizing themselves. It is evident that feelings of worthlessness at an individual level trigger social anxiety behavior.

According to the research findings, although academics do not exhibit high levels of social anxiety behaviors, it has been observed that their anxiety behaviors affect socially desirable behavior. When behavioral dimensions are examined in detail, it has been determined that social avoidance and fear of criticism, which are dimensions of social anxiety behavior, affect impression management behavior, but the relationship is weak. Self-deception behavior was found to be triggered by social avoidance and feelings of personal worthlessness. Similarly, in a 2015 study conducted by Sarıyar on students, it was found that students who exhibited submissive behavior had high levels of avoidance and anxiety behaviors. When addressing the concept of exclusion, Williams (2002) emphasized the negative relationship between exposure to social exclusion and having a positive self-esteem. At the same time, it has been found that individuals with high anxiety levels are less accepted by society and attract less attention (La Greca and Lopez, 1998). Social anxiety, considered an outcome of an individual's mental structure, negatively affects their socialization skills, and as a result of their anxiety level, individuals may lose their self-esteem. This situation may cause the individual to deviate from behaving as they are, to engage in behavior that conforms to their environment, and to feel the need to appear as society wants them to be seen.

## 5. CONCLUSION

Social anxiety is a psychological condition that describes individuals' fear of being negatively evaluated by others in social settings. Social desirability, on the other hand, refers to an individual's level of acceptability within society. Social anxiety can trigger problems such as weakened social communication skills, difficulty being in a group, communication difficulties, isolation and loneliness, and performance anxiety. Examining the effect of individuals' social anxiety on their social desirability behaviors is important for defining the individual's role and relationships in society.

Academics are a professional group that requires active social behaviors such as speaking in front of an audience and participating in group activities. Therefore, anxiety and desirability behaviors are areas that need to be evaluated for this professional group. The relationship between these two concepts is generally that as an individual's social anxiety increases, their social desirability may also increase. Academics with high social anxiety may strive to make a positive impression in social settings, driven by a fear of negative evaluation or rejection.

As social anxiety takes shape through social avoidance and fear of criticism, it appears that academics' anxiety levels trigger impression management behaviors. High levels of fear of criticism may suggest that a culture of constructive feedback is not sufficiently developed in the academic environment. In their study, Akgemci and colleagues (2020) found that positive perceptions of organizational climate among employees significantly increased both organization-based self-esteem and individuals' subjective well-being. In a study conducted by Cameron (2020) on academics, it was observed that in academic environments where values such as critical thinking are preserved, academics' sense of trust and self-actualization is supported. This situation is an indication that an innovative, supportive academic environment can reduce anxiety levels and lead to a departure from avoidance and impression management behaviors. Similarly, it is thought that impression management behavior can create stress not only in academic performance but also in interpersonal relationships. In this context, establishing counseling centers within universities, organizing stress and anxiety workshops for staff, and implementing mentoring programs among academic staff are important for the formation of a supportive and developmental organizational culture.

Limiting the study to a single institution may restrict the generalizability of the results to the entire academic population. However, conducting the study at a single center allowed for a more controlled and in-depth data collection process. Future multi-center and comparative studies will contribute to testing these findings in the context

of different universities. The effects of social anxiety on social desirability are a complex subject. Therefore, future studies examining anxiety and desirability attitudes in relation to factors such as personality and work environment are important for a more detailed exploration of the subject.

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**EXTENDED ABSTRACT****GENİŞLETİLMİŞ ÖZET****AKADEMİSYENLERİN SOSYAL KAYGI DÜZEYLERİNİN SOSYAL İSTENİRLİK DAVRANIŞLARI ÜZERİNDEKİ ETKİSİ**

Bireylerin kişisel iyi oluşları onların bilişsel ve duygusal durumlarının incelenmesi sonucunda ortaya çıkarılabilmektedir. Bilişsel düzeyde bir bireyin iyilik hali yaşamından duyduğu memnuniyet ile ilişkilendirilirken, duygusal düzeyde bireyin pozitif ruh hali ile ilişkilendirilmektedir (Pavot, Diener, Colvin ve Sandrik, 1991). İyi oluş ifadelerinin literatür incelemelerinde iyi oluş, mutsuzluğun ve olumsuz hislerin yokluğunu vurgulamaktadır. Görülmektedir ki mutlu olmak ve mutlu hissetmek yaşam memnuniyetinin temelidir. Bu durum uzun vadede bireyleri bir yerde sevilme, onay görmek ve iyi tanımlanmak adına bulunulan yerde iyi hissetmek ve iyi görünmek için uyum sağlamaya yöneltebilmektedir (Bispo Júnior, 2022). Sosyal istenirlik, bireyin gerçek ve doğru olan yerine, toplumun uygun gördüğü toplumsal olarak kabul edilir davranış ve düşünceleri benimsemek olarak tanımlanmaktadır (Kühne, 2018). İyi imaj, toplumsal olarak kabul edilebilir olmakla ilişkilendirildiğinde sürecin temelinde toplumun bir parçası olma kaygısının yer aldığı görülebilmektedir. Başkaları tarafından dışlanmak, eleştirilmek, yargılanmak endişesi olarak tanımlanan sosyal kaygı, bireyin diğer bireylerde iletişimde zorluk yaşamasının sebeplerinden birisidir (Shinoura et al., 2011). Kaygı davranışı itibar kaybetme, onay alma endişesi olarak görülmektedir. Bu çalışmada bireylerin sosyal kaygılarının sosyal istenirlik davranışlarını ne düzeyde etkilediği incelenmek istenmektedir. Kaygı ve istenirlik davranışları birbirini tetikleyen iki temel duygu olarak ele alınabilmektedir.

Bu çalışma toplum içerisinde var olma ihtiyacıyla ortaya çıkan ve itibar kaybetme, onay alamama endişesi olarak kendisini gösteren sosyal kaygı davranışının bireylerin sosyal istenirlik davranışları ile ilişkisi üzerine kurulmuştur. Çalışmanın amacı, toplumda önemli bir mesleki kariyer hedefi olarak görülen akademisyenlik mesleğine sahip bireylerin sosyal kaygı düzeylerinin sosyal istenirlik davranışları üzerindeki potansiyel etkilerini incelemektir. Bu çalışmada akademisyenlerin sosyal kaygı düzeylerinin sosyal istenirlik davranışı üzerindeki etkisini incelemek amaçlanmaktadır. Aynı zamanda bir araştırma sorusu olarak akademisyenliğin farklı mesleki kariyer basamaklarında olan bireylerin sosyal kaygı ve sosyal istenirlik davranışlarında farklılığın var olup olmadığı merak edilmektedir. Ayrıca, sosyal kaygı boyutları ve sosyal istenirlik davranışlarına ait boyutlar arasındaki ilişkinin incelenmesi hedeflenmektedir.

**Yöntem**

Akademisyenlerin sosyal kaygı düzeylerinin sosyal istenirlik davranışları üzerindeki etkisini incelemeyi amaçlayan bu çalışmada "Sosyal Kaygı Ölçeği", "Sosyal İstenirlik Ölçeği" ve demografik sorulardan oluşan bir soru formu kullanılmıştır. Bir kamu üniversitesinde gerçekleştirilen çalışmada 330 akademisyene ulaşılmıştır. SPSS 18.0 paket programından yararlanılarak yapılan analizlerde, tanımlayıcı istatistiksel yöntemler, güvenilirlik analizi, korelasyon analizi ve Regresyon analizleri yapılmıştır. Tüm istatistiksel testlerde alfa düzeyi 0.05 olarak alınmıştır.

**Sonuç ve Değerlendirme**

Araştırmacın amacı doğrultusunda bireylerin sosyal kaygı düzeyinin sosyal istenirlik davranışı üzerine etkisini incelemek amacıyla doğrusal regresyon analizi yapılmıştır. Yapılan analizde iki boyuttan oluşan sosyal istenirlik davranışı (öz aldatma ve izlenim yönetimi) ve üç boyuttan oluşan sosyal kaygı davranışı (sosyal kaçınma, kritize edilme ve bireysel değersizlik duygusu) boyutları arasındaki etki düzeyleri incelenmiştir. Yapılan analizler sonucunda izlenim yönetimi boyutunu ve sosyal kaygı ölçeğinin boyutları arasında oluşan model (F: 5.943, p=0.001, R<sup>2</sup> = 0.052) ve boyutlar arasındaki ilişki ortaya konulmuştur. İzlenim yönetimi boyutunun kritize edilme (p < 0.05) ve bireysel değersizlik boyutları (p < 0.05) arasında anlamlı bir ilişki tespit edilmiştir. Sosyal kaçınma davranışı ile izlenim yönetimi arasında ise anlamlı bir ilişkiye rastlanmamıştır. Öz aldatma boyutu ve sosyal kaygı boyutları arasında oluşan modelde ise (F: 12,267, p=0.000, R<sup>2</sup> = 0.093), sosyal kaçınma (p < 0.05) ve bireysel değersizlik duygusu (p < 0.05) ile arasında anlamlı bir ilişkiye rastlanırken, kritize edilme kaygısı ile arasında anlamlı bir ilişkiye rastlanmamıştır. Araştırma sonuçlarına göre eleştirilmekten endişe duyan ve kendini daha değersiz hisseden bireylerin diğer bireylere göre davranışlar sergileme eğilimleri yüksektir. Değersizlik duygusu ve istenirlik arasındaki ilişki öz saygının az olması ve diğerleri tarafından benimsenmenin kişisel değerlerden daha öncül olmasından kaynaklanabildiği öngörülebilmektedir

## KATKI ORANI BEYANI VE ÇIKAR ÇATIŞMASI BİLDİRİMİ

<b>Sorumlu Yazar</b> <i>Responsible/Corresponding Author</i>	Merve KİŞİ			
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<b>Yazarların Listesi / List of Authors</b>				
<i>Sıra No</i>	<b>Adı-Soyadı</b> <i>Name - Surname</i>	<b>Katkı Oranı</b> <i>Author Contributions</i>	<b>Çıkar Çatışması</b> <i>Conflicts of Interest</i>	<b>Destek ve Teşekkür</b> <i>Support and Acknowledgment</i>
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