INTERNET ADDICTION STATUS OF HEALTH WORKERS AND EFFECT OF WORK PERFORMANCES ON THEIR PARENTAL ATTITUDES

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ABSTRACT

Employees are anticipated to be successful in the workplace and sector they are in, or at least provide the minimum performance and efficiency required by the job. In accordance with this purpose, the factors that will affect the efficiency or performance of the employees at the workplace primarily attract the attention of the researchers. Yet, these efficiency and performance-oriented approaches tend to pose a secondary examination of issues related to family and social lives of work-place workers, as they predict a centralized model of "workplace". In our research, the examination subject was; work has workplace performance relationship and out of work life has internet addiction relationship. The effects of these two variances on the parenting attitudes towards children in the home were evaluated and the subject was tried to be examined in different ways. In the literature researches conducted in the scope of the study, no previous study on the subject of the article has been encountered. In the study, it was determined that parents who had social isolation because of internet addiction experienced functional deterioration in using internet, and those experiencing control difficulty had more authoritarian parenthood, impaired functionality in internet usage adversely affect parenting attitude and work place performance positively affected parenting attitude.

Keywords: Internet Addiction, Workplace Performance, Parental Attitude, Health Management, Hospital

HASTANE ÇALIŞANLARININ İNTERNET BAĞIMLILIK DURUMLARI VE İŞ YERİNDEKİ PERFORMANSLARININ EBEVEYNLİK TUTUMLARINA ETKİSİ

ÖZET

Çalışanların bulunduğu iş yeri ve sektörde başarılı olmaları veya en azından işin gerektirdiği asgari seviyedeki performans ve verimi sağlamaları beklenmektedir. Bu amaca yönelik olarak çalışanların iş yerindeki verimini veya performansını etkileyecek unsurlar, öncelikli olarak araştırmacıların dikkatini çekmektedir. Ancak genellikle, bu verim ve performans odaklı yaklaşımlar, "işyeri" merkezi bir modeli öngördüklerinden dolayı, iş yeri kaynaklı çalışanların aile ve sosyal yaşamlarına ilişkin konuları ikincil düzeyde incelenmesi eğilimini doğurmaktadır. Araştırmamızda işle ilgili olarak iş yeri performansı, iş dışı yaşamla ilgili olarak da internet bağımlılığı inceleme konusu yapılmıştır. Bu iki değişkenin evde çocuklara karşı gösterilen ebeveynlik tutumlarına etkisi değerlendirilerek konu farklı yönlerden incelenmeye çalışılmıştır. Araştırma kapsamında yapılan literatür araştırmalarında, makale konusuna ilişkin daha önceden yapılmış bir çalışmaya rastlanılmamıştır. Araştırmada internet bağımlılığı dolayısıyla sosyal izolasyon yaşayan ebeveynlerin interneti kullanmada işlevsel bozulma yaşadıkları, interneti kullanmada amaç ve süre gibi konularda kontrol güçlüğü yaşayanların daha çok otoriter bir ebeveynlik sergiledikleri, internet kullanımındaki işlevselliğin bozulması ebeveynlik tutumunu olumsuz etkilediği ve iş yeri performansının ebeveynlik tutumunu olumlu yönde etkilediği tespit edilmiştir.

Anahtar Kelimeler: İnternet Bağımlılığı, İş Yeri Performansı, Ebeveynlik Davranışı, Sağlık Yönetimi, Hastane

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1. INTRODUCTION AND CONCEPTUAL FRAME

In an increasingly globalized modern world, technology occupies more and more space in our lives every day. From production sources to types of transaction, it is increasingly felt in every aspect of business life. Social media and internet are the elements of technology that take part in our individual life. Addictions that affect human life negatively can be seen as a reason of technology or internet.

Internet addiction: The inability to prevent the overuse of the Internet, losing of importance of the time that passed without being online, the excessive irritability and aggression when there is no access, and the deterioration in the family and social life of the person (Griffiths, 2000; Young, 2007; Ko et al., 2012). Among typical behaviors of Internet addiction is that the individual uses the internet longer than he / she has planned, willing to stop using the internet or to take control, but resulting with an empty effort, due to individual's spending of more time on the internet than planned, uncontrolling of the internet and quitting or reducing the important vocational activities and in spite of the derived reasons such as (being late to school, work etc.) continuity of excessive internet using behaviors were determined (Shapira et al., 2003).

It has been observed that internet addicts have more neurotic oriented and less extroverted individuals than average users, they are more anxious and feel alone in terms of socialization but they have personality structures based on neuroticism (Eroğlu and Peker, 2011; Ho et al., 2014). Trainings and support should be provided in order to conduct individuals' self-assessments (Özözen Danacı et al., 2018).

Parental attitudes: In democratic parental attitudes, parents know that each child has a unique capacity to develop therefore children are allowed to develop freely, to release their abilities and realize themselves (McGillicuddy et al., 2007).

Protective parents raise children that are addicted and cannot decide on their own (Çağdaş and Seçer, 2004). It is known that there is a significant negative relationship between the democratic and authoritarian dimensions (Karabulut Demir and Şendil, 2008). It is seen that as the authoritarian attitude increases, the physical aggression in children increases (Erdinç, 2009; İkiz and Öztürk Samur, 2016), children who grow up with parents who have a permitting attitude, children with poor control of impulse, low academic achievement and seen pleased with themselves (Yılmaz, 1999).

It is known that parental attitudes of parents have an impact on children's behavior, social skills, multiple intelligence scores and academic skills (Şalcı, Sağlam & Derici, 2018).

Wage earner performance: Performance is expressed as an evaluation of how well an employee performs the duties assigned to him by the organization (Sykes and Venkatesh, 2017). Work performance is a crucial variance that can be effected by many variables in organizational life and it is also considered as an important precursor variable in obtaining organizational and individual outputs (Gürbüz and Ayhan, 2017). The positive impact of the feedback process on job performance (Seifert, Yukl and McDonald, 2003) is known. One-way and downward communication results in poor performance, especially in healthcare enterprises. Poorly performing health care workers can sometimes be described as incompetent by their superiors (Shuma, Kielmann and Witter, 2017). Health institutions with a good performance have a culture that is open to continuous enhancement (Azzolini, Ricciardi, Gray, 2018).

2. METHOD

2.1. Purpose and Method of the Research

The purpose of this study is to examine the effect of hospital employees' internet addiction and performance in the workplace on parental attitudes. The data required for research were collected from 100 people in a public hospital in Kayseri by using face-to-face (personal interview) survey method and easy sampling method. The face-to-face questionnaire method was preferred in terms of high response rate and allowing many questions (Ayten, 2016). In the scale that was used in the application survey the five-point likert was performed.

In the research, Parental Attitude Scale developed by Karabulut and Şendil (2008) was used for the scale of parenting. The scale consisted of 46 expressions and 4 sub-dimensions. These dimensions are:

1. Permitting Attitude

2. Democratic Attitude

3. Authoritative Attitude

4. Excessive Protective Attitude

The Internet Addiction Scale developed by Günüç and Kayri (2010) was used to measure Internet addiction. The scale consists of 35 expressions and 4 dimensions. These dimensions are:

1. Deprivation

2. Control Difficulty

3. Functional Deterioration

4. Social Isolation

In measuring the work performance of employees; the work performance scale, used by Kirkman and Rosen (1999) then Sigler and Pearson (2000), was applied. The scale is one-dimensional and consists of 4 items.

2.2. Hypotheses of the Research

The following hypotheses were used in the study.

H_1: There is a statistically meaningful relationship between internet addiction and parental attitude.

H_2: Internet addiction situations and performance at work affect the parental attitudes of hospital employees.

3. FINDINGS

The scales used in the study and their validity-reliability are as indicated in Table 1. When the table is examined, it is seen that all of the scales and the questionnaire have more than 70 values.

Table 1. Reliability Coefficients of Scales

Scales	Cronbach Alpha
Parent Attitude Scale	96,7
Adult Internet Addiction Scale	71,3
Worker Performance Scale	84,3
Total of the Survey	86,1

From 93 of the participants, 64 (68.8%) of them were male and 29 (31.2%) of them were female; From 93 participants, 49 (52.7%) of them were between 30-40 years, 37 (39.8%) were 40-50 years, and 7 (7.5%) were older than 50 years; one of them was primary school graduate (1.1%), 10 of them were secondary school graduates (10.8%), 24 of them were high school graduates (25.8%) and 58 of them were university graduates (62.4%); 36 (38.7%) of them hirers and 57 (61.3%) of them were homeowners.

From 93 participants, 15 (16.1%) of them have one child, 44 (47.3%) of them have 2 children and 34 (36.6%) of them have 3 or more children; 36 of them (38.7%) use too much, 46 (49.5%) of them at the average level and 11 (11.8%)of them use less internet; 55 of internet users of the internet (59.1%) connected to the internet through mobile phone and 38 (40.9%) of them connected through the computer.

When the deprivation dimension of the participants for internet addiction is examined, it is observed that they feel uneasy when they cannot connect to the internet and they experience problems such as excessive irritation in the problems of internet connection.

Table2. Participants' internet addiction deprivation dimension

Level	Frequency	Percentage (%)
0-2 points (no addiction)	2	2,20
2-3 points (Less addiction)	13	14,00
3-4 points (addicted)	39	41,90
>4 points (addicted too much)	39	41,90
Total	93	100,00

From 93 participants in terms of feeling deprivation, 2 (2.20%) of them were not addicted on the internet, 13 (14.00%) of them less addicted on the internet, 39 (41.90%) of them were internet addicted, and 39 of them were (41.90%) addicted too much.

When the levels of the internet addiction control of the participants were examined, it was seen that they could not provide their individual controls on the internet connection period, purpose and the inability to be offline.

Table 3. Participants' internet addiction control difficulty levels

Level	Frequency	Percentage (%)
0-2 points (no addiction)	0	0,00
2-3 points (Less addiction)	6	6,50
3-4 points (addicted)	30	32,30
>4 points (addicted too much)	57	61,20
Total	93	100,00

From 93 participants in terms of controlling the addiction of internet, 2 (2.20%) of them were not addicted on the internet, 13 (14.00%) of them were less addicted on the Internet, 39 (41.90%) of them were addicted on the Internet and 39 (41.90%) of them were found to be addicted too much on internet.

When the levels of facing with the deterioration of functionality due to internet addiction were examined, it was seen that there were problems such as deterioration in family and friend relations.

Table 4. Participants' Internet addiction functional deterioration levels

Level	Frequency	Percentage (%)
0-2 points (no)	3	3,30
2-3 points (Yes)	6	6,50
3-4 points (less)	36	38,60
>4 points (too much)	48	51,60
Total	93	100,00

When the functional deterioration levels of the respondents were examined according to internet addiction, 3 of the 93 people (3.30%) had no functional deterioration, 6 (6.5%) had functional deterioration, and 36 (38.60%) had functional deterioration. and 48 of them (51.60%) had too much functional deterioration.

When the social isolation levels related to internet addiction of the participants were examined, it was seen that there were problems such as deterioration in family and friend relations, making more friends over the internet, preferring interpersonal communication in internet environment when compared to interaction in real life.

Table 5. Participants' Internet addiction social isolation levels

Level	Frequency	Percentage (%)
0-2 points (no)	2	2,20
2-3 points (less)	5	5,40
3-4 points (yes)	23	24,70
>4 points (too much)	63	67,70
Total	93	100,00

Two of the participants (2,20%) did not have social isolation, 5 (5,40%) had low level of social isolation, 23(24,70%) of them had social isolation and 63 (67,70%) of them had too much social isolation.

When the Internet addiction level of the participants in general is examined, it can be thought that they are generally internet addicts.

Table 6. Participants Internet addiction levels

Level	Frequency	Percentage (%)
0-2 points (no)	0	0,00
2-3 points (less)	6	6,50
3-4 points (yes)	31	33,30
>4 points (too much)	56	60,20
Total	93	100,00

6 of the participants (6,50%) had less internet addiction, 31 (33,30%) of them had internet addiction, and 56 (60,20%) of them had too much internet addiction.

Table 7. The correlation table that examines the relationship between parental attitude and internet addiction

Variances	Internet Addiction Deprivation	Internet Addiction Control Difficulty	Internet Addiction Functional Deterioration	Internet Addiction Social Isolation
Parental Attitude permitting	-0,046	-0,118	-0,063	-0,137
Parental Attitude democratic	0,188	0,169	0,056	**,241***
Parental Attitude authoritative	-0,125	**-,243***	**-,221***	**-,213***
Parental Attitude excessive protective	-0,003	-0,021	-0,167	0,023

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

When the relationship between parental attitudes and internet addiction is examined, the relationship between the parent's democratic attitude and the social isolation dimension of internet addiction is positive and one-way 241 force; there will be a negative and one-way relationship between the authoritative attitude of the parent and control difficulties 243, between functional deterioration 221 and 213 between social isolation. Thus, the hypothesis H1 which includes the suggestion "There is a statistically meaningful relationship between internet addiction and parenting attitude" can be partially accepted.

Table 8: The regression analysis that shows the effect of the internet addiction sub dimensions and workplace performance on the parental attitude

Variances		Model Summary		Anova		Coefficients			Durbin Watson
Independent Variable	**Dependent Variable**	**R²**	**R**	**F**	**P**	**β**	**t**	**p**	
(Constant)	Parental Attitude	,079	,281	1,888	,020	3,351	13,067	,000	1,724
Deprivation						,127	1,848	,068	
Control Difficulty						-,058	-,694	,489	
Functional Deterioration						-,163	-2,283	,025	
Social Isolation						,046	,708	,481	
Worker Performance						,054	,811	,214	

According to the table above, it is determined that the functional deterioration from the internet addiction sub-dimensions has an effect on parental attitudes and the regression formula of this effect and it will be expressed as follows;

Y(parental attitude)= 3,351- 0,058(internet addiction functional deterioration)+,054 (work place working performance)

Hence, the hypothesis H2 can be accepted; which includes the proposition "Internet addiction states and performances in the workplace affect the parenting attitudes of hospital employees."

4. DISCUSSION, RESULT AND SUGGESTIONS

Discussion: According to Turkey Statistical Institute (TurkStat) Household ICT Usage Survey 2018 year data the computer and Internet usage in 2018 was 59.6%, respectively, in subjects in the age group 16-74 and 72.9% in 2018. In 2017, these rates were observed as 56.6% and 66.8%. While the rates of computer and internet use were 68.6% and 80.4% for males in the 16-74 age group, it was 50.6% and 65.5% in females (TUİK, 2018). In our research, results that are adaptable with obtained TUIK data. As the rates of internet use increase, then total addiction rates also increase (Günüç and Kayri, 2010; Topal, Şahin & Topal, 2018). In the study, it has been revealed that the internet addiction did not differ according to the socioeconomic level of the family and the studies conducted in recent years (Park, Kim & Cho, 2008; Yavuz, 2018; Kabaklı Çimen, 2018; Topal, Şahin & Topal, 2018).

Parenting attitudes in the literature, such as the interaction with adolescent development is usually taken, and then concentrated in the first and teaching period (Karabulut Demir, Şendil, 2008; Başal et al., 2014; Begde, Özyürek, 2016; Kaplan and Ak, 2018; Şalcı, Sağlam & Derici, 2018). In our research, internet addiction and worker performance were examined in order to affect the parenting attitudes of health workers. At this point, our research differs from other studies.

According to the research results; a positive and one-way relationship between the parent's democratic attitude and the social isolation dimension of Internet addiction; between parent's authoritarian attitude and control disability, between 243 and functional disorder, between 221 and social isolation, a negative and unidirectional relationship with strength 213; it was determined that workplace performance was positively affected by functional impairment due to internet addiction. Since all of the results obtained in the study were consistent with the literature, but there was no similar study in the literature, there could not

any comparison done the parenting attitudes of workplace performance and internet addiction with other studies.

Result and Suggestions: Generally, studies are conducted by taking the center of life out of work place such as workplace-oriented or social life. Our research is one of the studies that have been performed out very differently for the employees in the sectors where the quality and form of the service is perceived as directly in the health sector. Our research was based on this different approach and examined the internet addiction and working performance of health workers in order to affect the parenting attitudes. According to the results obtained from field applications; parents who do not have social isolation by using the internet have a more democratic approach, parents are an example to their children by living everything as balanced in other areas of life; parents who control the purpose and duration of using the Internet do not exhibit authoritative attitude; It is observed that the level of workplace performance and internet addiction affect the attitudes of parents towards children.

It is a vital thing that parents should be suitable idols for their children by living everything as balanced as in other areas of life. Even if some errors are made, they should be returned and the corrected errors should not be repeated as much as possible.

Even if there is a central structure within the health facility, it should be possible to develop a flexible corporate culture by developing strategies that allow for workers to participate in decisions (Yalcin and Seker, 2016). Bilateral healthy communication channels, which are the biggest indicators of participation in decisions, should be kept effective and the information flow should be kept vivacious.

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