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Journal of Society
Research

Volume 20 • Issue 51 • January 2023 • ISSN: 2791-9781 E-ISSN: 2791-9862

issue
51



ISSUE
51

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Volume 20, Issue – 51



Journal of Society Researche
Toplum Arařtırmaları Dergisi

ISSN: 2791-9781 – E-ISSN:2791-9862

Issue –51 • January 2023

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**In alphabetical order*

Issue – 51, 2023

Content

- 5 **Petek Durgeç & Simge Deniz Demirel**
ResearchArticle / A Study on the Relationship between Slow Journalism and Virtual Reality: The New York Times and The Guardian Samples
- 30 **Halil Yorulmaz & Elif Baykal & Serkan Eti**
ResearchArticle / Effects of Teleworking and Strategic Orientations on Resilience in the Post-Pandemic Period
- 43 **Emin Zeytinoglu & Miloř Tumpach**
ResearchArticle / Disclosure of Sustainability Information in Banks: The Case of Slovakia and Turkey
- 56 **Ayřen Köse**
ResearchArticle / Voluntary Search-and-Rescue Workers' Experiences After Witnessing Trauma in the Earthquake Field
- 67 **Aslı Yıkılmaz**
ResearchArticle / Capital Structure Adjustment Speed and Ownership Structure: A Research on BIST 100 Index Food Sector Firms
- 76 **Canan Şentürk**
ResearchArticle / An Analysis between Foreign Direct Investment and Intra-Industry Trade in Turkey: A VECM Approach
- 86 **Marzok Juma Dahia Ngirkudu & Mustafa Akdağ**
ResearchArticle / The Impact of Political Change on the Practice of Public Relations in Sudan
- 95 **Nilüfer Rüzgar**
ResearchArticle / Mobbing Perceptions of Academic Staff
- 110 **Öznur Gülen Ertosun**
ResearchArticle / An Investigation into The Occupational Perceptions of Healthcare Professionals: The Covid-19 Pandemic
- 125 **Mehmet Nurettin Uğural**
ResearchArticle / A Study of the Relationship between Safety Perceptions and Mindfulness
- 138 **Burcu Hatiboğlu Kısac & Ali Alpaslan Odabaş**
ResearchArticle / Women's Access to Urban Social Services in Çankaya District: A Mix Method Research
- 149 **Neşe Yıldız**
ResearchArticle / Are Social Forums Withering Away ?
- 162 **Uğur Oral**
ResearchArticle / The Use of Media by Turkey's Generation Z as a Source for Political Information

Editorial

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OPUS JSR reflects more than 10 years of journal sponsorship by ADAMOR Society Research Center and its partner organization, the Institute of Urban Studies. The OPUS Journal of Society Research is the direct successor of two previously published journals: OPUS Turkish Journal of Social Policies and Work Life Studies: OPUS International Journal of Society Research (ISSN 2528-9527 E-ISSN 2528-9535).

OPUS Journal of Society Research (JSR) is abstracted in EBSCO Information Services, ERIHP-LUS European Reference Index For The Humanities and Social Sciences, Cite Factor, TEI Index of Turkish Education, ULAKBIM TR Index, SOBIAD Citation Index and ASOS Index.

A Study on the Relationship between Slow Journalism and Virtual Reality: The New York Times and The Guardian Samples

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January 2023

Volume:20

Issue:51

DOI: [10.26466/opusjsr.1218298](https://doi.org/10.26466/opusjsr.1218298)

Abstract

The present study has highlighted the relationship between virtual reality and slow journalism in news presentation and has sought an answer to the question whether this relationship would create a journalism model that prioritizes sensation and empathy required by the society. To this end, a content analysis was conducted in the context of slow journalism on a total of 316 news stories on the YouTube channels of The New York Times and The Guardian newspapers that were prepared with virtual reality applications. The findings of the analysis have revealed that the news stories (VR news) prepared using the virtual reality technology hold the potential to enable the users to sense the events more deeply. It has also been found that VR news stories are mainly selected from timeless topics that are among the most important elements of slow journalism and prepared and presented with a narrative language. It is believed that when virtual reality experiences and slow journalism contents are brought together, it is possible to produce a sensitive journalism practice that has a potential to prioritize sensation, feeling and empathy and destroy prejudices formed over stereotypes. Through such news, the audience will be able to feel, sense and finally empathize with the event enjoying the technical features of virtual reality applications that enable storytelling. Drawing on the fact that media is an important means of cultural transmission and adopting the principles of slow journalism, it is thought that news content prepared with the virtual reality technology has a transformative effect on society.

Keywords: Slow Journalism, Virtual Reality, VR Journalism, News Writing.

Öz

Bu çalışmada haber sunumunda sanal gerçeklik ve yavaş gazetecilik kavramı arasındaki ilişkiye vurgu yapılmış ve bu ilişkinin toplumların ihtiyaç duyduğu duyumsama ve empatiyi önceleyen bir habercilik modeli oluşturup oluşturamayacağı sorusunun yanıtı aranmıştır. Çalışma kapsamında The New York Times ve The Guardian gazetelerinin YouTube kanallarında yer alan ve sanal gerçeklik uygulamasıyla hazırlanan toplam 316 habere yavaş gazetecilik bağlamında bir içerik analizi gerçekleştirilmiştir. Analizin bulguları, sanal gerçeklik teknolojisi ile hazırlanan VR haberlerin, olayların daha derin duyumsanmasına olanak sağlayacak bir potansiyeli koruyarak hazırlandığını ve yavaş gazetecilik ilkeleri ile örtüştüğünü ortaya koymuştur. Ayrıca VR haberlerin büyük oranda yavaş gazeteciliğin en önemli unsurlarından olan zamansız konulardan seçildiği ve öyküleme anlatım diliyle hazırlanıp aktarıldığı saptanmıştır. Sanal gerçeklik deneyimleri ve yavaş gazetecilik içerikleri bir araya geldiğinde duyumsamayı, hissetmeyi ve empati yapmayı önceleyen, stereotipler üzerinden oluşmuş ön yargıları reddeden, duyarlı bir habercilik pratiğinin oluşma potansiyeli bulunduğu inanılmaktadır. Bu haberler aracılığıyla sanal gerçeklik uygulamalarının hikayeletirmeye olanak tanıyan teknik özelliklerinden yararlanılarak, izleyicinin olayı hissetmesi, duyumsaması ve nihayetinde empati yapabilmesinin de önü açılmaktadır. Medyanın önemli bir kültür aktarımı aracı olduğundan hareketle yavaş gazetecilik ilkeleri benimsenerek, sanal gerçeklik teknolojisiyle hazırlanmış haber içeriklerin toplum üzerinde dönüştürücü bir etkiye sahip olduğu düşünülmektedir.

Anahtar Kelimeler: Yavaş Gazetecilik, Sanal Gerçeklik, VR Habercilik, Haber Yazımı.

Citation:
Durgeç, P. and Demirel, S. D.
(2023). A study on the
relationship between slow
journalism and virtual reality:
The New York Times and the
Guardian Samples. *OPUS-
Journal of Society Research*, 20(51),
5-29.

Introduction

In online journalism applications, the constantly updated content during the day enables the users to access information about the events on the agenda immediately and rapidly. This easy access to the contents makes the content rapidly consumed in the user aspect, while it brings about the negative result of including too much information into the circulation without confirmation in the content producer aspect. On the other hand, the presence of too much information in the circulation causes news contents to be rapidly consumed and forgotten by users. In such an environment where speed is considered more important than everything else, the fundamental practices of news preparation like revealing the context of the event in the news story, conducting in-depth research, applying to the opinions of different news sources have become less and less frequently performed. Since the mentioned journalism practices require focusing and spending some time at the news preparation stage, they are gradually becoming less frequently applied in today's digital media environment. It seems more sensible than ever to bring the concept of slow journalism to question today when speed is prioritized both in the production and consumption stages of the news.

When life events are presented as news stories, it is aimed to create a certain belief, thought and attitude towards the event in minds. The ability to comprehend the news as a discourse requires a sensitive effort to understand the reasons and reception processes of this discourse (Inal, 1996, p.22-23). The processes of forming a public opinion and directing views through the news should not be seen as solely informing of the readers/audience about the events. In the era of digital media revolving around being fast today, where individuals receive messages one after another and these messages are confused with the accurate information, there is a need for new understandings of journalism in order to put the effort mentioned by Inal and reap its rewards. Slow journalism comes up as a journalism type that involves different perspectives, pays attention

to the use of sources in the news and confirming the information and adopts in-depth research. In the era of digital culture where the news flow is busy all day, slow journalism comes out with an understanding that could be accepted as an alternative to the fast production and consumption processes.

In such a period with increased news content that repeats itself, is not confirmed, not well-researched and has a click-generation focus, the concept of slow journalism is considered a way of quality journalism. It is thought that writing the news prepared with virtual reality applications (VR news) by adopting the principles of slow journalism will pave the way for a mutual interaction that will be reflected on the content quality and that it will be possible to reduce the categorizing presentations used by the media with the examples of slow journalism. In this context, the aim of the study is to reveal whether the relationship between virtual reality and slow journalism in news presentation has the potential to create a journalism model that prioritizes sensation and empathy.

An Overview of Slow Journalism

The speed and dynamism presented to individuals by media and communication technologies is making it more and more difficult to slow down and placing the concept of "speed" as the leading actor in life. It is necessary to understand the slow movement in the first place in order to comprehend if slow journalism, which highlights slowing down and sensation contrary to the rapid flow of news in the profession of journalism, involves different perspectives in contents, pays attention to the use of sources and in-depth research when producing news, is possible in today's digital culture. The slow movement originated as an opposition to the practice of being fast introduced to individuals in many fields of daily and professional life.

The slow movement, advocates a cultural change that will transform modern consumption patterns in a wide range of areas, from eating habits to traffic, journalism and fashion. This trend,

which can also be considered as an opposition to speed and global markets, is examined in the context of slow food, slow city and slow fashion and slow journalism, slow media, slow travel, and emphasizes that everything related to daily life should be experienced slowly (Özmen et al., 2016).

The beginnings of the discussion over the concept of slow food constitutes a turning point in the emergence of the slow movement around the world. The slow food movement was started by a group led by Carlo Petrini that protested the opening of a McDonalds Restaurant in Rome, Italy in 1986 and is accepted as a movement that emphasizes healthy eating (Yurtseven, Harman, 2010, p.3-4). Slow food refers to a concept that basically requires a balance between production and consumption theoretically and practically and advocates making local tastes and products more important and the principle of well-balanced nutrition (Sezgin, Ünivar, 2011, p.117).

Petrini (2021, p.159) claims that the slow movement should be spread so that it would cover all areas of life and become a dominant part of the philosophies which attach importance to quality. Today, the movement has become remarkable as a trend whose principles have been adopted in many fields like urban planning, gastronomy, tourism, architecture, economy, management and media.

Based on the slow movement, Köhler, David and Blumtritt (2019) published a written declaration explaining the conceptual structure on which the principles of slow media are constructed. The declaration consisting of 14 articles include the following principles concerning the concept of slow media (<http://en.slow-media.net/manifesto>);

Slow media contribute to sustainability. Slow media provokes the full concentration of their users and promote monotasking. Slow media not only communicate new developments to the public, but they also aim at perfection by continuing to transfer the news accurately. Standing out from their fast-paced counterparts with the contextual richness of the content, slow media make quality palpable. Slow media advance professional consumers who know what they want and can develop new ideas. Placing themselves on equal grounds with their users, slow media try to understand events slowly, sincerely and rationally,

pay attention to mutual dialogue, offer rational solutions and attach importance to question individuals' positions from different angles. Vibrant communities are formed around slow media; that is, slow media are social media. Developing a sensitive perspective to their users, slow media respect individuals. Slow media are distributed via the recommendations and advice people give to each other instead of advertising. Slow media are timeless by producing long-lived content that is permanent even after years. Slow media emanate a special aura with the uniqueness of the content. Accepting speed in necessary contexts as well, slow media are progressive. Slow media pay attention to the questioning of the information source and the validity of the information when producing and receiving the content and focus on quality. Making you feel that behind them are real people, slow media spend time for confidence and credibility. Today, with smart phones, mobile applications and portable computers, media encourage individuals to be always online and the news about daily life is constantly renewed on online platforms.

In the media environment we live in, smart watches can be seen as the most striking dynamic of the speed factor in journalism. This practice, which is expressed as look-and-go journalism; a fluid and short text; It avoids detailed and unconfirmed information. In check-and-go journalism, the interest of a subject and its rapid transmission is a much more important phenomenon than its reliability (Narin, 2020:165). The gradually increasing speed of consumption of media messages features the need for the latest and breaking news, which causes the quality of accuracy that the news must have to be overwhelmed by speed. Thus, in this process, a ground is formed on which the principles of journalism referred as news values and led by accuracy are compromised.

Greenberg (2007), the first author to conceptualize slow journalism in the literature, pointed to a journalism practice in which revealing information takes time, as an alternative to the speed-focused journalism. Accordingly, the news making up the agenda could be reached online on digital media platforms and the printed media sector is losing its readers day by day. In such an

environment where giving the news fast is considered a significant factor to attract readers, there is a need for a field that focuses on the stories missed by the readers. Greenberg defines this field as slow journalism and highlights a research-oriented journalism model.

La Masurier (2014, p.149) states that slow journalism does not claim to replace speed-driven journalism; instead, it aims to slow down investing more time in thinking and opening up quality areas.

In today's world, the criticism over adopting speed as a method of production centers around the idea that the products of speed production lack quality. Although the idea of making production in the fastest way and simultaneously seems effective at first, it results in a decrease in product quality (Honore, 2008, p.11). Slow journalism stands out as an approach that finds not enough time to be devoted to the preparation process of news contents problematic and emphasizes the importance of the existence of time necessary for the verification of the information in the news (Ata, 2019).

In such an era when speed is prominent in journalism practices as a result of the technological advances, the concept of newsworthiness as well as the criteria that determine the news value need to be redefined Tokgöz (2003, p.200) categorizes news value under five criteria as timeliness, proximity, significance, results and drawing attention. The criterion of timeliness, which is directly related with the term slow journalism, refers to the most important issue that mass media compete for today; that is, the ability to be the first to communicate a news story to masses.

If an event is significant enough, visual media broadcast it in a few minutes while print media can convey information about the given event only the next day, which makes newspapers and magazines to focus on why and how the event happened rather than when (Toruk, 2008, p.174). However, the consumption era we are living in requires that the society's need for being informed be met immediately and the event be ready for presentation at any moment. Highlighting that news production and delivery should be fast; the

principle of timeliness constitutes one of the most essential criteria of news evaluation in the process of publishing the news story especially on digital platforms today.

When the timeliness criterion for newsworthiness is considered in the context of news platforms in new media channels, the acceleration in the news production process comes to the fore. This leads to a news consumption cycle that includes too many news articles in number and too much unconfirmed information. The news that is put into circulation in new media channels are communicated by preparing in line with the principles of timeliness and speed. This practice comes up as one of the main reasons for encountering news articles in which the element of accurate information is missing most of the time.

The concept of slow journalism highlighting the fact that media messages should be timeless, contrary to the fast flow of the news on digital media, adopts the principle that the content becomes texts that can always be referred to get information at any time period. Slow journalism claims that a media content, which stimulates the reader's or audience's senses and is prepared thoroughly in every aspect could meet the users' need to get information even if it mentions an older event.

In traditional journalism, the "5 Ws 1H" approach, one of the most well-known formulas in news writing narration, means that news articles should include the answers to be given to the questions what, when, where, why, who and how. These answers to be covered by the news article are written according to a technique called inverted pyramid in which the information is presented in descending importance and the introductory sentence consists of the newest and most important element concerning the event. News stories written using the inverted pyramid technique use narrative styles like storytelling, depictive and descriptive and the most crucial part of the event that is newsworthy is expressed illustratively. After the introduction, the body of the article follows an inverted pyramid scheme that moves from the most important towards the less important information, rather than the

chronological order of the events. Despite being the most widely used technique in news writing, the inverted pyramid technique is not used in narrating every event. It is also possible to use the square technique when all the pieces of information related to the event are of equal value; the regular pyramid technique, which allows for distinguishing a storytelling narration when communicating an event that requires stimulating the readers' senses; and the colloquial language technique that relies on conveying the event to the audience in plain language in video journalism.

However, the dynamics of digital media platforms that challenge journalists in communicating news fast, causes the necessary attention in news writing not to be paid most of the time and the principles of news writing techniques to be ignored. As a result of the fast production and communication of the news, ambiguous and incoherent sentences become common. The aim of slow journalism practices, on the other hand, is that the journalist spares enough time for the news in the news production process, completes the unconfirmed or missing elements in the content and prioritizes quality in their news.

The concept of journalism based on the criteria of slow journalism highlights that it is important for media content produced with a provocative and discriminative discourse to be free of such language emphasizing that news articles should use a fair style. Gess (2012, p.61), claims that news produced with an attentive language could struggle against the racist and sexist language and be used as a tool for internalizing social justice. Gess (2012:61) also objects to the preparation of media content without in-depth research due to the fast news production process and the resulting circulation of inattentive news with missing information.

Slow journalism differs from other journalism practices, especially in the way the news is prepared, and it is seen that journalists in this type of journalism need a lot of time to research the event that is the subject of the news and present it to the public (Duman, 2020). Stating that special news for which the reporter needs time for detailed research and confirmation would have a more effective function in informing the public correctly, slow journalism emphasizes that today's degraded

journalism values should reinterpret the events and phenomena in the context of cause-effect relationship and correctly rather than skipping news, being fast and conveying breaking news. Slow journalism invites the profession of journalism to stay away from the imposition of technology and new media to be the first to report, and to prioritize the rules of professional conduct.

Slow journalism in the context of readers makes it possible to access a higher quality and more qualified news experience for individuals who are exposed to a large number of unproven news messages in the context of the current media order where commercial interests are at the forefront (Bilecen, Bayraktutan, 2018). Attempts of slow journalism that are reader oriented and have created their own masses proceed with subscription and mass funding rather than advertising. Among the slow journalism attempt around the world are organizations like Delayed Gratification, Long Play, Zetland, Jot Down. Delayed Gratification Magazine, which is one of the world's most remarkable practical examples of slow journalism in the magazine/almanac category and started publication in January 2011 in England, consists of timeless news that allow the reader some time to think, feel and evaluate instead of speed-oriented and fast news. The magazine, which presents news prepared as a result of in-depth research and provides its readers with the pleasure of digesting what they read, has the slogan "The world's first slow journalism magazine" on its website (www.slow-journalism.com). This independent broadcasting corporation has the subscription system as its main source of income and does not carry advertisements.

Virtual Reality in News Presentation (VR Journalism)

The increase in visualization devices and the advances in 360-degree video technology constitute the most significant developments underlying the technological advancement of the concept of virtual reality. With large-cap companies starting to invest in digital platforms, content production processes and the platforms where these contents can be reached have been

redefined. This period, defined with the concept of convergence, has led to an increase in the number of media companies directing their investments into the digital field on the one hand, and the strengthening of individuals' stance on the media platforms and contents on the other.

Jenkins (2016, p.20) includes convergence among the main features of digital media and states that it is a process that means much more than technological transformation and represents a cultural change by encouraging the consumer to seek new information and establish connections between the scattered media contents. Accordingly, convergence transforms the relationships between contents and users, and enables the content to circulate around different media platforms through digitizing and the user to make changes to the content in circulation.

The fact that Web 2.0 technology made it possible to convey journalism practices into digital fields has provided the user with the opportunity to get into interaction with the news content and make comments on the news as well as accessing multiple information through videos accompanying written texts. Fuchs (2011, p.319), reports that traditional media platforms focus on information only whereas the internet provides not only an information environment but also a circle for communication and cooperation. Many factors like technological advances, individual creativity and entrepreneurship are included in the process of shaping societies, which brings about a complex process of interaction (Castells, 2013, p.6). Today; however, 360-degree virtual reality practices that can be viewed from all directions engage the readers with the news and enable them to be direct witnesses of the event subject to the news are accepted as one of the entrepreneurship practices with an influential power on the society as stated by Castells. In the digital era we are living in, video news that can be viewed in 360 degrees with VR headsets immerse the user into the relevant event subject of the news story, provide them with the opportunity to witness the story directly, which eventually points to a new model of conveying news.

Virtual reality is defined as an artificial environment created with computer hardware and software that visualizes complex data and enables interaction with them aiming at evoking the feeling of a real environment in users (Williams, Sawyer 2001, p.13). Augmented reality, on the other hand, is considered a type of virtual reality that combines real and virtual content recorded three-dimensionally and increases the feeling of reality (Carmigniani et. al, 2011, p.342). While the augmented reality technology can be used with headsets, it can also be enjoyed in smart phones, and with this technology, users can place virtual objects into video and photo images using the smart phone camera. The objects placed into the image interact with the real object taking the users into a different communication environment (Yengin, 2018). The journalism practice, which conveys news and nonfictional events and makes the user feel like accompanying the event by taking advantage of the opportunities provided by virtual reality and augmented reality technologies, is called immersive journalism (Jenkins, 2010). In immersive journalism practices, the user becomes part of the event in the news and locates himself a part of the story. Early studies that were conducted on virtual reality experiences and focused on whether a connection was established between users and the event in the news revealed that people stayed on virtual reality news for a longer time than a traditional video or text and built deep emotional connections with the news story. The findings of the mentioned studies show that users gave feedback in an emotional context and could empathize with the news events feeling them closely (Pena et al., 2010).

The reception study conducted by Nonny de la Pena and colleagues in 2010, in which the users watched the news in 360-degree videos with virtual reality headsets, is of particular importance as it is the first study to be carried out in relation with virtual reality practices in the field of journalism. The finding that the users could feel all the dramatization elements composing the news story and the essence of the news completely brought a different dimension to virtual reality practices (Seijo, 2017). The findings of the study

reveal that the virtual reality experience helped moving beyond the borders drawn by traditional journalism practices between the user and the news event and brought sensation into the fore.

Pavlic (2013, p.11) states that the concept of contextualized journalism has five basic dimensions; (1) breadth of communication modalities, (2) hypermedia, (3) heightened audience involvement, (4) dynamic content, and (5) customization. Advances in the new media features the development of new storytelling techniques enabling the exploitation of available possibilities such as sound, videos, graphics, animation and 360-degree videos in addition to the text. This adaptation is remarkable with its influential power on users' sensitivity.

Three-dimensional (3D) storytelling as part of virtual reality practices is a format used to activate the reception of the news at the user level. 3D images and animations are described with the urban and regional representations obtained with high resolution, remote sensing satellite data and other image reception devices. In addition, these animations are created on the databases known as geographical information systems and mean much more than the real environment. 3D news reporting has the quality of being watched with attention by all viewers due to its accessibility and interactivity, and the individualized nature of online journalism provides the users with a more contextualized and multidimensional perspective. Advances in the new media have altered the nature of news content and storytelling (Pavlik, 2013, p.35-41).

The most critical aims include understanding the experience, controlling it intuitively and being satisfied in virtual reality. An ideal virtual reality system enables the user to move around objects and to touch these objects as if they were real (Ünal, 2020). Virtual reality practices that provide the user with the opportunity to interact with the computer in the simulated environment refer to a setting that can change and be improved, pave the way for experiencing and feeling and make it possible for the user to experience happy, gloomy, nervous, fun, scary moments with many other emotions. Yengin and Bayrak (2018, p.100-101) remark that everything within a virtual reality environment is produced and there is no need for

the objects in the given environment to have weight, highlighting the fact that, in virtual reality, codes are written by the designer only and these codes consist of some forms for interacting with users.

The interaction in a virtual reality environment occurs through the reflection of real-life movements into the virtual reality environment and the resulting generation of perceptual responses in the user. Emotional feedback, on the other hand, occurs when the observer is affected by the place or act by feeling his own existence in the environment (Kayapa, Tong, 2011, p.350). Storifying nonfiction news events through virtual reality or augmented reality holds the potential to provide users with experiences that can be recalled not only emotionally and mentally, but also physically. VR news, which provide users with the opportunity to experience the event in the news instead of just reading, watching or listening to it, has the potential to bring new perspectives to users' ways of perceiving the world. When virtual reality experience featuring sensation, feeling and empathizing comes together with the contents of slow journalism, which is built upon the same principles; it has a potential to generate a sensitive form of journalism that can change users' ideas about the groups or concepts they approach with prejudice.

Aim and Method

Today, VR journalism is a common practice of news making that is used by many international media organizations particularly The New York Times, The Guardian, The Herald Tribune, The Washington Post, BBC, Euronews and CNN. The population of the present study consists of 316 news stories published on the YouTube channels of The New York Times and The Guardian newspapers- the first two newspapers to include VR journalism practices in the world- between 2016 and 2022. The sample of the study accounts for the entire population. The contents were put through content analysis within the context of the main principles of slow journalism and were evaluated according to the news theme, narration type used in the news story, whether the news is timeless or not and the use of data in the news.

After the content analysis, two VR news stories that were published on the YouTube channels of both newspapers and reached the highest rating were examined descriptively in the scope of slow journalism.

Content analysis refers to a well-set research methodology to analyze a wide range of texts, movie narratives, discussions, television contents, news and advertisement contents. Media content analysis is special as it allows for examining the data with a broad perspective and is a nonintrusive research model (Macnamara, 2005). On the basis of these facts, the research questions of the study were determined as follows;

1. How is the presentation format of slow journalism principles in VR news?
2. How is the element of timelessness, which is one of the most basic elements of the concept of slow journalism, positioned in the VR news under investigation?
3. Are the narration principles of the concept of slow journalism appropriate for VR news?

In order to ensure the validity and reliability of the coding in the study, the coding scale created for the purpose of the research and to search for the answers to the research questions was coded independently by the authors of the study. First of all, the news to be examined on the subject were determined and a coding chart was created in accordance with the criteria of the research. Then, both coders coded the news according to the scale prepared independently of each other, and as a result of the coding, the themes that both authors coded differently were determined and a consensus was reached. The findings obtained as a result of the research are presented in tables in a simplified form.

Findings

Table 1. Distribution of VR News Stories by Newspaper

Newspapers	Number	Percentage
The New York Times	301	95,2%
The Guardian	15	4,7%
Total	316	100%

Table 1 shows the distribution rates of the news on the VR channels of The New York Times and

The Guardian newspapers. A total of 316 news stories from both newspapers were included in the analysis. 95.2% of these news stories were published in the The New York Times and 4,7% in The Guardian. Both newspapers are remarkable organizations for using the possibilities of the new media in all areas and including VR news practices.

Table 2. Distribution of VR News Stories in the Newspapers by Year

Newspapers	2016	2017	2018	2019	2020	2021	2022	Total
The New York Times	70	214	3	2	4	3	5	301
The Guardian	23,2%	71,1%	1%	0,6%	1,3%	1%	1,6%	100%
The	3	4	2	0	3	1	2	15
Guardian	20%	26,6%	13,3%	0%	20%	6,6%	13,3%	100%

Table 2 displays how the news prepared with the virtual reality technology is distributed by years. Both newspapers began to include virtual reality news in 2016 for the first time. While The New York Times published VR news stories at a rate of 23 % in 2016, VR news stories were included at a strikingly higher rate (71%) in 2017. The newspaper has remarkable distributions of news stories of 1% in 2018, 0,6% in 2019 and 1,6% in 2020. The number of VR news stories presented by The Guardian, on the other hand, were 3 (20%) 2016, 4 (26,6%) in 2017 and 2 (13,3%) in 2018, while the newspaper prepared no VR news stories in 2019. The Guardian published 3 (20%), 1 (6,6%) and 2 (13,3%) VR news stories in 2020, 2021 and 2022, respectively. In both media platforms examined, the news stories show a non-increasing tendency by years. Although it is expected that VR news stories would increase in number and become more widespread as virtual reality technologies further develop, the current state shows that this expectation has not been met.

Table 3. Use of Graphics and Data in VR News

Newspapers	Data Use	No Data Use	Total
The New York Times	159	142	301
	52,8%	47,1%	100%
The Guardian	8	7	15
	53,3%	46,6%	100%

Table 3 presents the rates of using graphics and data in the VR news published by the newspapers.

Accordingly, rates of data use in VR news occurred as 53,3% and 52,8% in The Guardian and The New York Times, respectively. Such data as graphics, illustrations and tables used in the news help the audience understand the events more easily with details. Ensuring that an event is sensed by individuals, which is among the main objectives of slow journalism, it is of great importance that the questions “what” and “how” are answered in the news. Using data transformed into table, graphic and illustration formats when conveying the answers to these questions would enrich VR news with narrative power in the context of slow journalism.

Table 4. Distribution of the VR News by Narration Style

Narration Style	The Guardian	The New York Times
Storytelling	8 %53,3	79 %26,2
Expositive	2 %13,3	64 %21,2
Impressionistic	5 %33,3	51 %16,9
Argumentative	0 %0	52 %17,2
Descriptive	0 %0	55 %18,2
Total	15 %100	301 %100

Table 4 presents the evaluation of the language used by the newspapers in the VR news. Accordingly, in The Guardian, 53,3% of the language is storytelling, 13,3% expositive and 33,3% is impressionistic while there is no use of argumentative and descriptive narrative style in the VR news. The VR news of The New York Times contains 26,2% storytelling, 21,2% expositive, 16,9% impressionistic, 17,2 % argumentative and 18,2% descriptive language in narration. Each writing technique used in news writing process requires a different narration style within the text. While descriptive and expository language is mostly used in news stories written with the inverted pyramid techniques, storytelling, impressionistic and argumentative narration styles are used in news texts written with the square, regular pyramid and colloquial language techniques. Storytelling, impressionistic and argumentative narration styles, which help the reader or the audience feel the news event more deeply, are seen to be used intensively in the VR news of both media platforms in question.

Storytelling and impressionistic narration styles among the most common language styles of slow journalism, brings out a news model, which provides the reader/audience with the opportunity to feel and sense the news event more strongly, and to empathize with it eventually.

Table 5. Distribution of the VR News Stories by Topic

Topics	The Guardian	The New York Times
Witnessing	14 93,3%	89 29,5%
Politics	1 6,6%	56 18,6%
Economy	0 0%	33 10,9%
Foreign News	0 0%	68 22,5%
Culture/ Arts	0 0%	55 18,2%
Total	15 100%	301 100%

Table 5 shows the distribution of the VR news of the newspapers by their topics. In the New York Times, which has the highest volume of news, witnessing experiences are included by 29%, foreign news by 22,5%, news about politics by 18,6% and culture/arts news by 18,2%.

The Guardian, on the other hand, includes 93,3% witnessing experiences and 6,6% political news while no finding could be reached in the categories of economy, culture/arts and foreign news. It is seen that both media platforms examined give wide coverage to VR news in the witnessing category. The fact that the VR news concentrates on witnessing related to the events in the historical flow, they make the viewer feel as if they were “there”. Moreover, the language of the news communication uses a narrative style that answers the questions “how” and “why” and follows the principles of slow journalism, which is considered to increase the sensation evoked in the audience. The findings reveal that a more expository narrative style is used when it comes to foreign news, economy, politics and culture/arts news in the VR news stories that commonly use audio/visual elements. However, it seems possible to write news stories in this category with the principles of slow journalism, as well. This would make it possible to evaluate the political, economic and foreign news stories, which are considered complex, within a cause-effect context in minds.

Table 6. Distribution of the VR News by The Timeliness Principle of Slow Journalism

Timeliness Criterion	The New York Times	The Guardian
Timely	76 25,2%	0 0%
Timeless	225 74,7%	15 100%
Total	301 100%	15 100%

In Table 6, the news stories included in the study are evaluated in the context of timelessness, which is one of the most important principles of slow journalism. It appears that The New York Times includes 74,7% timeless news and 25,2% timely news. The Guardian, on the other hand, presents timeless news completely.

The principle of timeliness answers the question “when did it occur?” about the event in the news story and requires that such elements as being novel, sudden and valid for the event be present together. The elements of novelty, suddenness and validity that ensure timeliness in today’s instrument journalism vary by medium. While novelty and suddenness are prominent for the radio in terms of the timeliness of the news story, validity is important for newspapers, and novelty, suddenness and validity are considered significant in the context of television journalism (Tokgöz, 2003, p.201-203). Timeliness is one of the most critical evaluation criteria in the process of decision making on the newsworthiness of an event in traditional journalism and new media journalism. On digital media platforms, where news flow goes on uninterruptedly all day, there is a click-rate based competition, which leads to problems about the content of the news. When the news in question is evaluated, it is seen that a major part of it is based upon the timelessness principle, one of the basic criteria of slow journalism.

Sample VR News Story 1:



Visual 1. VR News Story from The Guardian titles “The Party: A virtual experience of autism”

The VR news story titled “The Party: A virtual experience of autism” on the Youtube channel of The Guardian newspaper has the highest click-rate on the channel with a total number of views of 554 B. The news story has received 903 comments making it one of the highest interaction rates on the channel. The story is about the reactions in the inner world of an autistic girl named Layla to a birthday party organized in her family house and is 7 minutes 21 seconds long. The news story touches on the differences between the ways of perceiving the world of other people around and Layla, who reports an event she witnesses with an impressionistic language. Layla struggles to adapt herself with the environment she is in, while thinking that she does not belong to the moment she is living in. There is no image of Layla in the entire VR news video, but the outer setting is portrayed with camera recording spots completely from her angle of sight, which gives the viewer the feeling that they are walking around the house with Layla. The feeling that Layla does not belong

to the environment she is in is conveyed partly with an impressionistic language and mostly with an argumentative narration. The VR video answers all the questions “why, who, where, when, what and how”, and it ends with an image that shows white print on a black background explaining current data about autism syndrome. In addition, as of the nature of its topic, the VR video is a timeless news story, and thus includes one of the important elements of slow journalism. The given video is noteworthy as a media message prepared in line with the slow journalism principle of raising sensation and awareness in the audience.

Sample VR News Story 2:



Visual 2. The Atomic Bombing of Hiroshima Published in The New York Times

The VR news story titled “The Atomic Bombing of Hiroshima”, which was published on the Youtube channel of The New York Times in 2018, has the highest click-rate on the channel with a total number of views of 13 million. With the 9.393 comments it has received, the news story seems to have one of the highest interaction rates on the channel, as well. The 3 minute 14 second-long VR

video shows the effects of the atomic bomb dropped by the United States of America over Hiroshima and Nagasaki in Japan in the Second World War within a historical and social context. Starting with the radio announcement about the drop of the atomic bomb, the news story holds the potential to make the viewer feel that they have heard the news for the first time in the room where the radio is on. Reporting the bombing process didactically with a terminological language, the news story is also supported with data and numeric information. The VR news that visualizes the moment when the bomb was dropped and the events that occurred afterwards ensures information transfer in a way that would not leave any question marks on minds about the horror of the event.

At the end of the VR video, the original recordings of the radio program that announced the bombing to the American people at the opening scene begin to be heard again and the viewers are directed to questioning with the statement “...the abilities of bombs attract human imagination...” affirming the act of bombing. The VR news story, which explains the devastating effects of the bombs dropped over the two cities with an expository narration technique and answers the questions “why, how, where, when and who”, is accepted as a significant example of giving the audience the chance to sense the horror of the event. Descriptions that are widely used throughout the text are remarkable with their conformity to the principles of slow journalism in terms of directing the viewer to rethink about the historical process of the event and develop a different perception. In addition, the video is timeless with the selection of its topic, which also coincides with one of the most important elements of slow journalism.

Conclusion

Over the period from the times it emerged to our day, the profession of journalism has undertaken important functions in the processes of informing, creating public opinion, supervising and guiding the society. In the digital era we are living in, with new technologies coming out and developing each day, journalism and the phenomenon of the news

have gone through a great transformation. Castells (2016, p.7) sees the digitalization process we are living through as the information technology revolution and points to the fact that this revolution has shaped the social structure.

Although the constantly evolving digital technologies have created significant changes both in the social structure and in the field of journalism, the belief that certain phenomena will always be permanent should prevail. A fair understanding of journalism where quality news is prioritized constitutes the most important one of these phenomena. In such a digital era when the news flow is busy all day and the last minute journalism dominates all media modalities, the concept of slow journalism attracts attention by featuring more sensation and feeling and encouraging the user to empathize. When brought together with the principles of slow journalism, with their possible positive effects on social life, virtual reality practices that are used in conveying the content in the profession of journalism have the potential to open the door to a new understating in journalism. On the other hand, slow journalism and VR journalism come up as practices that are so prone to developing separately from their capital structures on an independent ground. The emergence of a new understanding of journalism is inevitable if the content, which is technically produced with computer software and 360-degree imaging cameras, is prepared in accordance with the slow journalism principles aiming at in-depth researching, confirming the information and evoking a sensation for the event in the user.

Virtual reality and augmented reality practices appear as important advancements that mobilize the texts of slow journalism. The rapid flow of news throughout the day often leaves the efforts of individuals inconclusive; however, most individuals attempt to create a meaning using various alternative methods of receiving news. In order for these efforts to pay off, news made by using virtual reality practices prepared with the principles of slow journalism can be an important alternative.

In the study conducted on the reception of news prepared with virtual reality practices, Erken

(2019, p.79) found that VR journalism is more effective than online reporting in terms of understanding the news and in a relatively better position for recalling of the news by users. The study also concluded that VR journalism could be more suitable for use in news that convey the answer to the questions "what, why and how".

The findings obtained from the evaluation of the news examined in our study, on the other hand, reveal the importance of the necessity that the questions "who, where and when" find a place for themselves in VR news. The VR news presented in the news platforms examined can be considered timeless and permanent content that can arouse interest in any time period. The present study advocates that a journalism practice of high social transformative power will emerge when the examples of slow journalism that prioritize impressionistic descriptions rather than definitions are combined with the technical opportunities of VR journalism. Slow journalism is believed to be a promising field as long as individuals are interested in transparent, profoundly researched and confirmed contents and to contribute to increasing the relatively lost confidence in the profession of journalism.

Yavaş Gazetecilik ve Haberde Sanal Gerçeklik İlişkisi Üzerine Bir Araştırma: The New York Times ve The Guardian Örneği

Giriş

Çevrimiçi gazetecilik uygulamalarında gün içerisinde sürekli güncellenen içerikler kullanıcıların gündemi oluşturan olaylara ilişkin bilgilere anında ve hızlı olarak erişmesine olanak sağlamaktadır. İçeriklere olan hızlı erişim, kullanıcı boyutunda bu içerikleri hızla tüketilir hale getirirken, içerik üreticisi boyutuyla ise teyit edilmeden pek çok bilginin dolaşıma sokulması gibi olumsuz bir sonuç doğurmaktadır. Diğer yandan dolaşımda fazla sayıda bilginin var olması, haber içeriklerinin kullanıcılar tarafından hızla tüketilerek çabuk unutulmasına yol açmaktadır. Hızın her şeyden önemli görüldüğü böylesi bir ortamda habere konu olan olayın bağlamını ortaya

koymak, derinlemesine araştırma yapmak, farklı haber kaynaklarının görüşlerine başvurmak gibi haber hazırlama sürecinin temelini oluşturan pratikler giderek daha az uygulanır olmaya başlamıştır. İfade edilen habercilik pratikleri haber hazırlama aşamasına yoğunlaşmayı ve zaman harcamayı gerektirdiğinden, günümüz dijital medya ortamında gitgide daha az başvurulan uygulamalar olarak belirginleşmektedir. Haberin hem üretim hem de tüketim aşamalarında hızın ön planda olduğu günümüzde yavaş gazetecilik kavramını tartışmaya açmak daha da anlamlı görünmektedir.

Hayatın içerisindeki olaylar haber halinde aktarılırken anlatılan olaya ilişkin zihinlerde belli bir inanış, düşünce ve tutum oluşturmak amaçlanmaktadır. Haberi bir söylem olarak kavrayabilmek, bu söylemin nedenlerini ve alımlama süreçlerini anlamaya dönük duyarlı bir çabayı da gerektirmektedir (İnal, 1996:22-23) Haberler aracılığıyla kamuoyu oluşturma ve kanaatleri yönlendirme süreçleri okur/izler kitlenin olaylar hakkında bilgi almasından ibaret olarak değerlendirilmemelidir. Bireylerin ardına iletiler aldığı ve bu iletilerin bilgi ile karıştırıldığı, hızlı olma üzerine şekillenen günümüz dijital medya çağında, İnal'ın ifade ettiği duyarlı çabayı ortaya koyabilmek için yeni habercilik anlayışlarına ihtiyaç duyulmaktadır. Yavaş gazetecilik, içerisinde farklı bakış açılarını barındıran, haberde kaynak kullanımını ve bilgiyi doğrulamayı önemseyen, derinlikli araştırmayı benimseyen bir gazetecilik türü olarak karşımıza çıkmaktadır. Gün boyu yoğun bir haber akışının olduğu bir dijital kültür çağında yavaş gazetecilik hızlı üretim ve tüketim süreçlerine alternatif olarak nitelenebilecek bir anlayışı ortaya koymaktadır.

Birbirini tekrar eden, doğrulanmamış, iyi araştırılmamış, tıklanma odaklı haber içeriklerinin arttığı, içeriklere olan güvenin azaldığı ve hızın ön planda olduğu böyle bir dönemde yavaş gazetecilik kavramı kaliteli haberciliğin bir yolu olarak görülmektedir. Sanal gerçeklik uygulamalarıyla hazırlanan haberlerin (VR haber) yavaş gazetecilik ilkeleri benimsenerek yazılmasının, içeriklerinin kalitesine yansiyacak karşılıklı bir etkileşimin yolunu açacağı ayrıca medyanın kullandığı kategorize edici sunumların yavaş gazetecilik örnekleriyle azalma şansı

yakalayacağı düşünülmektedir. Bu bağlamda, çalışmanın amacını haber sunumunda sanal gerçeklik ve yavaş gazetecilik kavramı arasındaki ilişkinin duyumsama ve empatiyi önceleyen bir habercilik modeli oluşturma potansiyeli taşıyıp taşımadığını ortaya koymak oluşturmaktadır.

Yavaş Gazetecilik Kavramına Genel Bir Bakış

Medya ve iletişim teknolojilerinin bireylere sunduğu hız ve devingenlik, yavaş olmayı her geçen gün daha da zorlaştırmakta ve küresel çağda kaçınılmaz bir hal alan hız kavramını yaşamların başrolüne yerleştirmektedir. Gazetecilik mesleğinde hızlı haber akışının tersine yavaşlamayı ve duyumsamayı öne çıkaran, içeriklerde farklı bakış açılarını barındıran, haberde kaynak kullanımını ve derinlemesine araştırmayı önemseyen yavaş gazeteciliğin günümüz dijital kültüründe mümkün olup olamayacağını kavrayabilmek için öncelikle yavaş hareketini anlayabilmek gerekmektedir. Yavaş hareketi gündelik ve profesyonel hayatın pek çok alanında bireylere sunulan hızlı olma pratiğine bir başkaldırı olarak ortaya çıkmıştır.

Yavaş hareketi, yeme içme alışkanlıklarından, trafik, gazetecilik ve moda kadar geniş bir alanda modern tüketim kalıplarını dönüştürecek bir kültürel değişimin savunusu içerisinde yer almaktadır. Hız ve küresel piyasalara karşı bir karşı duruş olarak da değerlendirilebilecek bu akım, özellikle yavaş yemek, yavaş şehir ve yavaş moda ve yavaş gazetecilik yavaş medya, yavaş seyahat konuları bağlamında irdelenmekte ve gündelik hayata ilişkin her şeyin yavaş deneyimlenmesi gerektiğini vurgulamaktadır (Özmen vd.,2016).

Dünyada yavaş hareketinin ortaya çıkışında yavaş yemek kavramının tartışılmaya başlanması önemli bir dönüm noktasını oluşturmaktadır. Yavaş yemek hareketi 1986 yılında İtalya'nın Roma kentinde McDonalds Restoranı açılışını protesto eden Carlo Petrini öncülüğünde bir grup tarafından başlatılmış olan ve sağlıklı beslenmeye vurgu yapan bir akım olarak değerlendirilmektedir (Yurtseven, Harman, 2010: 3-4). Yavaş yemek, en temelde teoride ve pratikte üretim ve tüketim arasında bir denge kurulmasını gerektiren, yerel lezzetlerin ve ürünlerin daha fazla önemli hale gelmesini ve dengeli beslenme

ilkesini savunan bir kavrama işaret etmektedir (Sezgin, Ünivar, 2011, s.117).

Petrini (2012, s.159), yavaş hareketinin hayatın her boyutunu kapsayacak şekilde yaygınlaştırılması ve kaliteye önem veren düşünüş sistemlerinin başat bir parçası haline getirilmesi gerektiğini ifade etmektedir. Günümüzde ise yavaş hareketi, şehircilik, gastronomi, turizm, mimari, ekonomi, işletme ve medya gibi pek çok alana yayılarak ilkeleri benimsenmiş bir akım olarak belirginleşmektedir.

Köhler vd. (2019), yavaş hareketinden yola çıkarak yavaş medyanın ilkelerinin kurulu olduğu kavramsal düzlemi açıklayan yazılı bir deklarasyon yayınlamışlardır. 14 maddeden oluşan bu deklarasyon yavaş medya kavramına ilişkin şu esaslara yer vermektedir (<http://en.slow-media.net/manifesto>);

Yavaş medya sürdürülebilirliğe katkı sağlamaktadır. Yavaş medya kullanıcının tüm dikkatini kendisine odaklanmasını isteyerek tek görevliliği teşvik eder. Sadece anlık gelişmeleri kamuoyuna aktarmakla kalmayan yavaş medya, olayların devamını da doğru olarak aktararak mükemmelliği hedefler. Hızlı rakiplerinden içerikteki bağlamın zenginliği boyutuyla ayrılan yavaş medya, kaliteyi ön plana çıkartır. Yavaş medya, ne istediğini bilen ve yeni fikirler geliştirebilen profesyonel tüketicileri ortaya çıkarır. Kendisini kullanıcıları ile eşit bir zeminde konumlayan, olayları yavaş, cana yakın ve akılcı şekilde anlama gayreti içinde olan yavaş medya, karşılıklı diyaloga önem vererek akılcı çözümler sunar ve diyaloga önem vererek bireylerin pozisyonlarına farklı açılardan yaklaşarak sorgulamayı önemser. Birbiriyle etkileşim halindeki topluluklar yavaş medya etrafında oluşmaktadır, bu yönüyle yavaş medya sosyal medyadır. Kullanıcılarına karşı duyarlı bir bakış açısı geliştiren yavaş medya, bireylere saygı duymaktadır. Yavaş medya, reklam yerine kişilerin birbirlerine verdikleri öneri ve tavsiyeler ile yaygınlaşır. Uzun ömürlü ve yayınlanmalarının üzerinden yıllar geçse bile kalıcı içerik üretimini önemseyen yavaş medya zamansızdır. İçeriklerin sahip olduğu özgünlük boyutuyla Yavaş medyanın bir aurası vardır. Gerekli bağlamlarda

hızı da kabul eden yavaş medya, ilerici bir yapıya sahiptir. İçeriklerinin oluşturulmasında ve alınmasında bilgi kaynağının sorgulanmasına ve bilginin geçerliliğine önem veren yavaş medya, kaliteye odaklanır. Arkasında gerçek insanlar olduğunu hissettiren yavaş medya, güvenilirlik ve inandırıcılık için zaman harcar. Günümüzde medya, akıllı telefonlar, mobil uygulamalar ve taşınabilir bilgisayarlar sayesinde bireyleri daima çevrimiçi olmaya yönlendirmekte ve çevrimiçi platformlarda gündelik hayata ilişkin haberler sürekli yenilenmektedir. .

İçinde bulunduğumuz medya ortamında akıllı saatler, gazetecilikte hız faktörünün en dikkat çekici dinamiği olarak görülebilmektedir. Bak-geç gazeteciliği olarak ifade edilen bu pratik; akışkan ve kısa bir metin; ayrıntılı ve teyit edilmemiş bilgilerin önüne geçmektedir. Bak-geç gazeteciliğinde bir konunun ilgi görmesi ve hızlı şekilde aktarılması güvenilirliğinden çok daha önemli bir olgudur (Narin, 2020: 165). Medya iletilerinin tüketim hızının gitgide daha da artması, en yeni ve son dakika haberlere olan ihtiyacı ön plana çıkarmakta, bu durum da haberin sahip olması gereken doğruluk niteliğinin çoğu zaman hıza yenik düşmesi sonucunu doğurmaktadır. Bu süreçte de haber değerleri olarak tanımlanan doğruluğun başı çektiği gazetecilik ilkelerinden ödün verilen bir zemin oluşmaktadır.

Yavaş gazeteciliği literatürde ilk kez kavramsallaştıran Greenberg (2007), hız odaklı gazeteciliğin alternatifi olarak, bilgileri ortaya çıkarmanın zaman aldığı bir gazetecilik pratiğine işaret etmiştir. Buna göre gündemi oluşturan haberlere dijital medya mecralarından çevrimiçi olarak ulaşılabilen ve basılı gazetecilikte sektör okuyucularını gitgide yitirmektedir. Okuyucuları kazanabilmek için hızlı haber vermenin önemli bir unsur olarak görüldüğü bir ortamda, okurların kaçırdıkları hikayelere odaklanan bir alan oluşması gerekmektedir. Greenberg, bu alanı yavaş gazetecilik olarak tanımlamakta ve araştırma odaklı bir habercilik modeline vurgu yapmaktadır.

La Masurier (2014:149), yavaş gazeteciliğin hız odaklı gazeteciliğin yerine geçme iddiasında

olmadığını bunun yerine yavaşlayarak, düşünmeye daha çok vakit ayırıp kaliteli alanlar açmayı hedeflediğini belirtmektedir.

Günümüzde üretim biçimi olarak hızın benimsenmesine yönelik getirilen eleştiriler, hızlı üretim sonucu ortaya çıkan ürünlerin niteliksiz olduğu görüşü etrafında toplanmaktadır. Üretimi en hızlı şekilde ve aynı anda yapma düşüncesi ilk safhada etkili gibi görünse de, ürünün kalitesinde azalmaya sebep olmaktadır (Honore, 2008, s.11). Yavaş gazetecilik, haber içeriklerinin hazırlanma sürecine yeterince zaman ayrılmamasını sorunlu bulan ve haberde yer alan bilgilerin doğrulanabilmesi için gerekli olan zamanın varlığının önemini vurgulayan bir yaklaşım olarak öne çıkmaktadır (Ata, 2019).

Gazetecilik pratiklerinde teknolojik gelişmelerin sonucu olarak hızın ön planda olduğu bu dönemde haber değeri kavramının ve haber değerini oluşturan kriterlerin de yeniden ele alınması gerekmektedir. Tokgöz (2003: 200), haber değeri kriterlerini zamanlılık, yakınlık, önemlilik, sonuç ve ilgi çekme gibi beş kategori altında toplamaktadır. Yavaş gazetecilik kavramı ile doğrudan ilişkisi bulunan zamanlılık kriteri, günümüzde kitle iletişim araçlarının rekabet içerisinde oldukları en önemli konuyu yani bir haberi kitlelere ilk olarak aktarabilme eylemini ifade etmektedir.

Bir olay eğer yeterince önemliyse görsel basın birkaç dakika içerisinde yayına geçerken yazılı basın söz konusu olayı ertesi gün aktarabilmekte, bu da gazete ve dergilerin olayın ne zaman olduğundan çok, neden ve nasıl olduğu üzerinde yoğunlaşması sonucunu doğurmaktadır (Toruk, 2008, s.174). Ne var ki içinde yaşadığımız tüketim odaklı çağ, toplumun bilgi alma ihtiyacının anında giderilmesini ve olayların her an sunuma hazır halde olmasını gerekli kılmaktadır. Haber üretiminin ve dağıtımının hızlı olması gerektiğinin altını çizen zamanlılık ilkesi, günümüzde özellikle dijital platformlarda haberin yayınlanması sürecindeki en temel haber değerlendirme kriterlerinden birini oluşturmaktadır.

Haber değerine ilişkin zamanlılık kriteri, yeni medya mecralarındaki haber platformları bağlamında değerlendirildiğinde haber üretim sürecinin hızlanma ön plana çıkmaktadır. Bu durum, sayıca çok fazla haber ve doğrulanmamış

bilginin bulunduğu bir haber tüketim döngüsünün oluşmasına zemin hazırlamaktadır. Yeni medya mecralarında dolaşıma sokulan haberler zamanlılık ve hız esasına göre hazırlanıp aktarılmaktadır. Bu pratik, haberin içermesi gereken doğru bilgi ögesinin çoğu zaman eksik olduğu haber metinlerinin karşımıza çıkmasındaki temel sebeplerden birini oluşturmaktadır.

Dijital medyadaki hızlı haber akışının aksine medya iletilerinin zamansız olması gerektiğine vurgu yapan yavaş gazetecilik kavramı, içeriklerin herhangi bir zaman diliminde bilgi almak üzere başvurulacak metinlere dönüşmesini ilke edinmektedir. Yavaş gazetecilik, okuyucunun ya da izleyicinin duyularını harekete geçiren, her yönüyle eksiksiz yazılarak hazırlanmış bir medya içeriğinin eski bir olayı konu edinse bile kullanıcıların haber alma ihtiyacını giderebileceğini iddiasındadır.

Geleneksel habercilikte, haber yazımı anlatımlarındaki en bilindik formül olan "5N1K" kuralı, haber metinlerinin ne, ne zaman, nerede, nasıl, neden ve kim sorularına verilecek yanıtları içermesi gerektiğini ifade etmektedir. Haber metninin içerisinde bulunması gereken bu yanıtlar, en önemliden daha az önemliye doğru sıralandığı ters piramit olarak adlandırılan bir tekniğe göre yazılmakta ve haberin giriş cümlesini de olaya ilişkin en yeni ve en önemli unsur oluşturmaktadır. Ters piramit tekniği ile yazılmış haber metinlerinin girişlerinde öyküleme, tasvir, betimleme gibi anlatım biçimleri kullanılmamakta, olayın haber değeri taşıyan en önemli bölümü açıklayıcı şekilde ifade edilmektedir. Giriş paragrafından sonra haberin gövdesinde ise haber olayının gerçekleşme sürecindeki kronolojik sıradan çok en önemliden daha az önemli bilgiye doğru ilerleyen ters piramit şeklinde bir şema izlenmektedir. Haber yazımında en fazla kullanılan teknik olmasına rağmen ters piramit tekniği her olayın anlatımında kullanılmamakta, olaydaki bilgilerin her birinin önem bağlamında eş değer olduğu durumlarda dörtgen tekniği, okuyucunun duygularını harekete geçirmeyi gerekli kılan olayları aktarırken öyküleyici bir anlatımı öne çıkarmaya olanak veren düz piramit tekniği ve görüntülü habercilikte ise izleyiciye olayı basit bir dille

aktarma esasına dayalı konuşma dili tekniği kullanılmaktadır.

Ancak dijital medya mecralarının hızlı haber aktarma konusunda gazetecileri zorlayan dinamikleri, haber yazımında gereken özenin çoğu zaman gösterilememesinin ve haber yazım tekniklerinin esaslarının görmezden gelinmesinin önünü açmaktadır. Bunun sonucu olarak haberin hızlı olarak üretilmesi ve aktarılması neticesinde bozuk cümleler ve anlatım bozuklukları oldukça yaygın hale gelmektedir. Yavaş gazetecilik pratikleri ise, haber üretim sürecinde gazetecinin habere yeterli düzeyde süre ayırmasını, içeriklerde doğrulanmamış ya da eksik kalan öğeleri tamamlamasını ve haberinde kaliteyi öncelmesini hedeflemektedir.

Yavaş gazetecilik kriterlerinin esas alındığı habercilik anlayışı, hedef gösterici ve ayrımcı bir dil aracılığıyla üretilen medya içeriklerinin söz konusu bu dilden arınmasının önemine vurgu yaparak haber metinlerinde adil bir üslup kullanılması gerektiğini de ön plana koymaktadır. Gess (2012, s.61), özenli bir üslupla üretilmiş haberlerin, ırkçı ve cinsiyetçi dille mücadele edebileceğini ve sosyal adaleti içselleştirmede araç olarak kullanılabilmesine vurgu yapmaktadır. Ayrıca hızlı haber üretim süreci nedeniyle medya içeriklerinin, derinlemesine araştırılmadan hazırlanmasına ve bunun sonucunda ortaya çıkan eksik bilgiye dayalı özensiz haberlerin dolaşıma girmesine de karşı çıkmaktadır.

Yavaş gazetecilik, özellikle haberin hazırlanma biçimi boyutuyla diğer gazetecilik pratiklerinden ayrılmakta, bu habercilik türünde gazetecilerin, habere konu olan olayı her boyutuyla araştırarak kamuoyuna sunmaları için çok fazla zamana ihtiyaç duydukları görülmektedir (Duman, 2020). Muhabirin detaylı bir araştırma ve teyit etme sürecine ihtiyaç duyduğu özel haberlerin kamuoyunun doğru bilgilendirilme sürecinde daha etkili bir işleve sahip olacağına vurgu yapan yavaş gazetecilik, günümüzde aşınmaya uğrayan gazetecilik değerlerinin haber atlatma, hızlı olma, son dakika gelişmesini aktarmaktan çok, olayları ve olguları neden sonuç ilişkisi bağlamında, doğru olarak aktarmaya dönük olarak yeniden yorumlanması gerektiğine vurgu yapmaktadır.

Yavaş gazetecilik, gazetecilik mesleğine teknolojinin ve yeni medyanın ilk haber veren olma zorlamasından uzak durması, mesleki etik kuralları öncelmesi çağrısında bulunmaktadır.

Okurlar bağlamında yavaş gazetecilik, ticari çıkarların ön planda olduğu mevcut medya düzeni bağlamında doğruluğu kanıtlanmamış çok sayıda haber iletisine maruz kalan bireyler için daha kaliteli ve daha nitelikli bir habere erişme deneyimini mümkün kılmaktadır (Bilecen, Bayraktutan, 2018). Okur odaklı olan ve kendi kitlelerini yaratan yavaş gazetecilik girişimleri reklamlardan çok abonelik ve kitlesel fonlama ile ilerlemektedir. Dünya çapında öne çıkan yavaş gazetecilik girişimleri arasında Delayed Gratification, Long Play, Zetland, Jot Down gibi kuruluşlar bulunmaktadır. Yavaş gazeteciliğin online dergi/almanak kategorisinde dünyadaki en önemli uygulama örneklerinden biri olan ve İngiltere’de 2011 yılının Ocak ayında yayın hayatına başlayan Delayed Gratification dergisi, son dakika odaklı ve hızlı haberler yerine, kullanıcıya düşünme, hissetme ve değerlendirme yapabileme süresi tanıyan zamansız haberlerden oluşmaktadır. Okuyucularına derinlikli araştırmalar sonucu hazırladıkları haberleri ve sindirerek okuma yapmanın keyfini sunan derginin web sayfasında “Dünyanın ilk yavaş gazetecilik dergisi” sloganı yer almaktadır (www.slow-journalism.com). Abonelik sisteminin en temel gelir kaynağı olarak ön plana çıktığı bu bağımsız yayın kuruluşunda reklamlara yer verilmemektedir.

Haber Sunumunda Sanal Gerçeklik (Vr Habercilik)

Görselleştirme cihazlarının çoğalması ve 360 derece video teknolojisindeki ilerlemeler sanal gerçeklik kavramının teknolojik gelişiminin ardında yatan en önemli gelişmeleri oluşturmaktadır. Büyük sermayelere sahip şirketlerinin dijital mecralara yatırımlar yapmaya başlaması, içerik üretimi süreçlerini ve üretilen içeriklere ulaşma mecralarını yeniden tanımlamıştır. Yakınsama kavramı ile ifade edilen bu dönem, bir yandan dijital alana yatırımlarını

yönlendiren medya şirketlerinin çoğalması, diğer yandan da bireylerin medya platformları ve içerikleri karşısındaki duruşlarının güçlenmesi sonucunu doğurmaktadır.

Yakınsama kavramını dijital medyanın temel özellikleri arasında değerlendiren Jenkins (2016: 20), yakınsamanın teknolojik dönüşümden daha fazlasını ifade eden bir süreç olduğunu ve tüketicilerin yeni bilgiler aramaya ve dağınık medya içerikleri arasında bağlantılar kurmaya teşvik edilmesiyle kültürel bir değişimi temsil ettiğini vurgulamaktadır. Buna göre yakınsama, içerikler ve kullanıcılar arasındaki ilişkileri dönüştürmekte, içeriğinin sayısallaşarak farklı medya mecralarında dolaşabilmesi ve kullanıcının dolaşımdaki içeriğin üzerinde değişiklik yapabilmesini mümkün kılmaktadır.

Web 2.0 teknolojisinin gazetecilik uygulamalarının dijital alanlara taşınmasına imkan tanınması, kullanıcıya haber içerikleri ile etkileşime girerek haberlere yorum yapabilme, yazılı metne eşlik eden videolar ile çoklu bilgiye erişebilme olanağı sunmaktadır. Fuchs (2011, s.319), geleneksel medya mecralarının sadece bilgiye odaklanmışken internetin sadece bilgi ortamı değil aynı zamanda iletişim ve iş birliği ortamı sağladığını ifade etmektedir. Toplumların şekillendirilmesinde teknolojik yenilikler, bireysel yaratıcılık ve girişimcilik de dahil olmak birçok etken bulunmakta bu da karmaşık bir etkileşim sürecini ortaya koymaktadır (Castells, 2013: 6). Günümüzde ise kullanıcıları haberin içerisine alarak, habere konu olan olaya doğrudan tanık olma imkanı sunan ve 360 derece izlenebilen sanal gerçeklik uygulamaları Castells'in ifade ettiği, toplumu etkileme gücüne sahip girişimcilik uygulamalarından biri olarak değerlendirilmektedir. İçinde yaşadığımız dijital çağda sanal gerçeklik gözlükleriyle 360 derece izlenebilen video haberler, kullanıcıları da habere konu olan olayın içine çekmekte, doğrudan hikayeye tanıklık etme olanağı sunmakta, bu durum da nihai olarak yeni bir haber aktarım modeline işaret etmektedir.

Sanal gerçeklik, karmaşık verileri görselleştirmeyi ve onlarla etkileşim kurmayı sağlayan, bilgisayar donanımı ve yazılımlarıyla oluşturulan ve kullanıcılarda gerçek ortam hissi uyandırmayı amaçlayan yapay bir ortam olarak

tanımlanmaktadır (Williams, Sawyer 2001, s.13). Artırılmış gerçeklik ise üç boyutlu olarak kaydedilen gerçek ve sanal içerikleri bir araya getirerek gerçeklik duygusunu artıran bir sanal gerçeklik türü olarak değerlendirilmektedir (Carmigniani vd., 2011, s.342). Artırılmış gerçeklik teknolojisi gözlük aracılığıyla kullanılabilirdiği gibi akıllı telefonlarla da kullanılabilmekte, bu teknoloji ile kullanıcılar akıllı telefonunun kamerası ile video ve fotoğraf görüntülerine sanal objeler yerleştirebilmektedir. Görüntüye yerleştirilen objeler gerçek objelerle etkileşime geçmekte ve kullanıcıları farklı bir iletişim ortamı içerisine almaktadır (Yengin, 2018). Sanal gerçeklik ve artırılmış gerçeklik uygulamalarının sunduğu olanaklardan yararlanarak haberleri ve kurgusal olmayan olayları aktaran ve kullanıcıya olaya eşlik etme hissi veren habercilik pratiği de immersive (sürükleyici) gazetecilik olarak tanımlanmaktadır (Jenkins, 2010). Sürükleyici gazetecilik uygulamalarında kullanıcı habere konu olan olayın bir parçası haline dönüşerek, kendisini hikayenin bir parçası olarak konumlamaktadır.

Sanal gerçeklik deneyimine yönelik yapılan ve kullanıcılar ile habere konu olan olay arasında bir bağ kurulup kurulmadığına odaklanan erken çalışmalar, insanların izledikleri sanal gerçeklik haberlerinde, geleneksel bir video veya metinden daha uzun süre kaldıklarını ve haber hikayesi ile derin duygusal bağlar kurduklarını ortaya koymaktadır. Söz konusu çalışmaların bulguları, kullanıcıların duygusal bağlamda geribildirimler verdiğini ve habere konu olan olayları yakından hissederek empati yapabildikleri sonucunu ortaya koymuştur (Pena vd., 2010).

2010 yılında Nonny de la Pena ve ekibi tarafından yapılan ve kullanıcılara sanal gerçeklik gözlükleri verilerek 360 derece videolarla haberlerin izletildiği alımlama çalışması, gazetecilik alanındaki sanal gerçeklik uygulamalarına ilişkin gerçekleştirilen ilk çalışma olması bakımından önem taşımaktadır. Araştırmanın ortaya koyduğu, kullanıcıların haberi oluşturan bütün dramatisasyon unsurlarını ve haberin özünü tamamen hissettikleri bulgusu ise sanal gerçeklik uygulamalarına farklı bir boyut kazandırmıştır (Seijo, 2017). Araştırma bulguları, sanal gerçeklik deneyiminin kullanıcı ve haber olayı arasındaki geleneksel gazetecilik

pratiklerinin koyduğu sınırların ötesine geçilmesini, duyumsamanın ön plana çıkmasını sağladığını ortaya koymaktadır.

Pavlik (2013, s.11), bağlamli gazetecilik kavramının iletişim yöntemlerinin genişliđi, hiper medya, yüksek okuyucu kitlesinin katılımı, dinamik içerik ve uyarlama olmak üzere beş temel bakış açısına sahip olduğunu belirtmektedir. Yeni medyadaki gelişmeler, haberlerin metne ek olarak ses, video, grafik, animasyon ve 360 derecelik video gibi mevcut imkanların hepsinden yararlanabilmesini sağlayarak yeni hikaye anlatım tekniklerinin gelişimi öne çıkarmaktadır. Bu uyarlama, kullanıcıların duyarlılığı üzerinde etki gücüne sahip olmasıyla öne çıkmaktadır.

Sanal gerçeklik uygulamalarının bir parçasını oluşturan üç boyutlu hikaye anlatımı, haberlerin kullanıcı düzeyinde alınmasını etkin kılmak için kullanılan bir formattır. Üç boyutlu görüntüler ve animasyonlar yüksek çözünürlüklü, uzaktan algılanan uydu verileri ve diđer görüntü alma cihazlarıyla sağlanan şehirler ve bölge temsilleriyle betimlenmektedir. Ayrıca bu animasyonlar cođrafî bilgi sistemleri olarak bilinen veri tabanlarıyla oluşturulmakta ve gerçek ortamdan çok daha fazlasını ifade etmektedir. Üç boyutlu haber muhabirliđi erişilebilirliđi ve etkileşimleri dolayısıyla tüm izleyiciler tarafından ilgiyle izlenebilir nitelik taşımakta ve online gazeteciliđin bireyselleştirilmiş doğası, kullanıcılara daha bağlamli ve çok boyutlu bir bakış açısı sunmaktadır. Yeni medyadaki gelişmeler haber içeriđi ve hikaye anlatımının doğasını deđiştirmektedir (Pavlik, 2013, s.35-41).

Sanal gerçeklikte deneyimi anlamak, sezgisel olarak kontrol etmek ve tatmin olmak en önemli amaçları oluşturmaktadır. İdeal bir sanal gerçeklik sistemi, kullanıcıların nesnelere etrafında fiziksel olarak dolaşmasını ve bu nesnelere gerçekmiş gibi dokunmasını sağlamaktadır (Ünal:2020). Simülasyon ortamında kullanıcıya bilgisayarla etkileşime girme fırsatı veren sanal gerçeklik uygulamaları deđişebilir ve geliştirilebilir bir ortama işaret etmekte, deneyimlemenin ve hissetmenin önünü açmakta ve kullanıcıların mutlu, hüzünlü, gergin, eğlenceli, ürkütücü ve daha pek çok duyguyu barındıran anları

deneyimlenmesine olanak tanımaktadır Yengin ve Bayrak (2018:100-101), sanal gerçeklik ortamında bulunan her şeyin üretildiđine ve söz konusu ortamdaki nesnelere bir ağırlığa sahip olmasına ihtiyaç duyulmadığına dikkat çekmekte, sanal gerçeklikte sadece tasarımcı tarafından kodlamaların yazıldığı ve bu kodlamaların da kullanıcılarla etkileşime girmeye yönelik formlardan oluştuđunu vurgulamaktadır.

Sanal gerçeklik ortamındaki etkileşim, gerçek ortamda sergilenen hareketlerin sanal gerçeklik ortamına yansımaları ve bunun sonucu olarak kullanıcıda algısal tepkilerin oluşması yoluyla meydana gelmektedir. Duygusal geribildirim ise gözlemcinin ortamda kendi varlığını hissedip mekandan veya eylemden etkilenmesi yoluyla sağlanmaktadır (Kayapa, Tong, 2011, s.350). Kurgusal olmayan haber olaylarını sanal gerçeklik ya da artırılmış gerçeklik yoluyla hikayeleştirmek, kullanıcılara yalnızca duygusal ve zihinsel olarak deđil aynı zamanda bedensel olarak da hatırlanabilecek deneyimler sunma potansiyeline sahiptir. Haberi sadece okumak, izlemek ya da dinlemek yerine, habere konu olan olayı deneyimleme fırsatı sunan VR haberler kullanıcıların dünyayı algılayış biçimlerine de yeni bakış açıları getirme potansiyeli taşımaktadır. Duyumsamayı, hissetmeyi ve empati yapabilmeyi öne çıkaran sanal gerçeklik deneyimi, aynı esaslar üzerine kurulu olan yavaş gazetecilik içerikleri ile bir araya geldiđinde kullanıcıların önyargı ile baktığı gruplara ve kavramlara yönelik düşüncelerini deđiştirebilecek nitelikte duyarlı bir habercilik formu ortaya koyma potansiyeli taşımaktadır

Araştırmanın Amacı ve Yöntemi

VR gazetecilik uygulamaları günümüzde The New York Times, The Guardian, The Herald Tribune, The Washington Post, BBC, Euronews, CNN başta olmak üzere pek çok uluslararası medya kuruluşunda kullanılan bir habercilik pratiđi olarak karşımıza çıkmaktadır. Bu araştırmanın evrenini dünyada VR habercilik uygulamalarına yer veren ilk iki gazete olan The New York Times ve The Guardian gazetelerinin YouTube

kanallarında 2016-2022 yılları arasında yayınlanan toplam 316 haber oluşturmaktadır. Araştırmanın örneklemini evrenin tamamını karşılamaktadır. Yavaş gazetecilik kavramının temel ilkeleri bağlamında içerik analizi uygulanan içerikler; haberin teması, haberde kullanılan anlatım türü, haberin zamansız olup olmadığı ve haberde veri kullanımı bağlamında değerlendirilmiştir. İçerik analizinin ardından her iki gazetenin Youtube kanalında yayınlanan ve en fazla izlenme oranına erişmiş o iki VR haber de yavaş gazetecilik bağlamında betimsel olarak incelenmiştir.

İçerik analizi, geniş bir yelpazedeki metinleri, filmlerin anlatı yapısını, tartışmaları, televizyon içeriklerini, haberleri ve reklam içeriklerini analiz etmeye yarayan köklü bir araştırma metodolojisi anlamına gelmektedir. Medya metinlerine yönelik içerik analizi, verilerin geniş bir bakış açısıyla incelenmesine izin veren ve müdahaleci olmayan bir araştırma yöntemi olmasıyla ön plana çıkmaktadır (Macnamara, 2005). Aktarılan bilgiler ışığında bu araştırmanın araştırma soruları şöyle belirlenmiştir;

1. *Yavaş gazetecilik ilkelerinin VR haberlerdeki sunum biçimi hangi esaslara sahiptir?*

2. *Yavaş gazetecilik kavramının en temel unsurlarından biri olan zamansızlık ögesi, incelemeye alınan VR haberlerde nasıl konumlandırılmaktadır?*

3. *Yavaş gazetecilik kavramının anlatım ilkeleri VR haberler için uygun mudur?*

Çalışmada kodlamanın geçerliliğini ve güvenilirliğini sağlamak için araştırmanın amacına ve araştırma sorularının yanıtını aramaya yönelik oluşturulan kodlama cetveli çalışmanın yazarları tarafından bağımsız olarak kodlanmıştır. Öncelikle konuya ilişkin incelenecek haberler belirlenmiş ve araştırmanın konusuna uygun ölçütlerde kodlama cetveli oluşturulmuştur. Ardından her iki kodlayıcı birbirinden bağımsız olarak hazırlanan cetvele göre haberleri kodlamış, kodlama sonucunda her iki yazarın farklı kodladığı temalar belirlenerek üzerinde fikir birliğine varılmıştır. Araştırmanın sonucunda elde edilen bulgular tablolar halinde sadeleştirilerek sunulmuştur.

Bulgular

Tablo 1. VR Haberlerin Gazetelere Göre Dağılımı

Gazeteler	Sayı	Yüzde
The New York Times	301	%95,2
The Guardian	15	%4,7
Toplam	316	%100

Tablo 1’de The New York Times ve The Guardian gazetelerinin VR kanallarına yönelik haberlerin dağılım oranları gösterilmektedir. İki gazetede de toplam 316 haber araştırmaya dahil edilmiştir. Bu haberlerin % 95,2’si The New York Times, %4,7 sinin The Guardian gazetesinde yayımlandığı görülmektedir. İki gazete de VR haber uygulamalarına yer veren ve yeni medya olanaklarını tüm alanlarda kullanan kuruluşlar olarak öne çıkmaktadır.

Tablo 2. VR Haberlerin Gazetelerde Yıllara Göre Dağılımı

Gazeteler	2016	2017	2018	2019	2020	2021	2022	Toplam
The New York Times	70	214	3	2	4	3	5	301
York Times	%23,2	%71,1	%1	%0,6	%1,3	%1	%1,6	%100
The Guardian	3	4	2	0	3	1	2	15
Guardian	%20	%26,6	%13,3	%0	%20	%6,6	%13,3	%100

Tablo 2’de sanal gerçeklik teknolojisi ile hazırlanan haberlerin yıllara göre dağılımına yer verilmektedir. Her iki gazete de ilk kez 2016 yılında sanal gerçeklik haberlerine yer vermeye başlamıştır. The New York Times 2016 yılında % 23 oranında VR habere yer verirken 2017 yılında çarpıcı oranda fazla şekilde (%71) VR haberlere yer vermiştir. Gazete, 2018 yılında %1, 2019 yılında %0,6, 2020 yılında %1,6 oranlarında haber dağılımlarıyla dikkat çekmektedir. The Guardian gazetesi ise 2016 yılında 3 (%20), 2017 yılında 4 (%26,6), 2018 yılında 2 (%13,3) VR habere yer verirken 2019 yılında hiç VR haber hazırlamamıştır. The Guardian gazetesi 2020 yılında ise 3 (%20) VR habere yer verirken, 2021 yılında 1 (%6,6), 2022 yılında ise 2 (%13,3) VR habere yer vermiştir. İncelemeye alınan iki medya mecrasında da haberlerin yıllara göre artış göstermeyen bir yapısı mevcuttur. Sanal gerçeklik teknolojileri geliştikçe VR haberlerin sayısında artış gerçekleşmesi ve yaygınlaşması beklenmesine rağmen var olan durum bu beklentiye uygun şekilde gelişmediği görülmektedir.

Tablo 3. VR Haberlerde Grafik ve Veri Kullanımı

Gazeteler	Veri Kullanılmış	Veri Kullanılmamış	Toplam
The New York Times	159	142	301
	%52,8	%47,1	%100
The Guardian	8	7	15
	%53,3	%46,6	%100

Tablo 3’de gazetelerin yayınladıkları VR haberlerdeki grafik ve veri kullanımı oranları aktarılmaktadır. Buna göre The Guardian gazetesi VR haberlerde % 53,3 oranında, The New York Times gazetesi VR haberlerde %52,8 oranında veri kullanımı gerçekleştirmiştir. Haberde kullanılan grafik, illüstrasyon, tablo gibi veriler olayların izler kitle tarafından daha kolay ve ayrıntı olarak anlaşılmasının önünü açmaktadır. Yavaş gazetecilik kavramının önemli esaslarından olan olayın kişiler tarafından duyumsanmasını sağlama sürecinde, haberde ne ve nasıl sorularının yanıtlarının bulunmasının büyük önemi bulunmaktadır. Bu soruların yanıtlarını habere aktarırken tablo, grafik ve illüstrasyon formatına dönüştürülmüş verilerin kullanımı, VR haberlere yavaş gazetecilik bağlamında anlatım gücü kazandıracaktır.

Tablo 4. VR Haberlerin Anlatım Türlerine Göre Dağılımı

Anlatım Biçimi	The Guardian	The New York Times
Öyküleyici	8 %53,3	79 %26,2
Açıklayıcı	2 %13,3	64 %21,2
İzlenimsel	5 %33,3	51 %16,9
Tartışmacı	0 %0	52 %17,2
Betimsel	0 %0	55 %18,2
Toplam	15 %100	301 %100

Tablo 4’de gazetelerin VR haberlerde kullandıkları dil bağlamında bir değerlendirme gerçekleştirilmiştir. Buna göre The Guardian gazetesi %53,3 oranında öyküleyici dil kullanırken, %13,3 oranında açıklayıcı dili tercih etmiş, %33,3 oranında izlenimsel bir dil kullanmış ve VR haberlerde tartışmacı ve betimsel bir anlatım biçimine yer vermemiştir. The New York Times gazetesi ise yayınladıkları VR haberlerde %26,2 oranında öyküleyici bir dil kullanmayı

tercih ederken, %21,2 oranında açıklayıcı, %16,9 oranında izlenimsel, % 17,2 oranında tartışmacı, yüzde 18,2 oranında betimsel bir anlatım dili kullanmayı tercih etmiştir. Haber yazım sürecinde kullanılan her yazım tekniği metnin içeriğinde farklı bir anlatım türünü kullanmayı gerektirmektedir. Betimsel ve açıklayıcı anlatım türü çoğunlukla ters piramit tekniğiyle yazılmış haberlerde kullanılırken, öyküleyici, izlenimsel ve tartışmacı anlatım türlerinin ise dörtgen, düz piramit ve konuşma dili teknikleriyle yazılan haberlerde kullanılmaktadır. Okurun ya da izleyicinin haber olayını daha fazla hissetmesine izin veren öyküleyici, izlenimsel ve tartışmacı anlatım türleri incelemeye alınan iki medya mecrasının VR haberlerinde yoğun olarak kullanıldığı görülmektedir. Yavaş gazetecilik türünün de en temel anlatım biçimlerinden olan öyküleyici ve izlenimsel anlatım türlerinin VR haberlerde kullanımı, okurun/izleyicinin haber olayını daha yoğun hissedebilmesine, duyumsamasına ve nihai olarak da empati yapabilmesine olanak sunan bir haber modelini ön plana çıkarmaktadır.

Tablo 5. VR haberlerin Konulara Göre Dağılımı

Konular	The Guardian	The New York Times
Tanıklık	14 %93,3	89 %29,5
Politika	1 %6,6	56 %18,6
Ekonomi	0 %0	33 %10,9
Dış Haber	0 %0	68 %22,5
Kültür Sanat	0 %0	55 %18,2
Toplam	15 %100	301 %100

Tablo 5’de gazetelerin VR haberlerinin konularına göre dağılımına yer verilmektedir. Haber yoğunluğu en fazla olan The New York Times gazetesinde %29 oranında tanıklık deneyimlerine yer verilirken, % 22,5 oranında dış haberlere, %18,6 oranında politika haberlerine, %18,2 oranında Kültür Sanat haberlerine yer verildiği görülmektedir. The Guardian gazetesinde ise %93,3 oranında tanıklık deneyimlerine yer verilirken, politika haberlerine %6,6 oranında yer verilmiş, ekonomi, kültür sanat,

ve dış haber kategorilerinde herhangi bir bulguya rastlanmamıştır. İncelenen iki mecrada da tanıklık kategorisinde VR haberlere yoğun olarak yer verildiği görülmektedir. VR haberlerin, tarihsel akış içerisindeki olaylara ilişkin tanıklıklar üzerine yoğunlaşması, izleyiciye “oradaymış” hissi yaşatma potansiyeli taşımaktadır. Ayrıca haberlerin aktarımında nasıl ve neden sorularına yanıt verilen ve yavaş gazeteciliğin ilkelerini barındıran bir anlatım biçimi kullanılmakta, bunun da izleyicide yaratılan duyumsamayı artırabileceği düşünülmektedir. Bulgular sonucunda, görsel ve işitsel unsurların kullanımının yoğun olduğu VR haberlerde dış haber, ekonomi, politika ve kültür sanat haberleri söz konusu olduğunda daha açıklayıcı bir anlatım biçiminin kullanıldığı ortaya çıkmaktadır. Oysa bu kategoriye ait haberleri de yavaş gazetecilik ilkeleriyle yazmak mümkün görünmektedir. Bu yolla karmaşık haberler olarak değerlendirilen politika, ekonomi ve dış haberlerin, zihinlerde neden sonuç bağlamı içerisinde değerlendirilmesi mümkün olabilecektir.

Tablo 6. Yavaş Gazeteciliğin Zamanlılık Esasına Göre VR haberlerin dağılımı

Zamanlılık Ölçütü	The New York Times	The Guardian
Zamanlı	76 %25,2	0 %0
Zamansız	225 %74,7	15 %100
Toplam	301 %100	15 %100

Tablo 6’da araştırmaya dahil edilen haberler yavaş gazeteciliğin en önemli ilkelerinden olan zamansızlık bağlamında değerlendirilmektedir. Görülmektedir ki, The New York Times gazetesi %74,7 oranında zamansız habere yer verirken, %25,2 oranında zamanlı haberlere yer vermiştir. The Guardian gazetesi ise tamamen zamansız haberlere yer vermiştir.

Zamanlılık ilkesi, habere konu olan olaya ilişkin “ne zaman ortaya çıktı?” sorusuna yanıt vermekte, olayın yeni, ani ve geçerli olması gibi öğelerin bir arada olmasını gerektirmektedir. Günümüzün çok araçlı gazeteciliğinde zamanlılık kriterini sağlayan yenilik, anılık ve geçerlilik öğeleri mecradan mecraya farklılık göstermektedir. Haberin zamanlılığı yönünden yenilik ve anılık öğeleri radyo için ön planda olurken, gazeteler

bakımından geçerlilik öğesi ön plana çıkarken, televizyon haberciliği bağlamında ise yenilik, anılık ve geçerlilik önem kazanmaktadır (Tokgöz, 2003: 201-203). Zamanlılık unsuru geleneksel habercilikte ve yeni medya haberciliğinde bir olayın haber değeri taşıyıp taşımadığına karar verme sürecindeki en önemli değerlendirme kriterlerinden birini oluşturmaktadır. Gün boyu kesintiye uğramaksızın haber akışının sağlandığı dijital medya mecralarında tıklanma sayısı odaklı bir rekabet yaşanmakta ve bu durum haberin içeriğine yönelik sorunlar yaşanmasına neden olmaktadır. İncelemeye konu olan haberlere bakıldığında çok önemli bir bölümünün yavaş gazeteciliğin en temel kriterlerinden biri olan zamansızlık ilkesi üzerine kurulu olduğu görülmektedir.

Örnek Vr Haberi 1:



Görsel 1. The Guardian’da yayınlanan “The Party: a virtual experience of autism” başlıklı VR haberinden görüntüler

The Guardian gazetesinin Youtube kanalında 2018 yılında yayınlanan “The Party: a virtual experience of autism” başlıklı VR haberi, aldığı 554 B görüntüleme ile kanalda en fazla görüntülenen haber olma özelliği taşımaktadır. 903 yorum yapılan haberin, etkileşime girme noktasında da kanaldaki en yüksek oranlardan birine sahip olduğu görülmektedir. Ailesiyle yaşayan Layla adlı otizmli bir kızın evinde düzenlenen doğum günü partisi karşında iç dünyasında verdiği tepkileri konu alan haber, 7 dakika 21 saniye uzunluğundadır. Haberde, tanıklık ettiği olayı izlenimsel bir dille aktaran Layla’nın dünyayı algılayış biçiminin, ortamında bulunan insanlara göre olan farklılıklarına değinilmektedir. Layla, bulunduğu ortama uyum sağlamak için mücadele etmekte, öte yandan yaşadığı ana ait olmadığını düşünmektedir. VR haber videosu boyunca Layla’nın görüntüsü hiç verilmezken, dış ortam tamamen onun görüş açısına giren kamera çekim alanları ile aktarılmaktadır. Layla’nın gözlerini çevirdiği ve görüş alanına giren her yer VR videoda görüntüsel olarak aktarılmakta ve bu durum izleyiciye evin içerisinde Layla ile dolaşmış hissi yaşatma potansiyeli barındırmaktadır. VR videoda Layla’nın bulunduğu ortama karşı aidiyet hissedememe duygusu, yer yer izlenimsel çoğunlukla da tartışmacı bir anlatımla aktarılmaktadır. VR haber videosunda neden, nasıl, nerede, ne zaman, niye ve kim sorularının tamamına yanıt verilmekte, buna ek olarak videonun sonunda otizm sendromuna ilişkin güncel verilerin siyah zemin üzerine beyaz harflerle yazılı olduğu bir görüntü karesine yer verilmektedir. Ayrıca ele aldığı konu itibariyle zamansız bir haber olarak karşımıza çıkan VR haber videosu, bu yönüyle de yavaş gazeteciliğin önemli unsurlarından birini barındırmaktadır. Söz konusu VR haber videosu yavaş gazetecilik anlayışının, izler kitlede olaya ilişkin bir duyumsama ve farkındalık yaratma ilkeleri doğrultusunda hazırlanmış bir medya iletisi olarak da dikkat çekmektedir.

ÖRNEK VR HABERİ 2:



Görsel 2. The New York Times’da yayınlanan The Atomic Bombing of Hiroshima başlıklı VR haberinden görüntüler

The New York Times gazetesinin Youtube kanalında 2018 yılında yayınlanan “The Atomic Bombing of Hiroshima” başlıklı VR haberi, aldığı 13 milyon görüntüleme ile kanalda en fazla görüntülenen haber olma özelliği taşımaktadır. 9.393 yorum yapılan haberin, etkileşim sağlama noktasında da kanaldaki en yüksek oranlardan birine sahip olduğu görülmektedir. 3 dakika 14 saniye uzunluğundaki VR videosunda ikinci dünya savaşında Amerika Birleşik Devletleri’nin Japonya’nın Hiroşima ve Nagazaki şehirlerine attığı atom bombasının etkileri tarihsel ve sosyal bağlamda aktarılmaktadır. Atom bombasının atıldığını duyuran radyo anonsuyla başlayan haber, bu yolla izleyiciye radyonun dinlendiği odada haberi ilk kez duyuyormuş olma hissini yaşatma potansiyeli taşımaktadır. Atom bombasının atılış sürecini terminolojik bir dille didaktik olarak aktaran haber, veri ve sayısal

bilgilerle de desteklenmektedir. Bombanın atıldığı anı ve sonrasında olanları görselleştiren VR haberi izleyiciye durumun korkunçluğu hakkında zihinlerde soru işareti bırakmayacak şekilde bilgi aktarımı sağlamaktadır. VR haber videosunun sonunda, videonun ilk görüntüsünde radyoda bombanın atıldığını Amerikan halkına duyuran programdaki orijinal sesler tekrar verilmeye başlanmakta ve bomba atma eylemini olumlayan "...bombaların yetenekleri insanın hayal gücünü cezbediyor..." cümlesi ile izleyiciler sorgulama yapmaya yönlendirilmektedir. İki şehre atılan bombaların yarattığı yıkıcı etkileri, açıklayıcı bir anlatım tekniğiyle ve neden, nasıl, nerede, ne zaman, niye ve kim sorularının tamamına yanıt vererek açıklayan söz konusu VR haberi, izleyenlerin yaşanan olayın korkunçluğunu duyumsamasına olanak tanınması açısından önemli bir örnek olarak değerlendirilmektedir. Haber metninin içerisinde yoğun olarak kullanılan betimlemeler, izleyiciyi olayın yaşandığı tarihsel süreci tekrar düşünmeye ve farklı bir kavrayış geliştirmeye yöneltmesi bakımından yavaş gazetecilik esaslarına uygunluğuyla dikkat çekmektedir. Ayrıca konu seçimi itibarıyla zamansız bir haber olma niteliği taşıyan VR haber videosu bu yönüyle de yavaş gazeteciliğin önemli unsurlarından biriyle de örtüşmektedir.

Sonuç

Ortaya çıktığı dönemden günümüze kadar gelen süreçte gazetecilik mesleği; bilgilendirme, kamuoyu oluşturma, denetleme ve toplumu yönlendirme süreçlerinde önemli işlevlere sahip olmuştur. İçerisinde yaşadığımız dijital çağda her geçen gün yeni teknolojilerin ortaya çıkması ve gelişimiyle gazetecilik ve haber olgusu da büyük bir dönüşüme uğramıştır. Castells (2016:7) deneyimlemekte olduğumuz dijitalleşme sürecini enformasyon teknolojisi devrimi olarak değerlendirmekte ve bu devrimin toplumsal yapıyı şekillendirdiğine vurgu yapmaktadır.

Gelişimi duraksamaksın devam eden dijital teknolojiler, gerek toplum yapısında gerekse gazetecilik alanında önemli değişimler yaratsa da bazı olguların her zaman kalıcı olacağına olan inancın da devam etmesi gerekmektedir. Araştırma evresine ağırlık verilmiş, toplumu

dönüştürücü gücü yüksek, nitelikli haberlerin ön planda olduğu dürüst bir habercilik anlayışı bu olguların en önemlisini oluşturmaktadır. Gün boyu yoğun haber akışının yaşandığı ve son dakika haberciliğinin tüm medya mecralarına hakim olduğu böylesi bir dijital çağda, yavaş gazetecilik anlayışı, daha çok hissetmeyi ve duyumsamayı ön plana çıkararak kullanıcıları empatiye davet eden yönüyle dikkat çekmektedir.

Gazetecilik mesleğinde içeriklerin aktarımında kullanılan sanal gerçeklik uygulamaları, yavaş gazetecilik esaslarıyla birlikte kullanıldığında, toplumsal hayatta yaratabileceği olumlu etkiler nedeniyle habercilikte yeni bir anlayışın kapılarını aralama potansiyeli taşımaktadır. Diğer yandan, yavaş gazetecilik ve VR gazetecilik sermaye yapılarından ayrı olarak bağımsız bir zeminde gelişmeye son derece elverişli uygulamalar olarak belirginleşmektedir. Teknik olarak bilgisayar yazılımları ve 360 derece görüntüleme yeteneğine sahip kameralar ile ortaya konan içeriklerin, yavaş gazeteciliğin derinlemesine araştırmayı, bilgileri teyit etmeyi, kullanıcıya olaya ilişkin bir duyumsama yaratmayı hedefleyen ilkeleri doğrultusunda hazırlanması halinde yeni bir habercilik anlayışının doğması kaçınılmazdır.

Sanal gerçeklik ve artırılmış gerçeklik uygulamaları yavaş gazetecilik metinlerine hareket sağlayan önemli teknolojik gelişmeler olarak karşımıza çıkmaktadır. Gün boyu yaşanan hızlı haber akışı, çoğu zaman bireylerin gündeme yetişme çabalarını sonuçsuz bırakmakta, buna rağmen bireylerin çoğu, çeşitli alternatif haber alma yöntemlerini kullanarak bir anlam yaratma uğraşısı ortaya koymaktadır. Bu uğraşının karşılığını alma noktasında yavaş gazetecilik ilkeleriyle hazırlanmış sanal gerçeklik uygulamaları kullanılarak yapılmış haberler önemli bir alternatif niteliği taşımaktadır.

Erken (2019, s.79) ,sanal gerçeklik uygulamalarıyla hazırlanan haberlerin alınmasına yönelik gerçekleştirdiği çalışmada VR haberciliğinin haberi anlayabilme açısından çevrimiçi haberlerden daha fazla etkiye sahip olduğunu ve kullanıcı haberin haberin hatırlanması açısından ise görece iyi pozisyonda bulunduğunu bulgulamıştır. Aynı çalışmada VR haberciliğinin ne, neden ve nasıl sorularının cevabını

iletken haberlerde kullanımının daha uygun olabileceği neticesine varılmıştır.

Çalışmamızda incelemeye alınan haberlerin değerlendirilmesi sonucunda ortaya çıkan bulgular ise kim, nerede ve ne zaman sorularının yanıtlarının VR haberlerde kendisine yer bulması gerektiğinin önemini ortaya koymaktadır. İncelenen haber mecralarında yer alan VR haberleri, her dönem merak edilecek zamansız ve kalıcı içerikler olarak değerlendirmek mümkündür. Bu çalışma, tanımlardan çok izlenimsel betimlemelerin ön planda olduğu yavaş gazetecilik örneklerinin, VR haberciliğinin teknik olanaklarıyla birleştiğinde ortaya toplumsal bağlamda dönüştürücü gücü yüksek bir habercilik pratiği ortaya çıkaracağını savunmaktadır. Yavaş gazeteciliğinin; toplumu oluşturan bireylerin derinlemesine araştırılmış, bilgileri teyit edilmiş, şeffaf içeriklere ilgi duyduğu sürece önü açık bir alan olacağına ve gazetecilik mesleğine olan görece yitirilmiş güvenin artırılmasına katkı sunacağına inanılmaktadır.

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Effects of Teleworking and Strategic Orientations on Resilience in the Post-Pandemic Period

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January 2023

Volume:20

Issue:51

DOI: [10.26466//opusjsr.1207071](https://doi.org/10.26466//opusjsr.1207071)

Citation:

Yorulmaz, H., Baykal, E. and Eti, S. (2023). Effects of teleworking and strategic orientations on resilience in the post-pandemic period. *OPUS– Journal of Society Research*, 20(51), 30-42.

Abstract

This study investigates the effects of the strategic orientations of SMEs, which are in the group most affected by the COVID-19 pandemic process, which exemplifies volatility, uncertainty, complexity, and ambiguity (VUCA) conditions, on their organizational resilience, and the differentiation of SMEs organizational resilience according to the teleworking style they prefer. The research model and hypotheses were examined by using the Structural Equation Modeling technique on the data collected by the survey method by interviewing 500 SME owners/partners/senior executives operating in the service sector in Turkey. In addition, teleworking methods were compared with post-hoc tests. As the results, technology, market, learning, and entrepreneurial orientations affect organizational resilience positively and significantly. Technology orientation plays an important role for companies to have telework skills in order to ensure business continuity and to increase their organizational resilience. It was determined that organizational resilience in SMEs differed according to the type of telework. The systematic and regular types of telework adopted by firms provide higher organizational resilience than those applied in exceptional and temporary situations. And companies with different strategic orientations combinations will likely have higher organizational resilience. With its perspective and findings, this research both contributes to the relevant literature and is an eye-opener for practitioners.

Keywords: Organizational Resilience, Strategic Orientations, Telework, Remote Work.

Öz

Bu çalışma, değişkenlik, belirsizlik, karmaşıklık ve muğlaklık (VUCA) koşullarına örnek teşkil eden COVID-19 pandemi sürecinden en çok etkilenen grupta yer alan KOBİ'lerin stratejik yönelimlerinin örgütsel dayanıklılıkları üzerindeki etkilerini ve KOBİ'lerin örgütsel dayanıklılıklarının tercih ettikleri uzaktan çalışma tarzına göre farklılaşmasını incelemektedir. Araştırma modeli ve hipotezleri, Türkiye'de hizmet sektöründe faaliyet gösteren 500 KOBİ sahibi/ortağı/üst düzey yöneticisi ile görüşülerek anket yöntemiyle toplanan veriler üzerinde Yapısal Eşitlik Modellemesi tekniği kullanılarak incelenmiştir. Ayrıca uzaktan çalışma yöntemleri post-hoc testlerle karşılaştırılmıştır. Sonuçlara göre, teknoloji, pazar, öğrenme ve girişimsel yönelimler örgütsel dayanıklılığı olumlu ve anlamlı bir şekilde etkilemektedir. Teknoloji yönelimi, firmaların iş sürekliliğini sağlamak ve örgütsel dayanıklılıklarını artırmak için uzaktan çalışma becerilerine sahip olmalarında önemli bir rol oynamaktadır. KOBİ'lerde örgütsel dayanıklılığın uzaktan çalışmanın türüne göre farklılaştığı belirlenmiştir. Firmalar tarafından benimsenen sistematik ve düzenli uzaktan çalışma türleri, istisnai ve geçici durumlarda uygulananlardan daha yüksek organizasyonel dayanıklılık sağlar. Ve farklı stratejik yönelim kombinasyonlarına sahip şirketler, muhtemelen daha yüksek organizasyonel dayanıklılığa sahip olacaktır. Bu araştırma, bakış açısı ve bulgularıyla hem ilgili literatüre katkı sağlamakta hem de uygulayıcılar için ufuk açıcı niteliktedir.

Anahtar Kelimeler: Örgütsel Dayanıklılık, Stratejik Yönelimler, Tele-Çalışma, Uzaktan Çalışma.

Introduction

Unpredictable situations such as the rapid increase in competition in business life, globalization, digitalization, economic crises, natural disasters affect companies in various ways. The great shock was caused by the Covid-19 pandemic for all people and organizations created by people. Small and Medium Enterprises (SMEs) have an important place all around the world especially in emerging economies. They are among the groups most affected by this disaster. In the analysis published by the International Labour Organization (ILO) on the effects of Covid-19 on the business world in 2020, it is emphasized that the companies most negatively affected by the pandemic are SMEs (ILO, 2020b).

Because of the weaknesses of SMEs like lack of funds, having relatively backward technical equipment, and weak ability to withstand market risks may be vulnerable to uncertainties, crises, pandemics, and external shocks (Baykal, 2022; Zhong, 2021). SMEs show basic reflexes required for survival at first due to these weaknesses when unexpected conditions surround them. This feature is called resilience as an ability that includes to recover, react, and resist when an unpredictable situation or shock occurs (Annarelli & Nonino, 2016). Under similar conditions, resilient firms are more capable in responding to sudden, negative, and unexpected events and surviving than others (Fiksel et al., 2015).

Companies have certain competitive strategies for the actions they take to strengthen their positions in the environments and markets in which they operate (O'Regan & Ghobadian, 2006). Strategic orientations that symbolize the characters of companies and their outlook on life not only affect external processes such as the creation of competitive strategies, but also constitute a source for features based on internal dynamics such as resilience (Contreras and Baykal, 2021). Strategic orientations are the firm's philosophy on how to run a business, and where resources and talents will be channeled (Zhou et al., 2005). This is an important and basic building blocks on the road to resilience.

Ensuring business continuity for SMEs was the main problem in the first place when the Covid-19 pandemic occurs. SMEs, which planned flexible working models as recommended in the business continuity planning guide for SMEs published by the ILO in 2009, in order to prevent the devastating effects of pandemics and be prepared for such situations (ILO, 2009), were able to provide business continuity in this process. In addition, flexible working practices of SMEs were supported by the states. According to the World Bank data, the support measures given to SMEs by countries during the pandemic period are concentrated in eight categories, one of which is the practices that encourage flexible working (World Bank, 2020).

Teleworking, which is one of the most common flexible working models, is provided using information and communication technologies in work outside the workplace (Eurofound & ILO, 2017). Digitalization includes the use of tools such as converting analog information to digital information, facilitating remote access and collaboration, cloud computing, and work schedule applications, which lead to business continuity during the pandemic period (ILO, 2020c) enabling companies to survive and gain a competitive advantage in all circumstances.

Previous studies linking resilience and strategic management literatures have been conducted in the context of entrepreneurial strategies and innovation strategies (Baykal, 2019; Senbeto & Hon, 2020). Sheffi and Rice Jr (2005) considered resilience as a strategic initiative that increases the competitiveness of the firm. While Teixeira and Werther (2013) consider resilience as the ability of companies to achieve above-average income by adapting to all kinds of environmental conditions. They concluded that this can be achieved through innovations such as new products, processes, technologies, or business models to be made through strategic planning.

In this study, the authors examine the strategic orientations holistically (technology, market, learning, and entrepreneurial) and investigate the effects of strategic orientations on organizational resilience. With this aspect, the study aims to bring a new perspective to the literature and contribute to the lack of work in this field. This study's scope

is that examined the relationship between the flexible working type preferred by SMEs, which have flexible working skills and can continue their activities during the pandemic period, in accordance with the recommendation of the ILO, and organizational resilience.

SMEs constitute 99.8% of enterprises in Turkey in 2020 and provide 72% of employment (TURKSTAT, 2020a). In the service sector (TURKSTAT, 2020b), where 43.2% of the enterprises in Turkey operate, factors such as the tendency to do business through digital technologies, the uninterrupted provision of services and the changes in customer expectations indicate and explain the increase in importance of flexible working arrangements in this sector. For these reasons, research on SMEs is important. It is desired for the economies of the countries that these companies, which have similar majority ratios in the country's economies all over the world, to be resilient, to provide business continuity with their flexible working competencies, especially in extraordinary situations such as the pandemic process we are experiencing. This study is among the initial studies that to examine these relations on SMEs in the context of Turkey and hoped that it makes an important contribution to the literature.

Literature review and Hypotheses Development

Organizational resilience: It is not possible to talk about a consensus in the literature, as there are various opinions about it in which field or by whom the ideas about resilience as a research area were first put forward (Ruiz-Martin et al., 2018). Resilience concept as the subject of research has been discussed in many areas over a wide period. In the field of business and management, the origins of the concept of resilience are based on the theme which refers to the responses of organizations to external threats.

The basis of organizational resilience can also be referred to as the ability to cope with unexpected events and to bounce back to the original situation forms (Zehir & Narcikara, 2016). According to this view, organizational resilience as a capability includes to protect and absorb from unexpected

events. Adaptation, which is the process occurring after unexpected events, includes activities for organizations to deal with unexpected situations and go beyond returning to the initial state (Hillmann & Guenther, 2021).

The starting point of this perspective is to answer the questions that while some organizations collapse in the face of events such as negative environmental developments, major disruptions, crises, and disasters, some organizations continue to develop, increase their skills, and continue to grow beyond their existence (Vogus & Sutcliffe, 2007). Thanks to its adaptability feature, resilient organizations will adapt to the new situation after positive or negative unexpected events, and beyond that, they will be able to turn these situations into opportunities. In other words, they will be able to emerge stronger from crises thanks to their adaptability.

In the organizational resilience literature, most studies define organizational resilience in the context of a single perspective. This singular perspective includes before, during, and after unexpected events. Recently, organizational resilience has begun to be discussed from multiple perspectives. In this study, the concept of organizational resilience is argued from multiple perspectives covering before, during, and after unexpected events. In our opinion, organizational resilience is the organization's preparations to ensure the continuation of its activities in possible events that may pose a threat in the event of negativity, to be able to get rid of the destructive effects of these events when such events occur and to return to their pre-event state, to evaluate the experienced events as development and gain, and from the processes passed that learn is to create new opportunities (Duchek, 2020; Williams et al., 2017).

Strategic orientations: Strategic orientations as adaptive mechanisms are capable of influencing and directing the activities of an organization and include some principles that lead to the production of behaviors that ensure the performance and mobility of the organization (Hakala, 2011). They allow the organization's resources to be focused to achieve desired results. Strategic orientations play

a leading role in the organization's strategy formation processes in challenging competitive conditions, and they are at the center of the decision-making process at organizations (Cho et al., 2022).

Firms can choose and change their strategic orientation according to the situation. However, firms may have a combination of several strategic orientations according to their goals, objectives, and environmental conditions (Hakala, 2011). This study also has the point of view that companies may have one or more strategic orientations according to the conditions.

The general trend in the literature is towards the relationship between organizational performance and strategic orientations (Dionysus & Arifin, 2020; Shim et al., 2021). This study presents a different context by focusing on the relationship between strategic orientations and organizational resilience of organizations. The reason of the different perspective in this paper is the difficulties brought by today's environmental conditions that companies are exposed and must be resilient.

For SMEs facing issues such as pandemic, economic fluctuations, technological infrastructure and compliance to ensure business continuity, the necessity of internal competencies such as resilience rather than external results such as performance comes to the fore. From this point of view, in this paper, the strategic orientation or orientations of the companies and the relationship between this relationship and their organizational resilience will be discussed.

Although strategic orientations have various dimensions and sub-dimensions in the literature, the main strategic orientations are classified by Hakala (2011) as technology, market, learning and entrepreneurial orientations.

Entrepreneurial Orientation: The concept of entrepreneurial orientation, emerged in the literature with the discussing of entrepreneurship at the organizational level defines entrepreneurship as an organizational quality (Anderson et al., 2015; Wales et al., 2020). Within the framework of this concept, answers are sought to the questions of what makes organizations

entrepreneurs and how to distinguish these entrepreneurial organizations from others (Anderson et al., 2015).

Hakala (2011) argued that organizations with an entrepreneurial orientation has the ability to change and shape the environment. In the context of entrepreneurial orientation, basic entrepreneurial processes are based on five features characterized as risk-taking, proactivity, innovation, competitive aggressiveness, and autonomy (Wales et al., 2020).

Previous studies empirically revealed that entrepreneurial orientation has a positive effect on organizational resilience. For instance, Al-Hakimi and Borade (2020), Goail and Al-Hakimi (2021), Mandal and Saravanan (2019) found positive relationship between entrepreneurial orientation and organizational resilience.

In the Covid-19 pandemic context, Zighan et al. (2021) investigated the planned or improvised practices behind the resilience of SMEs and found that the development of new capabilities protects companies against different threats by entrepreneurial orientation. Eshegheri and Korgba (2017) found that entrepreneurial orientation is significantly positively related to organizational resilience in a similar study conducted in Nigeria. Being inspired by these studies we hypothesized that:

H1: Entrepreneurial Orientation has a positive effect on Organizational Resilience

Market Orientation Today, modern marketing is built on market orientation (Grinstein, 2008). Market orientation was put forward in the 1990s as the actions undertaken by companies within the framework of customer orientation, the behaviors they perform and the organizational culture they have in parallel with this (Narver & Slater, 1990). Market orientation can be defined as the company's ability to understand and use the information it has about its customers, competitors, and the market in order to create value (Hakala, 2011).

Previous studies empirically revealed that market orientation has an effect on organizational resilience. Mandal and Saravanan (2019) concluded that market orientation has a strong negative effect on organizational resilience as a

result of their research with 276 companies operating in the tourism sector. Unlike this study, Okello and Luttah (2022) concluded that market orientation positively affects organizational resilience. Martinelli and Tagliazzucchi (2019) also showed that market orientation has a positive and significant effect on resilience. Later, Huang and Farboudi Jahromi (2021) also argued that market orientation increases resilience in firms operating in the service sector. Being inspired by these studies we hypothesized that:

H2: Market Orientation has a positive effect on Organizational Resilience

Learning Orientation: Learning orientation is defined as the activity of creating, acquiring, and using knowledge throughout the organization to increase competitive advantage (Chiva et al., 2014). Organizations can understand the needs of their customers better and faster than their competitors, thanks to their learning orientation.

Learning orientation reflects the attitudes of organizations towards supporting the process of learning. It includes the entire process of creating, acquiring, sharing and using knowledge throughout the organization. It relates to what types of information will be collected, and how it will be interpreted and shared (Chiva et al., 2014).

Previous studies empirically revealed that learning orientation has an effect on organizational resilience. Chowdhury and Quaddus (2016) concluded in their research in the apparel industry in Bangladesh that an increase in learning increases resilience. Similarly, Mandal and Saravanan (2019) obtained the result that learning orientation positively affects resilience in their study in the tourism sector. Brykman and King (2021) discovered a positive relationship between learning behaviors and resilience capacity in their research on start-ups operating in the technology sector in Canada. Being inspired by these studies we hypothesized that:

H3: Learning Orientation has a positive effect on Organizational Resilience

Technology Orientation: Technology orientation is based on the idea of investing in new technologies to develop new products and services

and ensure long-term success through the technological solutions offered (Grinstein, 2008). Technology orientation enables organizations to develop technical solutions for the new needs of customers by having an important technological infrastructure and to develop new products using this infrastructure. A technology-oriented organization is open to new ideas and tends to adopt new technology during product development stages (Tsou et al., 2014). These types of firms are R&D-oriented and willing to acquire and incorporate new technologies (Masa' deh et al., 2018).

Past studies in the literature mostly relate to the moderating role of technology orientation. Mandal and Saravanan (2019) did not discover a significant effect of technology orientation on resilience, although they have positive path coefficients in the tourism sector. Moreover, Mandal (2017) found that technology orientation increases the impact of organizational culture on resilience in the health sector (Mandal, 2020), and that it increases the effect of IT capacities on resilience in the tourism sector (Mandal, 2019). Being inspired by these studies we hypothesized that:

H4: Technology Orientation has a positive effect on Organizational Resilience

Flexible working (Teleworking): Flexible working arrangements are the non-standard application of the working style, defined as standard working in the literature, occur five days a week and eight hours a day, more flexibly, both in terms of working place and in terms of working time (Brummelhuis et al., 2012). Flexible working arrangements have different forms of working time and workplace flexibility.

Although the application examples of flexible working arrangements are encountered in almost every sector, the increase in the share of the service sector in the economy in terms of employment is one of the main reasons for the rise in flexible working arrangements. The tendency of the service sector to conduct business through digital technologies and changes in customer expectations and the fact that services must be provided uninterruptedly impact this.

Organizations and employees have an option with flexible working arrangements to choose the location, timing, or amount of their work, and allowing employees to provide their work-life balance more effectively (De Menezes & Kelliher, 2017). Teleworking is a type of flexible working model classified within flexible working arrangements. Type of the work is done through information and communication technologies and tools, is called *teleworking* in Europe, and the term *telecommuting* is used in USA, India, and Japan (Eurofound & ILO, 2017) as the equivalent of the same concept.

According to the ILO (2020a), the concept of remote work is the umbrella concept that includes the concept of telework. The concept of telework is defined as doing the work partially or completely in an alternative place outside the workplace, by using information and communication technologies. The emphasis here to show that telework is different from remote work which is to do the work, especially through information and communication technologies.

Although there are various types of telework in the literature, in this study, we deal with telework by adhering to the types and classification in the "Covid-19: Guidance for labor statistics data collection" (ILO, 2020a) published by the ILO in 2020. Types of telework according to this classification:

1. *Home-based telework*: All work is carried out from home by the employee.
2. *Regular work at home*: At least 1 day a week at workplace, however the main workplace of the employee is still not home.
3. *Occasional work at home*: Working mostly at office, in exceptional cases work at home but the main workplace of the employee is not home.
4. *High-mobility telework*: Work is carried out from any place other than the workplace.
5. *Low-mobility telework*: Working from a place other than the workplace once in the last four weeks.

According to Syed et al. (2020) technology adoption in organizational level can lead to greater levels of organizational resilience. It is a kind of business continuity strategy. Practices like teleworking increase organizational performance

(Busu and Gyorgy, 2021) and ensure organizational resilience in times of shock (Geciene, 2021). Teleworking is an essential tool for companies to maintain their services and communication with their customers in times like the Covid-19 pandemic (Mokline & Abdallah, 2021).

Telework also supports the establishment of social resilience (Moglia et al., 2021), as it provides the opportunity to work even when various crises or disasters occur (Campisi et al., 2020). Based on the studies in the literature, the authors of this study assume that telework has a positive effect on organizational resilience, and in this study, it is tested whether there is any differentiation in organizational resilience according to the teleworking style. Hence, it is hypothesized that:

H5: Organizational Resilience differs according to teleworking type of organizations.

Methodology

Sample and measures: In this research, businesses that have flexible working arrangements and comply with the definition of SME were selected among the service businesses registered in the Istanbul Chamber of Commerce. Face-to-face questionnaires were collected from candidates who are owners, partners, or senior executives who are critical employees close to strategic decision-making mechanisms, and from HR managers who have at least five years of managerial experience. The reason for choosing Istanbul is the fact that this city is the main business center of Turkey and has a commercial density higher than the population density it hosts throughout the country.

In this study, the 60-question strategic orientations scale, adapted by Bulut (2007) was used. The scale consists of 4 dimensions as entrepreneurial, market, learning and technology orientations and 12 sub-dimensions related to them. To measure the concept of organizational resilience, a scale developed by Wicker et al. (2013) measuring organizational resilience with 21 expressions was used.

The scales were prepared with a 5-point Likert scale to measure the participants' level of

agreement with the stated statements. The degree of agreement with the statement was arranged as (1: lowest-5: highest).

In addition, with the socio-demographic information form of 10 questions, besides reaching descriptive information, the preferences of the companies for the type of telework and the factors that are effective in the transition to flexible working were ask to gain an understanding of their choices.

Validity and reliability of the questionnaire: Exploratory factor analysis (EFA) and confirmatory factor analyzes (CFA) were performed to measure and evaluate whether the variables were loaded together as seen in Table 1.

Table 1. Factor loadings

Construct	Items	Factor Loading		Scale Reliability
		EFA	CFA	
Organizational Resilience	1	0,753	0,829	Cronbach α; 0,942 CR; 0,931 AVE; 0,772 KMO = 0,946 Total Variance: %75,791
	2	0,771	0,746	
	3	0,824	0,879	
	4	0,663	0,79	
	6	0,739	0,769	
	7	0,644	0,751	
	9	0,786	0,838	
Entrepreneurial Orientation	10	0,720	0,802	Cronbach α; 0,944 CR; 0,88 AVE; 0,647 KMO = 0,941 Total Variance: %75,449
	12	0,794	0,663	
	13	0,746	0,859	
	14	0,659	0,837	
	19	0,796	0,829	
	20	0,787	0,836	
	21	0,683	0,867	
	1	0,749	0,828	
	2	0,839	0,888	
	3	0,822	0,862	
	4	0,731	0,747	
Market Orientation	5	0,727	0,778	Cronbach α; 0,889 CR; 0,762 AVE; 0,518 KMO = 0,900 Total Variance: %62,793
	6	0,732	0,805	
	8	0,716	0,769	
	9	0,830	0,789	
	10	0,775	0,837	
	11	0,796	0,796	
	12	0,697	0,762	
	13	0,789	0,831	
	14	0,815	0,841	
	15	0,744	0,844	
Market Orientation	16	0,823	0,836	Cronbach α; 0,919 CR; 0,837 AVE; 0,563 KMO = 0,913 Total Variance: %64,343
	17	0,776	0,831	
	18	0,608	0,884	
	19	0,806	0,765	
	20	0,709	0,677	
Learning Orientation	21	0,792	0,773	Cronbach α; 0,852 CR; 0,865 AVE; 0,571 KMO = 0,810 Total Variance: %64,152
	22	0,809	0,794	
	23	0,718	0,678	
	24	0,707	0,7	
	25	0,667	0,668	
	26	0,663	0,619	
	27	0,867	0,876	
	28	0,880	0,85	
	29	0,787	0,754	
	30	0,604	0,687	
31	0,724	0,758		
32	0,760	0,717		
33	0,711	0,671		
34	0,756	0,702		
Technology Orientation	35	0,784	0,783	Cronbach α; 0,852 CR; 0,865 AVE; 0,571 KMO = 0,810 Total Variance: %64,152
	36	0,688	0,699	
	37	0,824	0,798	
	38	0,739	0,764	
	39	0,733	0,76	
	42	0,748	0,755	
	43	0,784	0,811	
	44	0,728	0,647	
	45	0,663	0,687	
	46	0,773	0,787	
Notes	47	0,780	0,812	Principal Component Analysis with Varimax Rotation All Construct's Bartlett Test are; p < 0.001 All CFA Paths are statistically significant at p < 0.001
	48	0,739	0,735	
	49	0,797	0,789	
	50	0,704	0,735	
	52	0,650	0,73	
	53	0,561	0,616	
	54	0,727	0,758	
	55	0,766	0,741	
	56	0,765	0,659	
	57	0,576	0,583	
CFA	58	0,553	0,459	X2/df = 2,494; RMSEA = 0,055
	59	0,861	0,844	
	60	0,905	0,89	
	61	0,808	0,723	
	62	0,829	0,785	

Construct	Items	Factor Loading		Scale Reliability
		EFA	CFA	
Organizational Resilience	1	0,753	0,829	Cronbach α; 0,942 CR; 0,931 AVE; 0,772 KMO = 0,946 Total Variance: %75,791
	2	0,771	0,746	
	3	0,824	0,879	
	4	0,663	0,79	
	6	0,739	0,769	
	7	0,644	0,751	
	9	0,786	0,838	
Entrepreneurial Orientation	10	0,720	0,802	Cronbach α; 0,944 CR; 0,88 AVE; 0,647 KMO = 0,941 Total Variance: %75,449
	12	0,794	0,663	
	13	0,746	0,859	
	14	0,659	0,837	
	19	0,796	0,829	
	20	0,787	0,836	
	21	0,683	0,867	
	1	0,749	0,828	
	2	0,839	0,888	
	3	0,822	0,862	
	4	0,731	0,747	
Market Orientation	5	0,727	0,778	Cronbach α; 0,889 CR; 0,762 AVE; 0,518 KMO = 0,900 Total Variance: %62,793
	6	0,732	0,805	
	8	0,716	0,769	
	9	0,830	0,789	
	10	0,775	0,837	
	11	0,796	0,796	
	12	0,697	0,762	
	13	0,789	0,831	
	14	0,815	0,841	
	15	0,744	0,844	
Market Orientation	16	0,823	0,836	Cronbach α; 0,919 CR; 0,837 AVE; 0,563 KMO = 0,913 Total Variance: %64,343
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	19	0,806	0,765	
	20	0,709	0,677	
Learning Orientation	21	0,792	0,773	Cronbach α; 0,852 CR; 0,865 AVE; 0,571 KMO = 0,810 Total Variance: %64,152
	22	0,809	0,794	
	23	0,718	0,678	
	24	0,707	0,7	
	25	0,667	0,668	
	26	0,663	0,619	
	27	0,867	0,876	
	28	0,880	0,85	
	29	0,787	0,754	
	30	0,604	0,687	
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Technology Orientation	35	0,784	0,783	Cronbach α; 0,852 CR; 0,865 AVE; 0,571 KMO = 0,810 Total Variance: %64,152
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	39	0,733	0,76	
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	55	0,766	0,741	
	56	0,765	0,659	
	57	0,576	0,583	
CFA	58	0,553	0,459	X2/df = 2,494; RMSEA = 0,055
	59	0,861	0,844	
	60	0,905	0,89	
	61	0,808	0,723	
	62	0,829	0,785	

Using the Varimax Rotation for Explanatory Factor Analysis, it was evaluated whether the variables were sufficiently related and loaded as expected by the Principal Component Analysis method. The results of the Kaiser-Meyer-Olkin (KMO) sample adequacy test and Bartlett equality of variance test used to test the fit of the data set show that the data set was compatible. The KMO values of the variables were above the desired 0.50 level and the Barlett tests are at the 0.001 significance level. According to the Factor Analysis results, the smallest KMO value was 0.81, and it can be said that the sample size is sufficient for all dimensions. In addition, the exploratory factor loads of the expressions are above 0.5. Cronbach's alpha value was checked for the reliability of the dimensions created, and it was considered reliable because it was above 0.6 for the dimensions. The dimensions created after the exploratory factor analysis were analyzed by CFA. According to CFA analysis, factor loadings were found to be appropriate. The CR values were checked for the reliability of the dimensions in the DFA, and it was seen that all of them were above 0.6. The model

goodness values of the CFA model were examined. The χ^2/Df value was found to be 2,494 and the RMSEA value to be 0.055. According to these results the fit of the model is seems good. As a result, when Table 1 is examined, it was seen that the dimensions to be used in the study are appropriate according to the reliability and validity statistics of the scales.

Table 2. Correlation matrix

Construct	OR	EO	MO	LO	TO
Organizational Resilience (OR)	0,879				
Entrepreneurial Orientation (EO)	0,729***	0,805			
Market Orientation (MO)	0,62***	0,742***	0,72		
Learning Orientation (LO)	0,595***	0,64***	0,888***	0,75	
Technology Orientation (TO)	0,698***	0,751***	0,46***	0,505***	0,756

“*** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, ns = not significant”

“Note: All correlations are statistically significant at $p < 0.001$. Squared AVE values are represented in diagonals for Discriminant Validity.”

The relationships between the dimensions obtained by factor analysis are given in Table 2. When Table 2 is examined, it is seen that all dimensions have a positive and significant relationship with each other. In other words, it can be said that institutions with a high value in one dimension also have a high value in the other dimension.

Results

Structural equation modeling was used to test the hypotheses. Analysis results supported all hypotheses. According to the results, technology, entrepreneurial, learning and market orientations affect organizational resilience positively and significantly. The results are presented in Table 3. Thus, hypotheses H1, H2, H3, and H4 are confirmed.

Table 3. Structural model and hypothesis testing

Hypothesis	β	S.E.	C.R.	P
<--- Entrepreneurial Orientation	0,255	0,035	7,261	***
Organizational<--- Market Orientation	0,292	0,067	4,341	***
Resilience <--- Learning Orientation	0,166	0,045	3,715	***
<--- Technology Orientation	0,405	0,056	7,19	***

“*** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, ns = not significant”

As can be seen in Table 3, technology orientation has the highest coefficient in the H4

hypothesis (0.405), and it has been discovered that it is the variable that most positively affects organizational resilience. In the H3 hypothesis, learning orientation has the lowest coefficient (0,166) and it has been determined as the variable with the least effect, although it positively affects organizational resilience. In the H1 and H2 hypotheses, the coefficients have average values compared to other hypotheses.

Table 4. Comparison of organizational resilience by type of telework

	Types of telework	Mean	Standard deviation	H	p	Post-Hoc
1	Home-based work	3,795	0,817			3<->2
2	Regular work at home	4,009	0,495			5<->2
3	Occasional work at home	3,854	0,473	19,646	<0,001	3<->4
4	High-mobility telework	3,936	0,587			5<->4
5	Low-mobility telework	3,655	0,723			

It was determined that organizational resilience in institutions differed according to the type of telework ($H=19,646$; $p<0.001$). Working patterns were compared in pairs with post hoc tests. According to this comparison result seen in Table 4, companies applying regular work at home have higher organizational resilience than those applying occasional work at home and applying low-mobility telework. Also, those who applying high-mobility telework have higher organizational resilience than those who applying occasional work at home and applying low-mobility telework.

Discussion

This article tests the effect of the main strategic orientations (technology, market, learning, and entrepreneurial) (Hakala, 2011) on organizational resilience and makes an empirical analysis of the relationship between different types of telework in practice and organizational resilience. The path analysis of the study is quite explanatory when trying to understand how various strategic orientations affect organizational resilience and how organizational resilience differs according to different telework types. In the current literature, there are studies examining the effects of various

strategic orientations on organizational resilience and obtaining results in line with the findings of this study (Coleman & Adim, 2019; Tortorella et al., 2022). However, the number of studies that deal with strategic orientations holistically is quite limited and there is not any study examining the relationship between telework types and organizational resilience.

Previously, Mandal and Saravanan (2019) revealed the significant positive effects of learning orientation on organizational resilience and significant negative effects of market orientation on organizational resilience in the tourism industry. They discovered that there is not any significant effect of entrepreneurial and technology orientations. Our findings, except for learning orientation, differ from this study. However, in studies that deal with strategic orientations singularly in the literature, have showed that entrepreneurial orientation (Al-Hakimi & Borade, 2020; Eshegheri & Korgba, 2017; Goail & Al-Hakimi, 2021; Zighan et al., 2021), market orientation (Huang & Farboudi Jahromi, 2021; Martinelli & Tagliazzucchi, 2019; Okello & Luttah, 2022), learning orientation (Brykman & King, 2021; Chowdhury & Quaddus, 2016), technology orientation (Mandal, 2019) positively affect organizational resilience.

According to the results of this research, which deals with strategic orientations holistically, significant positive effects of each basic strategic orientation on organizational resilience were discovered, although at different rates. The technology orientation has the highest coefficient of positive effect on organizational resilience. Studies in the literature, the organizational information processing model (Gupta et al., 2022), which is beneficial in acquiring telework competence in order for companies to ensure business continuity, develops thanks to openness to technological innovations and technology orientation (Yu et al., 2022). As supported by the results of this research, it can be concluded that technology orientation plays an important role for companies to have telework skills in order to ensure business continuity and to increase their organizational resilience.

Moreover, strong correlations were found between strategic orientations in this study. These findings confirm the high correlation results found between strategic orientations in studies in the literature (e.g., Grinstein, 2008; Hakala, 2011). Based on this, in line with the view that the probability of high performance will increase if companies adopt more than one strategic orientation combination depending on the situation (Masa'deh et al., 2018; Sahi et al., 2020), it reveals the possibility that companies with different strategic orientation combinations will have higher organizational resilience puts. In other words, firms should adopt multiple strategic orientations simultaneously, albeit at different rates, to increase their organizational resilience. By incorporating these orientations into established behaviors and abilities, they can gain an advantage on the road to organizational resilience.

According to the prominent view in the literature, having a single strategic orientation or focusing on a single strategic orientation can create some disadvantages (Quinton et al., 2018). This view is also supported by empirical studies. For example, a firm that focuses solely on market orientation may miss opportunities in the market that is associated with entrepreneurship, or a non-market-oriented entrepreneurial orientation is in contrast and therefore must have both (Matsuno, Mentzer, & Özsoymer 2002). Having only market orientation hinders market-based innovation (innovation) or having only technology orientation leads to less interest in market-based innovation (innovation) and therefore it is also important to have an entrepreneurial orientation concurrently with these orientations (Zhou et al., 2005). In line with the views in the literature, as supported by the results of our research, companies should have multiple strategic orientations. Especially when factors such as turbulence in today's business conditions and the high speed of development in technology are evaluated together, having a single strategic orientation causes some areas to be missing, some opportunities to be missed, and to be weak in resilience, which is the main subject of our research.

As supported by the research results, companies should be technology-oriented and

invest in new technologies, so that they should both have technological equipment for skills such as remote working and be able to take steps towards developing new products and services. Firms should be in a position to be sensitive and actively respond to customer demands and competitor moves by ensuring interdepartmental coordination and market orientation. Firms should exhibit a competitive approach with an entrepreneurial orientation, develop a risk understanding to evaluate the opportunities that will arise in the market, and be innovation-oriented. Firms should be learning-oriented and should use the knowledge obtained through learning in a way that supports all other processes such as innovation, competition, and technology. In short, to increase their organizational resilience, companies should melt all these in a common pot and have a strategic orientation mix in proportions that are appropriate for their context.

This research also revealed differences in organizational resilience level according to telework types. In this regard, the pair comparisons revealed that regular work at home creates a high level of organizational resilience compared to occasional work at home and low-mobility telework. Moreover, it was revealed that when companies make telework regular and continuous for a few days a week their organizational resilience is higher in comparison to the condition occurs when they work temporarily/exceptionally from a place outside the office or temporary work from home. Firms that apply high-mobility telework for business purposes have higher organizational resilience compared to firms that apply occasional work at home. However, high-mobility telework, is associated with relatively high durability compared to low-mobility telework which is usually exceptional work outside the workplace.

Based on these findings, it can be concluded that the types of telework that are accepted, systematized and regular by the companies provide higher organizational resilience compared to the types of telework applied in exceptional and temporary situations. At the same time, it can be deduced that such companies are more resilient

and more prepared for possible negative situations.

Limitations and suggestions for future studies

Data on the empirical research of this study were collected in a limited geographical area. In the research, companies in Istanbul were contacted. The density of service companies in this region and the facilitation of communication with these companies have shifted the focus of the fieldwork to this particular geographical area. Therefore, the representativeness of the data is limited by the nature of the companies located in Istanbul. In addition, the research was conducted on SMEs in the service sector. The service sector is a wide spectrum and includes many sub-sectors within itself. There is a need for specification of the sector criterion and sector-based research, especially in the separation of organizational resilience according to telework types. However, future studies may focus on measuring organizational resilience by types of telework.

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Disclosure of Sustainability Information in Banks: The Case of Slovakia and Turkey¹

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Abstract

The study aimed to determine the extent to which sustainability issues are disclosed by banks operating in Slovakia and Turkey between 2019 and 2021 and whether there is a significant difference in the level of information disclosed within the scope of sustainability between countries and years. To determine the level of disclosure of sustainability information, firstly, content analysis was conducted within the scope of GRI4. Then, a two-way ANOVA test was applied to determine the statistical differences between countries and years in terms of the level of information disclosure. According to the results of the study, the highest level of disclosure for banks in Slovakia and Turkey was for general standards information, while the lowest level of disclosure was for environmental information. In addition, significant differences were determined in terms of reporting across both years and countries. The disclosure score for countries has shown a steady but small increase over the years. In addition, the information disclosure scores of the countries were close to each other, especially for 2019 and 2020, and there were no major differences. This research contributes to the literature by comparatively presenting the level of sustainability reporting of large-scale commercial banks in the banking sector of two countries within the scope of the GRI Financial Services Sector disclosure index.

January 2023
Volume:20
Issue:51

DOI: [10.26466//opusjsr.1153282](https://doi.org/10.26466//opusjsr.1153282)

Keywords: Sustainability Reporting, Disclosure, Global Reporting Initiative, Commercial Banks.

Öz

Çalışmada, 2019-2021 yılları arasında Slovakya ve Türkiye’de faaliyet gösteren bankaların sürdürülebilirlik konularını ne ölçüde açıkladığını ve sürdürülebilirlik kapsamında açıklanan bilgi düzeyinde ülkeler ve yıllar arasında anlamlı bir farklılık olup olmadığını belirlemek amaçlanmıştır. Sürdürülebilirlik bilgilerinin açıklanma düzeyinin tespit edilmesi için öncelikle GRI4 kapsamında içerik analizi yapılmıştır. Sonrasında ülkeler ve yıllar arasında bilgi açıklama düzeyi açısından istatistiksel farklılığının belirlenmesi kapsamında iki yönlü ANOVA testi uygulanmıştır. Çalışmanın sonuçlarına göre, Slovakya’da ve Türkiye’deki bankalar açısından en yüksek açıklama düzeyinin genel standartlara ait bilgiler, en düşük açıklama düzeyinin ise çevresel bilgiler olduğu belirlenmiştir. Ek olarak hem yıllar hem de ülkeler arasında raporlama açısından anlamlı istatistiksel farklılıklar tespit edilmiştir. Ülkeler için bilgi açıklama puanı, yıllar boyunca istikrarlı ancak küçük bir artış göstermiştir. Buna ek olarak özellikle 2019 ve 2020 yılları için ülkelerin bilgi açıklama puanları birbirine oldukça yakın olup çok önemli farklar ortaya çıkmamıştır. Bu araştırma GRI Finansal Hizmet Sektör açıklama endeksi kapsamında iki ülkenin bankacılık sektöründe yer alan büyük ölçekli ticari bankaların sürdürülebilirlik raporlama düzeyini karşılaştırmalı olarak sunarak literatüre katkı sağlamaktadır.

Anahtar Kelimeler: Sürdürülebilirlik Raporlaması, Bilgi Açıklama, Küresel Raporlama Girişimi, Ticari Bankalar.

Citation:

Zeytinoglu, E. and Tumpach, M. (2023). Disclosure of sustainability information in banks: The case of Slovakia and Turkey. *OPUS- Journal of Society Research*, 20(51), 43-55.

¹ This study was produced from the Sustainability Reporting research project conducted under the Slovak National Scholarship program and the consultancy of Miloš Tumpach.

Introduction

In the context of solving problems related to global warming and income inequality, the contributions of modern business organizations to sustainable economic growth and social development are discussed by society (Orazalin and Mahmood, 2019). Today, organizations are expected to act responsibly not only towards investors and shareholders but also towards all stakeholders and society with whom they interact. Operating by considering the needs and expectations of all stakeholders and caring about the future impacts and consequences of all business decisions has become a natural requirement for companies.

Since the stable and healthy functioning of the financial system directly affects the whole economy, the existence of healthy financial institutions is crucial for a sustainable financial system. Especially banks, which have the role of directing savings to investments, have a significant impact on sustainable development. As the main assurance of the healthy growth of the real sector, banks' good management, financial strength, and efficiency within the system play a critical role. The fact that the healthy and effective functioning of the financial system has a direct impact on other sectors and the economy has made the continuous evaluation of banks' performance and risks much more important. Similarly, since investments and other financial products made through loans provided by banks have direct and indirect environmental, economic and social impacts, sustainability is at the forefront in the selection of firms and sectors to be financially supported.

Sustainability is the harmonization of economic, social, and environmental factors with business activities within the scope of corporate governance principles to create long-term value in enterprises (Krechovská and Procházková, 2014). The fact that these business activities have social, economic, and environmental consequences brings along the need to report these consequences as a whole. Such reporting is done through sustainability reports.

Sustainability reports provide a wide range of information to stakeholders by evaluating the

economic, environmental, and social activities of an organization. In other words, sustainability reports are one of the main channels for delivering information on sustainability activities to all stakeholders (Kuzey and Uyar, 2017). In addition, sustainability reports support businesses in meeting social, environmental, and ethical responsibilities towards society and the environment, managing risks, and ensuring corporate financial stability (Belal and Owen, 2007). Generally, global investors evaluate strategies and risks, customers are interested in the quality of products and services, and employees want to work for companies that emphasize sustainability activities. All these needs and expectations have led to the widespread use of sustainability reporting.

Numerous reporting guidelines have emerged over the years to promote sustainability reporting practices. Among these guidelines, the Global Reporting Initiatives (GRI) reporting framework is generally accepted and widely applied in developed and developing economies to measure corporate performance by considering social, environmental, and economic aspects (Gilbert et al., 2011).

Disclosure of sustainability information based on the GRI reporting framework has increased significantly in recent years. GRI is the most widely used guide for sustainability reporting by business organizations. It has been adopted by almost 93% of the world's 250 largest companies in 100 countries (KPMG, 2017). Moreover, in the global context, the reporting rate in developed economies such as the USA, UK, Japan, Germany, Italy, and many other European countries has been quite high (Biswas et al., 2020). In addition to the increasing importance of sustainability, it is crucial to evaluate the banking system, which is an important actor in the financial sector, in terms of the GRI reporting framework in line with the widespread use of sustainability reporting. GRI also publishes sector guidelines. The Sustainability Reporting Guidelines and Financial Services Sector Supplement (Global Reporting Initiative [GRI], 2013) includes indicators designed specifically for the financial sector. It includes social risks and

opportunities for the environment in financial products and services, as well as sustainability aspects and interaction with customers.

The main purpose of this study is to examine which sustainability information's are disclosed by banks operating in Slovakia and Turkey and whether there is a significant difference in the level of information disclosed within the scope of sustainability between countries and years. The existing literature is limited in terms of cross-country comparative studies on sustainability reporting. This study will contribute to the literature on sustainability reporting by determining the current situation in Slovakia and Turkey and by comparing both countries. There is no study in the literature investigating the extent to which sustainability information is presented for banks in Slovakia. Within this framework, this research is designed to look for answers to the following questions:

- What kind of information can be disclosed in Slovakia and Turkey within the scope of sustainability reporting?
- Is there a significant difference in sustainability reporting between Slovakia and Turkey?
- Is there a significant difference in sustainability reporting between years?
- Which reporting tools do Slovakia and Turkey use for sustainability reporting?
- Is the GRI reporting guideline compatible with the finance industry?

Theoretical Framework

In 1983, a new era associated with socially and environmentally sustainable economic growth began with the establishment of the UN World Commission on Environment and Development (WCED) and the subsequent adoption of the "Our Common Future" report by the UN General Assembly on December 11, 1987. This was also important in terms of defining the term "sustainability" at first (Brundtland, 1987).

According to the UN recommendation, by the end of 2002 member states were expected to define and adapt their national strategies for sustainable development. In 2001, the Slovak Republic adopted the "National Strategy for Sustainable

Development in the Slovak Republic" by Government Decision No. 978/2001. With this implementation, two main goals were declared: reducing the use of non-renewable natural resources and so decreasing the environmental burden while rationally using renewable resources (Paksiová, 2017).

The European Union (EU) is aware of the importance of a sustainable development strategy and the opportunities and risks of the economic globalization process. Therefore, it adopts this social responsibility in its strategies and reflects this attitude in its legal regulations regarding the business environment in the EU (Kliestikova, 2017).

Today, corporate sustainability is a priority issue for the EU. Corporate sustainability refers to the responsibility of companies for their impact on society and includes attitudes towards formalizing the reporting of non-financial information (Krechovská and Procházková, 2014). The European Commission believes that corporate sustainability is important for the sustainability, competitiveness, and innovation of EU businesses and the EU economy (Melecký and Staníčková, 2018).

The practical strengthening of non-financial information reporting for Slovakia has already been seen in the amended Law 431/2002 (Ministry of Finance of the Slovak Republic, 2017) and the implementing provisions of Directive 2013/34/EU of the European Parliament (European Union [EU], 2013).

In Slovakia, some companies prepare their annual reports to the GRI guidelines to continuously improve and publish their corporate responsibility program regarding their economic, social and environmental performance. Slovnaft was the first company to prepare a sustainability report in line with the GRI guidelines. This report was published in 2001 under the name Sustainable Development Report. This report includes health, safety, and environmental policy, company goals, and also some financial information (Kubaščíková, 2008).

Sustainability reporting is argued to be still not at the desired level in the EU countries and thus in the Slovak Republic. The fact that in 2013 non-financial information was not legally defined in

terms of reporting form reflects the attitude of businesses towards sustainability reporting. The research focusing on "Sustainability Reporting in Central and Eastern Europe" revealed that some information on sustainability is published only on the website or not published at all, considering the largest group of companies selected in terms of turnover in Slovakia (Paksiová, 2017).

With the publication of Directive 2014/95/EU, all European countries are required to adopt this directive consistently in their legislation. As of January 1, 2017, publicly-traded companies and financial institutions with more than 500 employees are required to disclose non-financial information in their annual reports under the following topics: environmental protection, social responsibility and treatment of employees, respect for people, human rights, anti-corruption and anti-bribery, and diversity on company boards (EU, 2014). 2017 is the year in which businesses are explicitly required to prepare annual reports containing non-financial information following the amendment of the law in Slovakia in line with European Union requirements.

With the national decisions taken in Turkey, an understanding of sustainability is being developed similar to EU countries. It is seen that companies that adopt sustainability elements increase their opportunities to compete in the global market. In particular, developing consumer understanding plays an important role in the protection of natural resources, increasing product efficiency, product responsibility, and environmental and social practices.

Institutional problems and the 2001 economic crisis led Turkish legislators to establish corporate governance principles for a more accurate, accountable, and transparent economic system, and in this direction, both corporate governance and sustainability mechanisms developed only after 2000 (Bük, 2020). A comparison of Turkish companies with European companies shows that Turkish companies adopted sustainability practices and reported later. Although large-scale and reputable companies are pioneers, the spread of sustainability reporting among Turkish companies has been quite slow.

It is known that the first sustainability report in Turkey was published in 2005 and that this report belonged to only one company. Sustainability reports have become widespread for Turkish companies since early 2010 and as of 2022, 119 companies have published 395 sustainability reports. Although a limited number of companies have started to publish integrated reports in the current period, it is observed that there has been a significant increase in sustainability reporting by Turkish companies. The most widely used guide in the preparation of sustainability reports is the guide prepared by GRI (Kuzey and Uyar, 2017).

In Turkey, sustainability reporting is generally conducted in two ways. Reporting is done either within annual reports or as a separate sustainability report. The preference for reporting through sustainability reports has increased significantly. In addition, many companies register their reports in GRI's database and register their reports at various levels. However, it is recognized that it is too early to evaluate whether this is performed regularly and widespread. However, it is also seen that sustainability reporting, which is becoming increasingly important in Turkey, is becoming important and various studies have been carried out in this direction.

In a study of KPMG, it is conducted in 52 countries across 5.200 companies (N100 and G250 companies included) in the year 2020, both Slovakia (76%) and Turkey (56%) were among the countries that are below the global average in terms of sustainability reporting as well. Although Slovakia showed great success in terms of reporting ever since 2017 (55%-76%), they still could not catch the global reporting average (80%). In turn, in 3 years Turkey could not even show a substantial improvement in terms of reporting (50%-56%) (KPMG, 2020). This situation raises doubts about whether sufficient attention is paid to sustainability reporting subjects or not, especially in terms of companies in Turkey.

Literature Review

The studies conducted in Slovakia are primarily based on the concept of sustainable development.

Kubaščíková (2008) explains the significance and history of sustainable development reporting and environmental reporting as a part of it. In the study, the author mentions that sustainability reporting is a basic method to measure the contribution of the business to sustainable development. Pakšiová et al. (2018), on the other hand, is interested in analyzing reporting on sustainable development in the Slovak Republic by the transposition of EU Directives into national legislation. In the study, it is mentioned that the annual report is a complementary source of information for the assessment of sustainable development and stakeholders can more easily evaluate comprehensive information with the help of the annual report.

When the comparative studies between countries in the literature were examined, only the study was found considering the Czech Republic. Petera et al. (2019) presented a comparative situational analysis of sustainability reporting using 2014 financial reports of large-scale Czech and Slovak companies. In the study, hypotheses regarding the variables affecting the relative and absolute amount of sustainability disclosure in annual financial reports are tested using regression analysis. The study found that company size positively affects the relative percentage of both environmental and social disclosure in total disclosure and that the total amount of disclosure also positively affects the absolute amount of economic, environmental, and social disclosure. Another study aimed to provide a comparative overview of the current regulatory framework for financial reporting requirements for financial institutions in the Czech Republic and the Slovak Republic. The study found that non-financial information is reported similarly in both countries (Houska and Pakšiová, 2022).

There are also studies to determine the current situation of companies in terms of sustainability reporting in the context of Slovakia. Pakšiová (2017) presented some empirical results on corporate sustainability and corporate social responsibility reporting of some companies in the Slovak Republic. The results of the study indicated that the reporting of non-financial information was not legally defined in 2013. Pakšiová and Lovciová (2019) analyzed the annual reports using content

analysis with the help of G4 (GRI) guidelines in the context of social and environmental perspectives in food enterprises in the Slovak Republic. 142 annual reports for 2017 were analyzed, and it was determined that companies focused on certain elements in the environmental and social category and reported only these parts.

A literature review in Turkey showed that there are important studies on the analysis of sustainability reports of banks. In the study evaluating the sustainability performance of banks that publish sustainability reports with the help of the gray relational analysis method, the relevant banks were ranked according to their sustainability performance (Özçelik and Öztürk, 2014). In another study, traditional banks and participation banks were compared in terms of sustainability. In 2016, sustainability scores in social and environmental parts were determined in the annual reports of the relevant banks and with the help of multiple regression analysis, the relationship between sustainability scores and the identified variables was examined. In the study, no significant relationship was detected between ownership structure and country of origin, and sustainability scores (Şendurur and Temelli, 2018).

The aim of the study by Arıcı and Altun (2018) is to determine the level of reporting of non-financial information related to sustainability activities in the financial services sector in Turkey between 2011 and 2015. The sustainability reports of selected banks were systematically analyzed by considering certain categories and the result of the study showed that there was a significant increase in the level of disclosure of "women" and "occupational health and safety" categories.

Kevser and Doğan (2020) analyzed the data of 10 public, private and foreign banks operating in the Turkish banking sector and published sustainability reports between 2013-2018 with the help of the G4 Sustainability Reporting Guidelines. According to the results of the study, there was no statistically significant relationship between the number of board members, the number of female board members, the number of foreign board members, and economic, environmental, and social sustainability report compliance.

In another study where content analysis and CAMELS method were used together, the

sustainability reports of 10 companies in the Borsa Istanbul Sustainability Index published in 2014 and 2015 were taken as a basis. As a result of the study, an effective scoring model that enables the qualitative evaluation of sustainability reports and can be used in the content analysis of reports was proposed (Gümrah, 2018).

In the study of Düzer and Önce (2018), the researchers investigate the impact of the level of information disclosed on economic, environmental, and social performance on financial performance in the sustainability reports of 30 companies in Borsa Istanbul in the period 2008-2014. In addition, the study also investigates whether the level of information disclosed on sustainability performance differs according to the variables of the sector, company size, company age, and ownership structure. The result of the study showed that the level of information disclosed on economic, environmental, and social performance does not have a significant effect on market value to book value (MV/BV) and price/earnings (P/E) ratio in general.

Method

Under the heading of the method, sampling, research model, hypotheses, and limitations of the study were presented.

Sampling

The companies to be included in our study are categorized into two main groups. These groups are banks operating in Slovakia and banks operating in Turkey. In the selection of the sample, the following items were considered to be able to make comparisons:

- Banks must operate as commercial banks and have a certain size in terms of net income and total assets,
- It must be traded on the country's national stock exchange and be in operation since 2019, the start of the analysis,
- It must be publishing reports within the scope of International Financial Reporting Standards,

- It must have an annual report/sustainability report in English.

As of 2022, 57 banks are actively operating in Turkey (BDDK, 2022). Of these banks, 32 are commercial banks, and 13 banks, which also meet the other conditions mentioned above, were included in the sampling. In Slovakia, 26 banks are active as of 2022, and 12 commercial banks meeting the above conditions were included in the sample (Slovak Banking Association, 2022).

The years 2019, 2020, and 2021 were included in the study. The preference for a three-year process is due to some reasons related to the study. The first of these reasons is that the content analysis to be made is a very detailed process and requires a long time, and the second is that the sustainability or annual reports of most of the banks in Slovakia cannot be reached before 2019. Considering these reasons and to reach the most up-to-date results, the years mentioned above were included in the analysis.

Research Model and Hypotheses

The sustainability information disclosures of banks were analyzed through content analysis. Content analysis is a research tool used to identify the presence of specific words, themes, or concepts within a given set of qualitative data. Content analysis is one of the key tools for analyzing printed reports, especially annual reports. In the social reporting literature, various units of analysis are used, such as words, sentences, or the presence/absence or extent of the disclosure (Guthrie, 2004).

An information disclosure index consisting of two main indices was created within the scope of the GRI Financial Services Sector disclosure index and under the name of Sustainability Disclosures Content. The Financial Services Sector supplement was published in 2008 and developed based on the G3 Guidelines (2006). According to the G4 Guidelines issued in May 2013, all sector supplement content was presented in the Financial Services Sector guidance. This guidance was organized into two main indices: Disclosures on General Standard and Disclosures on the Specific

Standard. In addition, the main index on Disclosures on Specific Standard was divided into Economic, Environmental, and Social sub-indices. There were 56 information disclosure indicators in total under two main indices and three sub-indices (GRI, 2013).

In the study, a scoring that deals with each disclosure indicator as a binary variable was made. A value of 1 was assigned if the disclosure index was included in the report and 0 if it was not. Banks can report sustainability information through different reporting tools. These tools can be listed as an integrated report, sustainability report, annual report, and company website. Within the scope of the research, firstly the sustainability report/integrated report, then the annual report, and finally the investor relations section of the websites were analyzed. Regardless of the source of the information, the disclosure item was recorded only once for each year and for each bank. The maximum possible annual sustainability score for any bank is 56 points.

In the study, some statistical tests were also applied with the help of the SPSS 26 package program. First of all, it was evaluated whether the necessary assumptions were met to perform this test. Afterward, a Two-way between-groups ANOVA test was applied.

The two-way ANOVA test compares the mean differences between groups divided into two independent variables (Pallant, 2020). This test examines whether the differences that may arise in the information disclosure score were due to years and/or countries.

The following hypotheses were developed, following research of the results reported in the related literature.

H₀: There is no difference in the average sustainability information score for any year.

H_a: There is a difference in the average sustainability information score for any year.

H₀: There is no difference in the average sustainability information score for countries.

H_a: There is a difference in the average sustainability information score for countries.

Limitations

This study has certain limitations. The sample includes commercial banks of a certain size in Slovakia and Turkey over three years. First, the results of the study should only be interpreted in terms of large commercial banks and should not be generalized to other types of banks or the financial sector as a whole. Second, the impact of the results based on banks in Slovakia and Turkey is limited. Third, since the study covers only three years, the findings of the study only reflect the current period and may change over time. Finally, the presence of sustainability information in the relevant reports has been analyzed and only the quantity has been focused on and no qualitative analysis has been conducted.

Results

The analysis section of the study was divided into two parts. First, the content analysis reveals the extent to which sustainability information was disclosed by countries and banks. The second section under the analysis heading includes statistical tests.

Content Analysis Results

Table 1 shows the status of sustainability information in terms of countries.

Table 1. Sustainability Information Disclosure Status for Countries

	Slovakia					
	2019		2020		2021	
	Total	%	Total	%	Total	%
General	64	76%	66	79%	73	87%
Specific	308	52%	325	55%	350	60%
Economic	25	52%	29	60%	33	69%
Environmental	62	43%	67	47%	75	52%
Social	221	56%	229	58%	242	61%
	Turkey					
	2019		2020		2021	
	Total	%	Total	%	Total	%
General	72	79%	76	84%	86	95%
Specific	359	56%	370	58%	417	65%
Economic	32	62%	33	63%	39	75%
Environmental	85	54%	89	57%	103	66%
Social	242	56%	248	58%	275	64%

In Slovakia, items related to general standards were reported at 76% in 2019, 79% in 2020, and 87%

in 2021, while items related to specific standards were reported at 52% in 2019, and 55% in 2020, and 60% in 2021. This shows that the rate of disclosure of information on both general and specific standards has increased over the years. The sub-index items related to specific standards have also increased over the years, with environmental items being reported lower than others in 2020 and 2021, and economic items in these years being reported higher than others.

In Turkey, items related to general standards were reported at 79% in 2019, 84% in 2020, and 95% in 2021, while items related to specific standards were reported at 56% in 2019, 58% in 2020, and 65% in 2021. The rate of information disclosure in Turkey has increased over the years under both main indices. Within specific standards, it is noteworthy that environmental items were reported as low, and economic items were reported as high.

A comparison of the two countries showed that banks in Turkey disclose more sustainability information than banks in Slovakia in terms of both general and specific main indexes, but the difference was quite low. The disclosure rate of general standards was seen to be high in both countries. In the last two years, among the sub-headings related to specific standards, economic factors have been prominent in reporting. This may be attributed to the increased importance given to the reporting of economic factors after the financial problems that emerged with the Covid pandemic.

Table 2 shows the sustainability information disclosure status for banks.

Table 2. Sustainability Information Disclosure Status for Banks

Slovakia	2019	2020	2021	Mean	Source
365 Bank	29	30	33	0,55	Annual
BKS Bank	34	35	37	0,63	Sustainability
Citibank	32	32	35	0,59	Annual
ČSOB	33	35	38	0,63	Sustainability
ING Bank	34	36	37	0,64	Annual
J&T Bank	31	32	35	0,58	Annual
Prima Banka	30	31	33	0,56	Annual
PrivatBank	32	34	36	0,61	Annual
Slovenská Sporiteľňa	30	33	37	0,60	Annual
Tatra Banka	30	32	35	0,58	Annual
UniCredit Bank	29	30	33	0,55	Sustainability
VÚB Banka	28	31	34	0,55	Sustainability
Turkey	2019	2020	2021	Mean	Source
Akbank	32	34	39	0,63	Sustainability

Denizbank	27	27	33	0,52	Annual
HSBC	23	25	30	0,46	Annual
ING Bank	30	31	35	0,57	Annual
QNB FinansBank	31	33	37	0,60	Sustainability
Şekerbank	30	30	34	0,56	Sustainability
Ziraat Bankası	38	39	43	0,71	Sustainability
Türk Ekonomi Bankası	29	30	34	0,55	Annual
Garanti Bankası	37	39	44	0,71	Sustainability
Halk Bank	39	40	43	0,73	Sustainability
İşbankası	42	43	48	0,79	Sustainability
Vakıflar Bankası	36	38	42	0,69	Sustainability
Yapı ve Kredi Bankası	37	37	41	0,68	Sustainability

The maximum score that each bank can obtain per year is 56. Among the banks in Slovakia, ING Bank has the highest average sustainability score disclosure, followed closely by BKS Bank and ČSOB. When the scores were analyzed every year, no major differences were seen between banks in Slovakia. This indicates that the sustainability information disclosure scores in the reports were similar to each other.

Among the banks in Turkey, İşbank had the highest average and differentiated itself from other banks in terms of disclosure of sustainability information. İşbank also had the highest average among all banks. Halkbank followed İşbank with an average of 73%. Significant differences were found between banks in Turkey in terms of the total score obtained in the following years, which was different from Slovakia. When all banks were analyzed, the lowest score belongs to HSBC with 23 points in 2019 and the highest score belongs to İşbank with 48 points in 2021. In general, banks in Slovakia and Turkey didn't have very high averages in disclosing sustainability information. In addition, banks in Slovakia generally preferred the annual report as a reporting tool, while banks in Turkey preferred the sustainability report.

Common items reported by country and year are presented in Table 3. Here, items that were fully reported by all banks in both Slovakia and Turkey and items that were not reported at all are considered. The most striking point in this table was that the fully reported items cover all main and sub-headings (General, Specific [Economic-Environmental-Social]), while the items that were not reported at all are generally centered on social issues under the specific main heading.

Table 3. The Most and Least Reported Items (Slovakia-Turkey)

The Most Reported Items (1)	The Least Reported Items (0)
General	Specific
Strategy and Analysis	<i>i. Economic</i>
Organizational Profile	Procurement Practices
Report Profile	<i>ii. Environmental</i>
Specific	Water
<i>i. Economic</i>	Transport
Economic Performance	<i>iii. Social</i>
<i>ii. Environmental</i>	Labor Practices and Decent Work
Products and Services	Supplier Assessment for Labor Practices
<i>iii. Social</i>	Human Rights
Labor Practices and Decent Work	Child Labor
Employment	Forced or Compulsory Labor
Training and Education	
Human Rights	
Investment	
Society	
Public Policy	
Product Responsibility	
Customer Privacy	
Audit	

Statistical Test Results

To determine the statistical test, we are going to use, we first need to test the normality assumption about the data. It is possible to utilize various normality tests to determine whether the data conform to the normal distribution. The most well-known of these tests are Chi-Square, Kolmogorov-Smirnov, Lilliefors, and Shapiro-Wilk normality tests. Depending on whether the data has a normal distribution or not, we need to prefer parametric or non-parametric tests.

Table 4 presents the normality test results. There are two test types in the table. While the Shapiro-Wilk test is a more appropriate method for small sample sizes ($n < 50$ samples), the Kolmogorov-Smirnov test should be preferred for larger samples ($n \geq 50$) (Pallant, 2020). Since the sample size was 75, the Kolmogorov-Smirnov test was preferred. To assume that the data have a normal distribution, $p > 0.05$ (sig.) is required. Since the sig. value was .195 and met the $p > 0.05$ condition, the data were assumed to be normally distributed. Accordingly, the tests we choose have been parametric.

Table 4. Normality Tests Results

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Disclosure Score	,091	75	,195	,978	75	,225

a. Lilliefors Significance Correction

ANOVA (Analysis of Variance) is a parametric statistical test used to analyze the difference between the means of more than two groups. Two-way ANOVA is used to estimate how the mean of a quantitative variable varies according to the level of two categorical variables (Pallant, 2020). We use a Two-way between-groups ANOVA test. Two-way means that there are two independent variables (countries-years) and between-groups means that there are different elements in each group. The results of this test are presented in Table 5, Table 6, Table 7, and Table 8.

Descriptive statistics are presented in Table 5. The sample includes 12 banks from Slovakia and 13 banks from Turkey. The sustainability disclosure score of banks in Slovakia increased from 31 in 2019 to 35.25 in 2021 and the average of all years was calculated as 32.94. The sustainability disclosure score of banks in Turkey increased from 33.15 in 2019 to 38.69 in 2021 and the average for all years was calculated as 35.38. The disclosure score for countries has shown a steady but small increase over the years. In addition, the information disclosure scores of the countries were close to each other, especially for 2019 and 2020, and there were no major differences.

Table 5. Descriptive Statistics

Dependent Variable: Disclosure Score				
Year		Mean	Std. Deviation	N
2019	Slovakia	31,00	2,000	12
	Turkey	33,15	5,460	13
	Total	32,12	4,236	25
2020	Slovakia	32,58	2,021	12
	Turkey	34,31	5,498	13
	Total	33,48	4,214	25
2021	Slovakia	35,25	1,765	12
	Turkey	38,69	5,298	13
	Total	37,04	4,306	25
Total	Slovakia	32,94	2,585	36
	Turkey	35,38	5,802	39
	Total	34,21	4,685	75

Table 6 presents the results of Levene's test. Levene's test is an inferential statistic used to assess the equality of variances in a variable calculated for two or more groups. The most important value that should be checked in the table is the Sig. value. This value is expected to be higher than .05 and not significant. A significant result (Sig. value less than .05) indicates that the variance of the dependent variable is not equal between the groups. The Sig. value in the table was .081 and since it was higher

than .05, it is understood that the assumption of homogeneity of variances was not violated.

Table 6: Levene's Test of Equality of Error Variances^a

Dependent Variable: Disclosure Score			
F	df1	df2	Sig.
8,600	5	69	,081

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept + Year + Country + Year * Country

The main results of the two-way analysis of variance between groups were presented in Table 7 and Table 8. A two-way between-groups analysis of variance was conducted to explore the impact of country and year on sustainability information disclosure score, as measured by the GRI Financial Services Sector Disclosure Guidelines. The subjects were divided into three groups according to the year (Group 1: The year 2019; Group 2: The year 2020; Group 3: The year 2021). There was a statistically significant main effect for the year [$F(2, 69)=9.30, p=.00$]; and the effect size was large (partial eta squared=.21).

Table 7. Tests of Between-Subjects Effects

Dependent Variable: Disclosure Score						
Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	444,189 ^a	5	88,838	5,193	,000	,273
Intercept	87401,067	1	87401,067	5109,020	,000	,987
Year	318,296	2	159,148	9,303	,000	,212
Country	111,467	1	111,467	6,516	,013	,086
Year * Country	9,976	2	4,988	,292	,748	,008
Error	1180,397	69	17,107			
Total	89416,000	75				
Corrected Total	1624,587	74				

a. R Squared = ,273 (Adjusted R Squared = ,221)

Post-hoc comparisons using the Tukey HSD test indicated that the mean score for the year 2019 ($M=32.12, SD=4.24$) was significantly different from the year 2021 ($M=37.04, SD=4.31$). Post-hoc comparisons using the Tukey HSD test indicated also that the mean score for the year 2020 ($M=33.48, SD=4.21$) was significantly different from the year 2021 ($M=37.04, SD=4.31$). There was a statistically significant main effect for countries [$F(1, 69)=6.52, p=.01$]; and the effect size was moderate (partial eta squared=.09). The interaction effect [$F(2, 69)=.29, p=.75$] did not reach statistical significance.

Table 8. Multiple Comparisons

Dependent Variable: Disclosure Score						
Tukey HSD						
(I) Year		Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
2019	2020	-1,36	1,170	,479	-4,16	1,44
	2021	-4,92 [*]	1,170	,000	-7,72	-2,12
2020	2019	1,36	1,170	,479	-1,44	4,16
	2021	-3,56 [*]	1,170	,009	-6,36	-,76
2021	2019	4,92 [*]	1,170	,000	2,12	7,72
	2020	3,56 [*]	1,170	,009	,76	6,36

Based on observed means.

The error term is Mean Square (Error) = 17,107.

*. The mean difference is significant at the,05 level.

Discussion and Conclusion

As financial intermediaries, banks fulfill essential financial functions in every economy. Their role is critical not only today but also tomorrow, as they will be intermediaries in the allocation of financial resources for human and economic activities. Like all other sectors, the banking sector faces pressure to be transparent and disclose more information about its activities. The only way for banks to succeed is to ensure sustainability through environmentally and socially responsible practices. Sustainability is the only way for banks to survive in the future.

Sustainability is a very important concept that has been at the center of discussions in recent years. The number of companies that have to measure, analyze and guide their sustainability efforts to improve their corporate governance processes has increased significantly in recent years. The attention of companies to sustainability has increased, especially with pressure from stakeholders. Stakeholders expect companies to disclose their business activities and their impact on society and the environment.

Sustainability reporting has become an important element in the interaction of businesses with their stakeholders. Through sustainability reports, businesses gave their stakeholders an account of the management structure, the strategy of the business, and the future vision of the business. The number of businesses publishing sustainability reports on a global scale is increasing day by day and sustainability is the subject of more research in academic circles. Sustainability

reporting is an important tool for investors' future investment plans, not only in terms of demonstrating financial performance but also in terms of reflecting the impact on society and the environment.

Banks are showing great interest in preparing GRI-guided sustainability reporting and reports based on economic and legal considerations to capture a larger market share. Banks also have the opportunity to present their business to a wide range of customers through sustainability reports that demonstrate their approach to social, environmental, and green economy issues.

This study examined the sustainability disclosure levels of commercial banks operating in Slovakia and Turkey within the scope of the GRI Financial Services Disclosure Index. With the help of content analysis, 12 commercial banks in Slovakia and 13 commercial banks in Turkey were analyzed based on the years 2019-2020-2021. Information on sustainability was obtained mainly from annual reports and websites in Slovakia, and mainly from sustainability reports in Turkey.

The results of the study indicated that sustainability information disclosed in both countries has increased over the years. In addition, banks in Turkey were found to disclose more sustainability information than banks in Slovakia in terms of both the general and the specific main index, but the difference between the disclosed information was quite low.

In terms of sustainability disclosure score, there were no significant differences between banks in Slovakia, whereas there were significant differences between banks in Turkey. Banks operating in Slovakia and Turkey reported high levels of general standards items.

Some statistical tests were also conducted within the scope of the study. As a result of the two-way between-groups ANOVA test, a significant difference was detected between years in terms of sustainability disclosure score at a high level of effect size, and this difference was realized between 2019-2021 and 2020-2021. There was also a significant main effect between countries with a medium effect size.

In this study, the importance of sustainability reporting was emphasized and commercial banks operating in Turkey and Slovakia were compared

in terms of the level of sustainability information disclosure. The main results of the study showed that banks in Slovakia and Turkey should focus more on sustainability activities. Encouraging or making sustainability reporting mandatory by regulatory and supervisory authorities will contribute to an increase in these activities. The fact that the information contained in the reports is not audited poses a significant problem as to whether this information accurately reflects the truth. This problem can be overcome by regulations to ensure that sustainability reports are subject to external audits.

The voluntary nature of sustainability reporting in the banking sector, the small number of existing reports, the different reporting principles and standards are taken as reference, and the different publishing cycles have narrowed the scope of the study. In the future, the study can be repeated with a longer study period in the banking sector and with the addition of different countries. Studies using similar or different categories for different sectors will contribute to the literature and practitioners in terms of a current situation analysis and future projections by revealing the trends in sustainability reporting in both Turkey and Slovakia. However, for the comparisons based on sustainability reports to be meaningful, it is of great importance to ensure standardization in sustainability reports. The use of reporting frameworks published by GRI, which has made ensuring standardization in sustainability reports in the world its mission, will make significant contributions to the standardization of sustainability reports.

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RESEARCH ARTICLE

Voluntary Search-and-Rescue Workers' Experiences After Witnessing Trauma in the Earthquake Field

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January 2023
Volume:20
Issue:51
DOI: 10.26466//opusjsr.1214128

Abstract

Türkiye has an earthquake-prone geography, and as in Turkey, when professional resources are not sufficiently available in a community hit by a disaster, volunteer search-and-rescue workers' help is crucial for quickly meeting disaster-area needs. However, few studies focus on volunteer search-and-rescue workers' post-traumatic reactions although trauma literature has grown regarding professional search-and-rescue teams' post-traumatic responses. Based on this gap in the literature, this study was conducted. This qualitative study provides an in-depth understanding of secondary trauma and vicarious post-traumatic growth among 13 search-and-rescue team workers involved in disaster relief activities following the 2020 Izmir earthquake in Turkey. Data were collected through semi-structured interviews, and an interpretive phenomenological approach was used. The findings revealed that the participants suffered secondary traumatic stress symptoms, namely, hyperarousal, intrusive images, and thoughts but experienced vicarious post-traumatic growth in discovering personal strength, relating to others, appreciating life, and striving to do their job better. This study's findings can be a source for developing psychosocial post-disaster support services and interventions for volunteers and be used to improve pre-field preparation training content for voluntary search-and-rescue teams. The findings also underlined the fact that focusing on facilitating vicarious post-traumatic growth is as crucial as overcoming voluntary search-and-rescue workers' post-traumatic stress.

Keywords: Secondary Traumatic Stress, Vicarious Post-Traumatic Growth, Volunteer Search-And-Rescue Teams, Earthquake, Trauma.

Citation:

Köse, A. (2023). Voluntary search-and-rescue workers' experiences after witnessing trauma in the earthquake field. *OPUS- Journal of Society Research*, 20(51), 56-66.

Öz

Türkiye depreme eğilimli bir coğrafyaya sahiptir ve Türkiye'de olduğu gibi, bir afet karşısında, profesyonel kaynakların yeterince bulunmadığı durumlarda, afet bölgesi ihtiyaçlarının hızlı bir şekilde karşılanması için gönüllü arama kurtarma çalışanlarının yardımı çok önemlidir. Ancak, profesyonel arama ve kurtarma ekiplerinin travma sonrası tepkilerine ilişkin literatür artmasına rağmen, az sayıda çalışma gönüllü arama kurtarma ekiplerinin travma sonrası tepkilerine odaklanmaktadır. Literatürdeki söz konusu boşluktan yola çıkarak bu çalışma yapılmıştır. Bu nitel çalışma, Türkiye'de 2020 İzmir depremi sonrasında afet yardımı faaliyetlerinde yer alan 13 arama kurtarma ekibi çalışanın ikincil travma ve ikincil travma sonrası büyüme deneyimleriyle ilgili derinlemesine yapılan bir incelemenin sonuçlarını sunmaktadır. Veri, yarı yapılandırılmış görüşmeler yoluyla toplanmış ve veri analizinde, yorumlayıcı fenomenolojik yaklaşım kullanılmıştır. Bulgular, katılımcıların ikincil travmatik stres semptomları gösterdiklerini ortaya koymuştur. Bu semptomlar arasında aşırı uyarılma, davetsiz imgelemler ve düşünceler bulunmaktadır. Ancak buna karşın, kişisel gücü keşfetme, başkalarıyla ilişki kurma, yaşamın değerini anlama ve işlerini daha iyi yapmaya çabalama konularında ikincil travma sonrası büyüme yaşadıklarını ortaya koydu. Bu çalışmanın bulguları iki amaç için kullanılabilir. Birincisi, gönüllü arama kurtarma ekiplerine yönelik afet sonrası psikososyal destek hizmetleri ve müdahaleleri geliştirmek için bir kaynak olabilir. İkincisi, saha öncesi hazırlık eğitim içeriğini iyileştirmek için kullanılabilir. Bulgular, gönüllü arama kurtarma çalışanlarının travma sonrası stress tepkilerinin üstesinden gelmeye odaklanmak kadar, travma sonrası büyümeyi kolaylaştırmaya odaklanmanın da önemli olduğunu altını çizmiştir.

Anahtar Kelimeler: İkincil Travmatik Stres, İkincil Travma Sonrası Büyüme, Gönüllü Arama Kurtarma Ekipleri, Deprem, Travma.

Introduction

An earthquake hit İzmir, Turkey, on October 20, 2020. From that moment, voluntary search-and-rescue teams actively worked in the field. They witnessed victims' death and suffering while providing aid. Trauma studies have revealed that individuals who witness trauma may experience secondary trauma, which may also result in vicarious post-traumatic growth (VPTG).

This study investigated secondary trauma and VPTG among voluntary search-and-rescue workers involved in disaster relief activities a year following the İzmir earthquake. It was carried out one year later because this allowed long-term observation of traces of VPTG. Moreover, it was possible to determine whether post-traumatic stress symptoms and the need for psychological support persist even one year later.

There is a growing number of studies about the post-traumatic reactions of professional aid givers working in disaster fields; however, there is only a little research on volunteers. Since the post-traumatic reactions of voluntary search-and-rescuers are under-research, this present study can contribute to this gap in the literature. Besides, the study's findings may be used to develop psychosocial post-disaster support services and interventions for volunteers and pre-field preparation training content for them.

Secondary Traumatic Stress (STS) and Vicarious Post-traumatic Growth (VPTG)

Secondary traumatic stress (STS) describes post-traumatic stress response like symptoms in individuals who work directly in disaster areas with trauma survivors (Figley, 1995). Although trauma responders are not directly impacted by the traumatizing event, because of witnessing the suffering of others, they may develop symptoms similar to post-traumatic stress disorder (PTSD), such as flashbacks or intrusive imagery, hyperarousal, and avoidance behaviors (Tedeschi et al., 2018). STS negatively affects the well-being of individuals. Although many post-traumatic reactions are considered normal following a traumatic event, symptoms persisting beyond one

month despite the traumatic event ending may cause impairment in intimate and social relationships, physical health, and occupational or other significant areas of a person's life (Guo et al., 2004; Nsenga, 2020). Therefore, secondary traumatic stress should be tracked after a traumatic event and intervened with if it persists over time to prevent negative consequences.

Most studies on secondary traumatic stress reactions after a traumatic event focus on professional rescue workers; few have been conducted on volunteers (e.g., Guo et al., 2004; Hagh-Shenas et al., 2005; Thormar et al., 2010; Haraldsdóttir et al., 2014; Setti et al., 2016; Sifaki-Pistolla et al., 2016). These studies concluded that voluntary search-and-rescue responders are more disadvantaged than professionally trained traditional disaster first responders regarding training, professional support, work and life experiences, and disaster field working conditions. Consequently, they are more vulnerable to secondary trauma than professionally trained disaster responders.

Secondary trauma does not always result in negative outcomes. "Post-traumatic growth" is used to describe the positive changes in trauma survivors' lives after a traumatic event. Positive changes in the individual following indirect trauma exposure are called "vicarious post-traumatic growth (VPTG)," while those as a result of direct exposure to trauma are called "post-traumatic growth (PTG)" (Yaakubov et al., 2020).

Tedeschi and Calhoun (1996) define post-traumatic growth as positive psychological changes experienced because of a struggle with traumatic or highly challenging life circumstances. Tedeschi et al. (2018) highlighted that trauma itself does not lead to PTG; rather, it affects individuals' schemas. Traumatic life events shatter peoples' assumptions and challenge what they believe to be true about their lives. PTG usually occurs through the rebuilding of these beliefs and manifests itself in different areas: increased personal strength, realizing one's own potential for new possibilities, appreciating life, relating to others, and spiritual changes. Positive changes are not necessarily expected in all of these areas; growth can occur in one, several, or all of them and in various forms

(emotional, behavioral, cognitive, and biological; Tedeschi et al., 2018). Tedeschi and Calhoun (2018) stated that the outcomes of post-traumatic growth also apply to VPTG; however, Cohen and Collens (2013) stated that there are two other specific dimensions: striving to do one's job better and being more involved in social justice issues.

The type of trauma that a person witnessed may lead to different VPTG patterns. For example, while health-related traumas such as disability or illness may lead to enhanced appreciation of the body and participation in health-promoting activities (Hefferon, 2013; Walsh et al., 2018; Maguire and Maguire, 2020), losing a family member might result in increased VPTG in appreciating life (Shakespeare-Finch & Armstrong, 2010; Asgari and Naghavi, 2020).

Studies have analyzed the VPTG of professionals involved in earthquake disaster relief activities, such as mental health clinicians, professional search-and-rescue teams, and nurses. This literature review revealed no studies investigating the VPTG of volunteer search-and-rescue workers working in an earthquake zone.

This Study

This study's primary purpose was to understand how volunteer search-and-rescue workers participating in Izmir earthquake disaster relief activities understand these traumatic experiences' impact on their lives one year later. Therefore, the primary question this study aimed to answer was "In what ways has participating in disaster relief activities after the 2020 Izmir earthquake affected volunteer search-and-rescue workers' lives in terms of post-traumatic reactions?"

Turkey has an earthquake-prone geography, and earthquakes are the second most common disaster. As in Turkey, when professional resources are not sufficiently available in a community hit by a disaster, volunteer search-and-rescue workers' help is crucial for quickly meeting disaster-area needs (Pormar, 2015). However, the concept of the post-traumatic reactions of aid givers working in disaster fields is relatively new in the literature, and the experiences of volunteers

who participated in search-and-rescue efforts after witnessing such a trauma are neglected and under-researched (Fraser, 2020).

This study's findings can contribute to this gap in the literature, be a source for the development of psychosocial post-disaster support services and interventions for volunteers and be used to improve pre-field preparation training content for voluntary search-and-rescue teams. Furthermore, researchers have indicated that differing trauma types may lead to different vicarious versions of PTG. Therefore, investigating the VPTG concept in the context of volunteer search-and-rescue teams will enrich the literature in terms of understanding the relationship between trauma types and vicarious post-traumatic outcomes.

Research Methodology

This study employed an interpretive phenomenological approach (IPA) because this is among the best ways to delve deeply into challenging, emotionally charged experiences in people's lives (Merriam and Tisdell, 2009). IPA is thus in line with the trauma focus of this study.

IPA is committed to phenomenology, hermeneutics, and idiographic paradigms (Pietkiewicz & Smith, 2014). According to phenomenology, participants are experts in the phenomenon under investigation; therefore, its focus is their lived experience, perceptions, and interpretations and how they make sense of the phenomena under study (Rossman & Rallis, 2016). The second theoretical orientation of IPA is hermeneutics, which is intended to illuminate details and seemingly insignificant aspects of experiences that can be minimized in participants' lives (Laverty, 2003). Traumatic life experiences are often difficult for the survivor to name or make sense of. Therefore, the hermeneutic approach was essential in this study to make the invisible meaning of the participants' words visible. IPA's final theoretical orientation is idiography (Pietkiewicz & Smith, 2014; Shinebourne, 2011). The idiographic approach focuses on in-depth examination of participants' unique experiences before arriving at general conclusions (Pietkiewicz

& Smith, 2014). As in this study, the researcher codes and analyzes the participants' lived experiences ideographically and then closely examines each case's specific features, analyzing the similarities and differences among cases before reaching synthesis.

Participants

The participants included nine men and four women aged 20–28 years. All participants were university students and members of the search-and-rescue club at a foundation university in Istanbul. All participants reported that before the 2020 Izmir earthquake, they performed a search-and-rescue response in a collapsed building in Istanbul and sometimes worked as lifeguards as part of the club's work. They received search-and-rescue training during university club activities. Five participants were in İzmir when the earthquake struck and reached the disaster area immediately afterward; the other eight arrived at the disaster area 7 hours after the earthquake. The entire team worked in the area for three days.

Data Collection Procedure

This study was approved by Yeditepe University's ethics committee (No. 21/2021). All participants provided oral and written informed consent. Announcements and information regarding this study were obtained by reaching out to the search-and-rescue team's social media accounts. Interviews lasting 45–60 minutes were held online with the participants in October 2021. Each interview was audio-recorded and then transcribed verbatim by the researcher.

Two questions were posed to the participants to capture their lived experiences:

1. What have you experienced after your work in the disaster area as a search-and-rescue worker? How did you experience it (if anything)? Has it changed over time?
2. Have you experienced any changes, positive or negative, regarding your relationships, your understanding of life and yourself, your spirituality, your life goals, and your volunteerism that you can relate to your

experience? (Probe separately for each if not offered.)

Data Analysis

The interviews were analyzed using inductive thematic analysis, for which Braun and Clarke's (2006) six-phase data-driven procedure was followed. First, the researcher transcribed the interview recordings to improve data familiarization. Second, initial coding was performed, which allowed the researcher to form the raw data into more meaningful insights. Third, the initial codes were grouped according to shared features. Candidate themes emerged, which were then systematically refined based on their deeper relationships to create a thematic map. At the second, third, and fourth data analysis stages, validity checks were carried out by a colleague who is experienced in coding qualitative data and trauma studies to ensure consistency and agreement regarding the themes. The themes and categories were then defined and named. Finally, the process ended with the reporting of the findings.

Existing research was used to inform the inductive thematic analysis findings rather than to drive the analysis itself. Inductively generated themes were examined against existing theories regarding post-traumatic reactions; therefore, a systematic dialogue between the two became possible. This cyclical process between inductive themes generated and existing theoretical dimensions of post-traumatic reactions revealed in the trauma literature allowed the researcher to infer the best explanation of the phenomenon under study. Member checking was also employed in this study to ensure trustworthiness (Merriam and Tisdell, 2009). MAXQDA 12 was used to store and code the data.

Findings

The data analysis identified two themes, six categories, and three subcategories (See Figure 1). The themes were (a) secondary traumatic stress and (b) vicarious PTG. Two categories emerged for secondary traumatic stress: hyperarousal and

intrusive images and thoughts. Hyperarousal was divided into three subcategories: exaggerated startle response and physiological reactivity to environmental cues, hypervigilance, and panic attacks. The analysis suggested four categories representing participants' VPTG following search-and-rescue work: (1) discovering personal strength, (2) relating to others, (4) appreciating life, and (4) striving to do one's job better. These findings are described below with illustrative quotes from participants. The researcher removed all identifiers to preserve anonymity.

Secondary Traumatic Stress

Hyperarousal: Eight out of 13 participants reported mild-to-severe hyperarousal symptoms shortly after their work in the earthquake field ended. These symptoms manifest as an exaggerated startle response and physiological reactivity to environmental cues, hypervigilance, and panic attacks. Only symptoms that persisted for more than one month were considered for analysis.

Exaggerated startle response and physiological reactivity to environmental cues. Of the 13 participants, seven reported one form of hyperarousal symptoms: an exaggerated startle response and physiological reactivity to environmental cues. These symptoms manifested as a strong, instantaneous body reaction, increased heart rate, agitation, being easily scared, and panic reactions. For example, one participant said,

Whenever I sense shaking or earthquake news comes from my phone, fear comes. I start to get scared again. My heart starts beating fast.

Another quotation below reflected how participants' bodies become highly alerts at the slightest reminder of earthquake shaking, despite that there is no real danger.

I became afraid of tiny things. For example, my girlfriend brings food. She has a frying pan in her hand; the handle of the pan touches the plastic bag, and the rustling sound of the bag suddenly accelerates my pulse. It took so long, months. It was so bad.

The participants stated that they did not experience their fear that any movement was

shaking that indicated an earthquake as severely as in the beginning. For some, it disappeared over time; for others, though it continued, its frequency and strength decreased:

For months, I was hypersensitive. If the chair was shaking, I would jump up. It's past now; frankly, I don't care much when the seat shakes.

Hypervigilance. Five of the 13 participants reported a state of hypervigilance, which manifested itself as scanning their environment and searching for anything that could pose any danger.

I was constantly watching my environment, scanning around like where I can escape or help people in case of an earthquake, I didn't get on the subway for a while because you are underground and elicits my bad memories. But, of course, this has decreased over time.

As the quotation below reflects, participants excessively scan potential dangers in their surroundings, especially anything associated with earthquakes, such as building durability, or assess potential threats and attempt to make hypothetical plans to protect themselves.

While walking outside, I look at the length of the buildings to see where I can run if there is an earthquake, or I try to calculate where the collapsed place ends when it falls to the side to protect myself. This was more frequent until 2-3 months ago. Nowadays, if I'm not in a hurry, I walk by looking at the buildings and thinking about this.

Except for two participants who still suffered from panic attacks, the rest stated that they did not experience a state of hypervigilance as often as in the past.

Panic attacks. Three of the 13 participants reported panic attacks triggered by reminders of the earthquake months after their work in the earthquake disaster area. One participant sought professional help to overcome the attacks because their frequency and power increased over time; he explains his situation as follows:

Panic attacks started 2.5 months after the earthquake and continued for almost 8 months. It was usually triggered by my arguments with my family or girlfriend. After the earthquake, I was terrified of losing them. For this reason, I did not want to argue with them, and when I did, panic attacks recurred quite often.

The second participant still suffered from claustrophobia and remained cautious of being in small or tight spaces. However, as she stated, her claustrophobia eventually led to *panic attacks* and still negatively affected her life.

In my dreams, I have started to see scenes of demolished buildings that I was stuck in. After that came claustrophobia. The claustrophobia and bad dreams still persist. However, it began to go beyond claustrophobia. For example, when I am stressed or excited about something, I start to panic, and it feels like I can't breathe. I was not a panicked person before.

A third participant stated that although his panic attack has not recurred, he is always on guard and avoids environments that he thinks will trigger a panic attack.

One day, I woke up suddenly in the night in extreme panic and said, "The place is very weak and may be demolished." At that moment, the people in the wreckage came to my eye. Afterward, the panic attack did not recur, but I don't go into old buildings or narrow spaces anymore.

Intrusive Images and Thoughts: Data analysis revealed that in the immediate aftermath of their work in the earthquake field, nine participants suffered from intrusive images and thoughts, and for five, intrusive images and thoughts disturbed them for a long time, a defining symptom of VT. Currently, except for one participant who still suffers from nightmares, the participants' intrusions have decreased in intensity or disappeared.

The lifeless bodies I saw there did not affect me, but the remains of their lives and dreams did not go away for months. I was aware that death is a part of our life, but I could not have guessed that it was so sudden. That's why the items that remind me of victims' unfinished dreams stuck in my mind.

One of the participants explained how his cognitive framework regarding despair shattered from the things he had witnessed in the debris and caused him intrusive rumination:

Even finding the lifeless body of one of his family, while hopes were fading, made people happy. Can a person be happy even to have the dead body of a relative? It was there that I first met what despair truly means. I

couldn't process it for a long time, both emotionally and cognitively.

Vicarious Post-traumatic Growth

Discovering Personal Strength: Of the 13 participants, seven reported a new sense of strength. For example, one participant described how she discovered her physical capabilities and endurance amid physical challenges.

People close to me always tell me that you are tiny, petit, do not lift heavy, do not carry shopping bags, you get tired, get sick, etc. I didn't shower there for a week; I didn't eat enough; I did heavy work for hours in harmful conditions. Then, something like this happened to me: You know, I am okay. Put me in the worst environment in the world right now. I can adapt even there.

Another participant described discovering his sense of confidence in his soft skills, showing how an inference made from a traumatic experience can be transferred to other areas of life.

I did not know that I could work in such a disciplined and coordinated way until I participated in the earthquake rescue efforts. It was there that I realized that I had such skills. Before that, I would consider myself a more laid-back and easily bored person. Now, when I get bored with classes, I always remind myself of this.

Finally, another participant spoke about his improved psychological capacity to handle emotionally heavy situations.

It felt like I couldn't handle what I saw psychologically. But I made it. I witnessed what, normally, people wouldn't want to see; I've done things they wouldn't want to do. So, I can say that I feel much stronger psychologically.

These excerpts are also excellent examples of how a discovery of personal strength because of one's work might positively shape one's self-concept.

Relating to Others: Of the 13 participants, six described positive changes in their relationships with others after witnessing people's sudden death and the pain of those who suddenly lost their loved ones due to the earthquake. As shown in the quotations above, the participants particularly emphasized themes such as "there is no guarantee

of tomorrow" and "today may be our or our loved ones' last day in this life." This is seen as the basis for changing the way they relate to people in a more positive manner. One participant said,

I never get it out of my mind that "right now, I may lose the person next to me the next day, he or she may die, I may die too." I had such a feeling after the earthquake. I don't want to break anybody's heart. I always leave loved ones saying I love you since then.

The quote above shows how she prefers to show her love and attention to people without delay.

In the past, when I liked someone's clothing, work, or way of speaking, I wouldn't compliment it. But now, even to a passer-by, I say my compliment without thinking about who will say what. Maybe this person will not hear this tomorrow because we can't guarantee other days.

Finally, another participant explained that he preferred to be constructive in his relationships after his experiences in the earthquake field:

Death can come at any time. This fact hit me like a slap in the face, which carried me to a different place in my relationships. Let's say I had an argument with a friend; I'm trying to wrap things up quickly, even though I know my friend is wrong. For me, friendship is more important than being right now.

Appreciating Life: Three of the 13 participants said that as a result of witnessing death, they enjoy life more, are grateful for every day that they breathe healthily, worry less about minor problems, and make choices that do not delay their wishes. For example, one participant explained that becoming aware of mortality made him more appreciative of the breaths he takes and that he does not miss out on opportunities to experience more joy in life:

We can die suddenly. Witnessing the young people die showed this notion clearly. This leads me to be grateful for and enjoy my life more. For example, I was lazy about meeting my friends, but now I say to myself, "Go and have some fun while you are alive."

Another participant stated that while making his decisions in life, he considered that death could come suddenly; thus, he decided not to postpone his wishes in life:

I realized that death is close to human life. Since then, I live by considering this fact as much as possible. There was a girl I had liked since high school. I couldn't open up to her for years. However, after witnessing the death of young people there, I decided to open up to her.

Another participant stated that she gained the perspective that it is meaningless to raise small problems in the face of life's brevity:

Something like noticing and accepting death a little more happened to me. When something bad happens, I say, "Oh, life is short, we are still breathing, we can overcome the problems."

Striving to do one's job better: Nine of the 13 participants stated that they took their volunteer activities much more seriously after their work in the earthquake area, and their internal motivation to improve themselves in search-and-rescue efforts increased. When we look closely at the statements of the participants on this subject, the biggest source of this motivation appears to be the satisfaction they feel from being able to touch human life and concretely witness their personal contributions to easing the suffering and pain of earthquake victims. One participant stated,

I realized that I could save a life. I can't tell you what a wonderful feeling it is. For this reason, I aimed to keep my information up-to-date in the case of a possible future disaster. Additionally, physical strength is important in search and rescue; I do sports more regularly than before to stay physically strong.

The participants also reflect on situations in which they were deficient in their earthquake search-and-rescue activities and took action to improve themselves in areas where they felt they were insufficient:

I often think about how I can better benefit people if there is another earthquake. In the field, I felt that I was lacking in providing psychological support to victims. That's why I'm going to take a course on psychological first aid.

One participant stated that his approach to the importance of taking his job seriously changed significantly and his view that this seriousness should exist in all areas of life, not just search and rescue, was shaped by his work in the earthquake field.

When I saw the destruction of families there, I questioned life for a long time. After that, I realized that I should do everything I do with more seriousness and care because when these destroyed buildings were first built, if the responsible people had taken their jobs seriously, perhaps this would not have been the result. Now I show this seriousness even when cooking pasta.

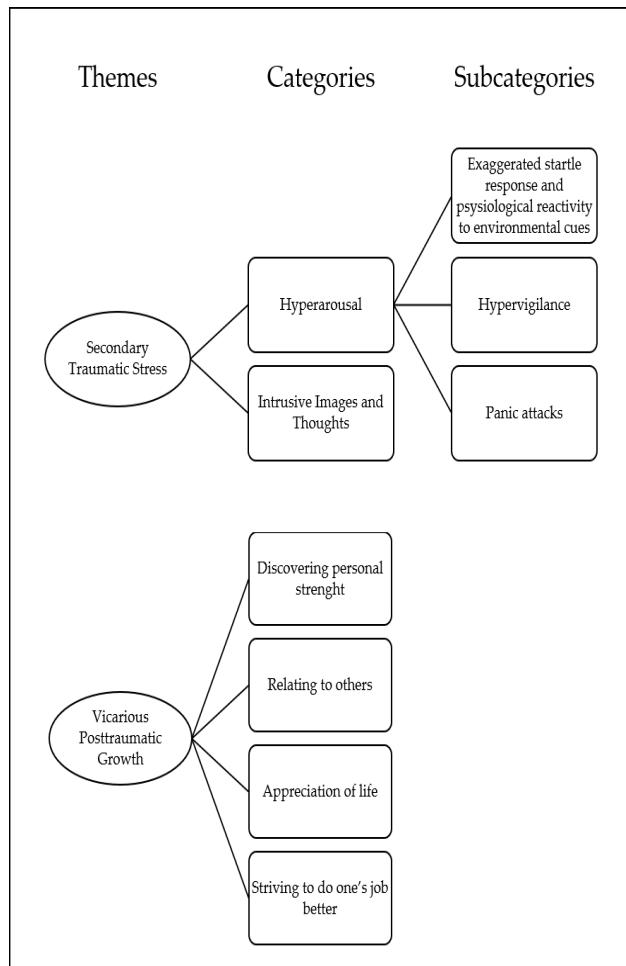


Figure 1. Visual Depiction of Themes, Categories, and Subcategories

Discussion

This qualitative study explored the lived experiences of young voluntary search-and-rescue responders who were members of a university's search-and-rescue club a year after the 2020 Izmir earthquake in Turkey. This study's first goal was to investigate the post-traumatic stress symptoms of 13 volunteers and examine whether their symptoms persisted after one year. Data analysis revealed that volunteers suffered from mild-to-

severe hyperarousal symptoms and intrusive images and thoughts.

The participants' hyperarousal reactions manifested as physiological reactivity to environmental cues, hypervigilance, and panic attacks. The findings demonstrated that the participants' fight-or-flight response was activated after their disaster area work, which put them in a state of constant tension. For some, these symptoms faded over time and no longer negatively impacted their life; however, for three, because their symptom severity increased proportionally over time, they sought professional help to overcome the issue. Two were still suffering from the negative consequences of their traumatic experience, which eventually led to a constant state of avoidance of reminders of the disaster field and panic attacks.

These findings align with the existing literature and support the notion that working in disaster areas carries the risk of secondary trauma for volunteer search-and-rescue responders (Sifaki-Pistolla et al., 2016; Hagh-Shenas et al., 2005; Guo et al., 2004). There is agreement in trauma literature that secondary trauma reactions are part of natural recovery processes; however, if they persist, they can become problematic. As previously mentioned, for some participants in this study, some post-trauma symptoms persisted over time and negatively affected their lives.

This study also explored the voluntary search-and-rescue responders' personal growth one year after their work. The positive transformations participants reported align with the PTG domains suggested by Tedeschi and Calhoun (2018), who argued that positive transformations after witnessing a traumatic event can occur in five domains: (1) increased personal strength; (2) realizing one's own potential for new possibilities; (3) appreciating life; (4) relating to others, and (5) spiritual change. This study's findings demonstrated that participants had a newfound sense of strength, which then led to an improved sense of confidence and self-concept, positive changes in their relationships with others, and greater appreciation of life. The areas of relating to others and spiritual change did not emerge as subthemes in this study. Moreover, the

participants stated that after this experience, they took their work more seriously and put forth special effort to improve themselves. This finding is consistent with Cohen and Collens' (2013) arguments regarding VPTG. According to Cohen and Collens (2013), in addition to the areas mentioned by Tedeschi and Calhoun (2018), VPTG has two special dimensions: striving to do one's job better and being more involved in social justice issues. This study did not indicate that participants were more involved in social justice issues.

After their work in the disaster field, the participants also discovered a stronger side to themselves. As stated by Haraldsdóttir et al. (2014), volunteer search-and-rescue workers are typically the first to arrive to the disaster area, carry out the initial organization in the field without the help of professionals, and concretely observe the importance of their personal contributions to improve the situation therefore these attributes contributed to their perception of their self-efficacy and self-worth. Haraldsdóttir et al.'s (2014) argument is also reflected by this study's participants.

Positive changes in relationships with others and a greater appreciation of life are the other vicarious PTG domains that emerged from our data. First, these participants experienced the earthquake survivors' pain of the sudden loss of their loved ones. Witnessing this was a significant life experience faced by these young people: the fact that one can lose precious people in one's life instantly. Appreciating the moments they spent with their loved ones, developing meaningful relationships, and not prolonging tense moments were important changes that participants made in their relationships. Second, the participants removed dead bodies from under the earthquake debris, thus facing the inevitable reality of untimely death. This reality has led them to enjoy life more, be grateful for every day that they breathe healthily, worry less about minor problems, and make choices that do not delay their wishes. As reported by Tedeschi et al. (2020), "When a person confronts loss, whether it be real (death of a loved one) or imagined (fear that a spouse is being unfaithful), it causes him or her to

consider how precious and fleeting life can be. This in turn leads to a new way of looking at one's priorities and what it means to fully embrace life and what it has to offer."

Based on the findings presented above, I offer the following suggestions: First, there should be space in volunteer work and rescue organizations to be vulnerable. It is essential to understand that secondary traumatic stress is a normal reaction to such situations and that sometimes people need time to process the tragic events they have witnessed. Keenan et al. (2009) argued that psychoeducation for first responders is effective in normalizing post-traumatic reactions, particularly when this type of education is provided by a peer. Teaching and practicing personal self-care strategies can also be part of volunteer search-and-rescue training. Barrington and Shakespeare-Finch (2014) offered mindfulness meditation, regular exercise, healthy eating, connecting with nature, and developing self-awareness (p.1696) as personal self-care strategies to foster resilience and overcome the negative effects of traumatic experiences.

This study's findings showed that some participants experienced persistent trauma symptoms. Empirically validated psychotherapeutic approaches are beneficial for the treatment of persistent secondary PTS. This study's participants were members of a university search-and-rescue student club; such organizations that coordinate volunteers' activities and pool resources for them can provide them with free psychotherapy services.

Focusing on facilitating VPTG is as crucial as overcoming voluntary search-and-rescue workers' post-traumatic stress. However, little empirical research exists on how to facilitate VPTG (Deaton et al., 2021). Future research should focus on the factors that enable disaster-aid providers' philosophical, physical, and spiritual growth. As previously mentioned, there is an argument in the literature that different types of trauma might lead to different PTG. This study's findings indicate that while participants showed VPTG signs in personal strength, relating to others, appreciation of life, and striving to do one's job better, they did

not express anything indicating growth in the areas of new possibilities, spiritual change, or being involved in social justice issues. This study's results may contribute to deepening this debate in the literature. In the future, as similar studies are repeated, the VPTG phenomenon will become better understood regarding volunteer search-and-rescue teams aiding in earthquake recovery.

This study's findings are not generalizable because of the nature of the qualitative research. This study is further limited because it focuses on a single voluntary search-and-rescue team. However, the findings can be used to deepen the understanding of the study phenomenon and incorporate voluntary search-and-rescue teams' needs into future research agendas and the development of post-disaster interventions to prevent post-traumatic stress reactions and enable post-traumatic growth. This research was conducted a year after the Izmir earthquake with search-and-rescue workers, which can also be considered a limitation. In the future, similar research should employ a qualitative longitudinal approach, which would allow examination of the sequence of the VPTG domains and gain a deeper understanding of the changing experiences of participants over time.

Acknowledgements

I would like to thank all the participants for genuinely sharing their experiences with me. I also wish to thank Belgin Özçelik for helping me reach out research participants and giving her valuable feedbacks on the paper. I am grateful to a further anonymous reviewer for her constructive comments on the drafts of this article.

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Capital Structure Adjustment Speed and Ownership Structure: A Research on BIST 100 Index Food Sector Firms

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January 2023

Volume:20

Issue:51

DOI: [10.26466//opusjsr.1184140](https://doi.org/10.26466//opusjsr.1184140)

Citation:

Yıkılmaz, A. (2023). Capital structure adjustment speed and ownership structure: A research on BIST 100 index food sector firms. *OPUS– Journal of Society Research*, 20(51), 67-75.

Abstract

In this study, the capital structure adjustment speed of 19 food sector firms in the Borsa Istanbul (BIST) 100 index has been estimated between 2010 and 2021. The effect of ownership identity on the capital structure adjustment speed has been investigated within the scope of family and non-family firms. The seven firms have been classified as non-family firms (NFF) and twelve as family firms (FF). The capital structure adjustment speed for family and non-family firms has been composed of the classical dynamic partial adjustment model. The Generalized Moments Method (GMM) model has been used as the econometric model in estimating the models. The results obtained from the study revealed that there is no significant difference between the debt ratios of family companies and non-family firms. The adjustment speed of family firms has been determined as 68%, and the adjustment speed of non-family firms has been approximately 56%. The capital structure adjustment speed of family firms is higher than non-family firms. The results show that family firms are less exposed to financial constraints than other firms increasing their borrowing capability, thus enabling them to reach the target debt level faster. The findings suggest that ownership structure plays a vital role in capital adjustment behavior.

Keywords: Capital Structure, Capital Structure Adjustment Speed, Family Firms.

Öz

Bu çalışmada, Borsa İstanbul (BİST) 100 endeksinde yer alan 19 gıda sektörü firmasının 2010-2021 yılları arasındaki sermaye yapısı düzeltme hızları Genelleştirilmiş Momentler Yöntemi (GMM) ile tahmin edilmiştir. Sahiplik kimliğinin sermaye yapısı düzeltme hızına etkisi aile şirketi ve aile olmayan şirketler kapsamında incelenmiştir. Yedi firma aile olmayan şirket (NFF) ve on iki firma aile şirketi (FF) olarak sınıflandırılmıştır. Aile ve aile olmayan şirketler için sermaye yapısı düzeltme hızı, klasik dinamik kısmi uyum modeliyle oluşturulmuştur. Model tahmininde ekonometrik model olarak Genelleştirilmiş Momentler Yöntemi (GMM) kullanılmıştır. Çalışmadan elde edilen sonuçlar, aile şirketlerinin borçlanma oranıyla aile olmayan şirketlerin borçlanma oranı arasında anlamlı bir fark olmadığını ortaya koymuştur. Aile şirketlerinin sermaye yapısı düzeltme hızı yaklaşık %68, aile olmayan şirketlerin sermaye yapısı düzeltme hızı ise yaklaşık %56 olarak belirlenmiştir. Aile şirketlerinin sermaye yapısı düzeltme hızı, aile olmayan şirketlere göre daha yüksektir. Sonuçlar, aile şirketlerinin diğer şirketlere göre finansal kısıtlamalara daha az maruz kaldıklarını, borçlanma kapasitelerini artırdıklarını ve bu sayede hedef borç düzeyine daha hızlı ulaşabildiklerini göstermektedir. Bulgular, sahiplik yapısının sermaye ayarlama davranışında önemli bir rol oynadığını göstermektedir.

Anahtar Kelimeler: Sermaye Yapısı, Sermaye Yapısı Düzeltme Hızı, Aile Şirketleri.

Introduction

The capital structure irrelevance theory of Modigliani and Miller (1958) is one of the crucial theories explaining the relationship between firm value and capital structure. After the irrelevance theory, which received significant criticism due to its assumptions, many theories regarding capital structure have been developed. The most important of these have the trade-off theory (Kraus & Litzenberger 1973) and the financial hierarchy theory (Myers & Majluf 1984). The trade-off theory (Kraus and Litzenberger, 1973) accepts that firms have an optimum debt ratio and have been offset by the costs of financial distress and tax savings. According to the financial hierarchy theory (Myers & Majluf 1984), firms should make their financing choices in order, and this hierarchy is related to the cost of the financing source. Both theories investigate the relationship between capital structure and firm value decisions by stretching the assumptions of the irrelevant theory. After these two theories, the effect of market failures on debt decisions has been empirically examined in many studies, and the debate on the existence of the optimum debt ratio continues.

Studies to test the balancing theory focus on the variability of firms' debt/equity ratio (Flannery & Rangan, 2006; Graham & Leary, 2011), Frank & Shen, 2013; Haron, 2014). Studies that argue that firms' capital structure is dynamic and that their financing decisions can be better characterized by partial adaptation to the target capital structure started with Jalilvand & Harris (1984). Afterwards, Fischer et al. (1989) examined the differences between firms' minimum and maximum borrowing rates and investigated the characteristics of firms with high deviations. They have concluded that, for firms with a debt ratio above the maximum debt ratio, the cost of financial distress caused by borrowing is greater than the adjustment costs to return to the target debt ratio. For firms with debt below the minimum debt ratio, the opportunity cost of tax savings is greater than the adjustment costs to return to the target debt ratio. Firms adjust to returning to the target borrowing rate only when these conditions are met. Apart from this, it allows the debt ratio to

deviate from the target debt level within acceptable limits.

Another critical issue that has been discussed in the corporate finance literature in recent years is the concept of corporate governance. The corporate governance approach is based on the understanding of reviewing the interests of stakeholders in the decision process with a holistic approach by accepting the differences between the parties. While management expresses the fulfilment of planning, organizing, execution, coordination and control activities to achieve the objectives, corporate governance is concerned with how the interests of interest groups have been reflected in the organizational goals and how they have been satisfied in the fulfilment of all these activities (OECD, 2004).

The internal control mechanisms of corporate governance are the board and ownership structures. Ownership structure expresses who provides the capital of the firm and their capital shares (Gönenç, 2004). Ownership identity and ownership concentration are the two main components of ownership structure in firms (Tükenmez et al., 2016). Ownership identity defines the group that has a high impact on the control of firms, such as family ownership, corporate ownership, foreign ownership, institutional investor ownership and foreign corporate ownership. Ownership concentration represents the share of the large partner group in the total capital.

The concentration of ownership structure in certain persons/institutions and ownership identity affect the probability of shareholders becoming managers. In firms where the degree of attention to ownership structure is quantitatively low, management may be left to non-shareholders/professionals, which may cause a conflict of interest (agency theory) between the representative and the represented. In companies where the degree of ownership structure concentration is low, the agency costs between shareholders and managers increase the capital costs, making it difficult to change and balance the target capital structures of the firms (An et al., 2021).

When evaluated in terms of ownership identity, being a person or family member of the controlling shareholders may cause a conflict of interest between the controlling shareholder and the minority shareholder. Problems arising from identity and ownership structure can affect firms' financing opportunities and debt adjustment behaviours. Considering the agency costs on capital costs and financing opportunities, it is possible to say that firms play a crucial role in optimizing their adjustment speed (Morellec et al., 2012).

In this study, the target debt level adjustment speed of the food sector firms operating in the BIST 100 index for 2010-2021 have been estimated, and the differences between the adjustment speed has been examined by grouping the firms according to their ownership identity. In this context, firms have been grouped as family and non-family firms, and the differences between the debt adjustment speed of family and non-family companies have been revealed. With this study, a dynamic perspective on the capital structure decisions of firms have been developed by examining the debt ratio adjustment behaviours of family firms. In addition, the limited number of studies in the Turkish finance literature about the adjustment speed of the firms and the fact that this study has been one of the first studies to examine the relationship between the ownership structure and the capital structure adjustment speed make this study significant.

Literature

There are many empirical studies on the relationship between ownership structure and firms' capital structure decisions. These studies examine the effect of ownership structure on firms' debt decisions. In some of, it has been shown that the degree of ownership structure concentration has a positive effect on the debt ratio, while others have a negative impact (Kim & Sorensen, 1986; Johnson & Mitton, 2003; Brailsford et al., 2002; Céspedes, González & Molina, 2010; Marchica, 2008; Liu et al., 2011).

In recent years, studies on capital structure decisions have focused on the variability of the capital structure, aiming to reveal the degree of

variability (adjustment speed) and the factors affecting variability. Özkan (2001) has estimated the capital structure adjustment speed at approximately 43%. Fama & French (2002) have found that the adjustment speed for Compustat database firms is 7-18%. Flannery & Rangan (2006) have shown that the adjustment speed of US firms varies between 33% and 34%. Lemmon et al. (2008) have examined all Compustat database firms and have found that the adjustment speed ranged from approximately 22% to 25%. Huang & Ritter (2009) have disclosed that the adjustment speed for US firms is near 23%; Mukherjee & Mahakud (2010) as about 33%. Elsas & Florysiak (2011) have estimated 26% adjustment speed for Compustat database firms. Haron et al. (2013) determined the adjustment speed for Malaysian firms to be 57%, while Matemilola et al. (2013) determined the adjustment speed to be 40% for South African firms.

Limited studies in the literature examine the relationship between ownership structure and capital structure adjustment speed.

López-Gracia & Sánchez-Andújar (2007) compared 422 family-owned and 436 non-family firms over the 1997-2004 period. The study concluded that small-scale family firms' capital structure adjustment speed is higher than that of non-family companies.

Wang et al. (2009) examined public and China private sector firms' target debt ratio adjustment behaviours between 1998 and 2007. The results show that private sector firms have a higher smoothing rate than state-owned firms.

Zhou & Xie (2015) examined the smoothing rates of state-owned and non-state enterprises in a study of Chinese firms between 1999 and 2009. They concluded that while the debt ratio of publicly-owned firms is high, their adjustment speed is lower than that of non-public-owned firms.

Burgstaller & Wagner (2015) examined the relationship between family ownership, capital structure decisions, and the adjustment speed of 470 small and medium-sized enterprises between 2005 and 2010. As a result, firms under the control of family members have higher leverage and adjustment speed.

Pindado et al. (2015) have examined the corporate capital structure decisions of Eurozone family firms and the ownership structure between 1996 and 2006. Since the cash flow sensitivity of borrowing is lower in family companies, the target debt ratio adjustment speed is higher.

Buvanendra et al. (2017) have investigated the relationship between corporate governance mechanisms and capital structure adjustment behaviours of Sri Lankan and Indian firms between 2003 and 2012. According to the results obtained from the study in which family firms have used as the ownership structure, it has concluded that the adjustment speed of family firms has higher than other firms.

Kayo et al. (2018) examined Brazilian family firms between 2003 and 2013 and found that family firms had a higher debt ratio and a lower adjustment speed.

Kasbi (2019) examined the relationship between the ownership structure concentration degree and the rate of adjustment of 766 companies from France, Italy, United Kingdom, Germany and Switzerland between 1996-2007. In the study, it has been concluded that the firms with a high degree of concentration have a high adjustment speed.

Guo et al. (2020) have investigated the relationship between executive share ownership and the adjustment speed of firms traded on the Shanghai and Shenzhen Stock Exchange between 2010 and 2017. According to the results, there is a positive relationship between the adjustment speed and the ownership of managerial shares. In the presence of managerial ownership, firms' adjustment speed increases. Managerial ownership helps reduce the cost of capital structure adjustment and narrows the deviation between the actual capital structure and the optimal capital structure.

Sardo et al. (2021) grouped small and medium-sized Portuguese firms into female-owned family firms and male-owned family firms between 2010 and 2017. They have examined firms in terms of financing decisions and adjustment behaviours. The results show that the adjustment speed of female-owned family firms is lower than that of male-owned family firms.

An et al. (2021) examined the relationship between ownership structure and capital structure adjustment speed based on foreign corporate ownership. The study reviewed 7246 firms from 38 different countries between 2000 and 2013 and a positive relationship has found between foreign corporate ownership and adjustment speed.

Methodology

In the study, the capital structure adjustment speed of 19 BIST food sector firms have been estimated from the period 2010-2021. The firms' ownership has been examined, and the effect of ownership identity on the capital structure adjustment speed has been investigated.

Ownership identity defines the group that has a high impact on the control of firms. Family businesses have advantages over other businesses in factors such as overcoming financial difficulties, access to financial resources, high level of relationship between family members and faster decision making. In this manner, firms have been classified "Family Firm-FF" and non-family firms. (non-Family Firm- NFF)".

As of 2021, there are a total of 19 firms in the BIST 100 index food sector. The sample is limited to these 19 firms. The annual financial data of the firms have been obtained from the BIST website, and the data regarding the ownership structure have been received from the Public Disclosure Platform (KAP).

There is no agreement on the definition of a family firm in the literature. Ang et al. (2000), for a business to be considered a family business, a family must own 50% or more of the shares of the business. According to Westhead and Cowling (1997), people whose family members have control and management should also own 60% or more of the firm's shares. According to Barth et al. (2005), if an individual or a family member owns more than 33% of the firm's shares, it is possible to define that business as a family firm.

By the definitions given in the studies mentioned above, 19 companies have been examined, and firms have been classified according to the report of Barth et al. (2005). In these circumstances, 7 firms are classified as non-

family companies (NFF), and 12 companies are classified as family companies (FF). The capital structure adjustment speed has been estimated by the classical dynamic partial adjustment model developed by Flannery & Rangan (2006). The partial adaptation model developed by Nerlove (1958) assumes that the change in observed output in the current period is adjusted for the difference between the desired output and the actual output in the present time.

y is the desired level of the dependent variable, y_t^* is the expected but not directly observable variable. Since y_t^* cannot be observed directly, the assumption of partial adaptation is made. The model is as in equation 1.

$$y_t - y_{t-1} = \lambda (y_t^* - y_{t-1})$$

(Equation 1)

λ is the adaptation coefficient; $y_t - y_{t-1}$ denotes the actual change and $y_t^* - y_{t-1}$ denotes the desired change (Lardaro, 1993).

If $\lambda = 0$, then $y_t = y_{t-1}$, indicating that adaptation did not occur at y .

If $\lambda = 1$, $y_t = y_t^*$ actual and desired y values are equal. The realized y is adapted to the desired y in the same period.

If $\lambda > 1$, the adaptation of y^* a y is fast. For example, if $\lambda = 0.7$, the change in current y in each period is 70% of the desired change.

Flannery & Rangan (2006) used the classical dynamic partial fit model to estimate the target debt level of firms. In the model, the costs and benefits of firms in different debt and equity combinations are determined by the firm's other financial variables, and firms allow the target debt ratio to change over time. Under the efficient market assumption, the target debt ratio of the firms can be estimated as in equation 2.

$$L^*_{(i,t)} = \alpha (X_{(i,t-1)}) + \varepsilon_{(i,t)}$$

(Equation 2)

In the equation, $L^*_{(i,t)}$ is the target debt level of the firms (unobservable debt ratio), α is the parameter of the vector X . However, firms deviate from the target debt ratio in inefficient markets and may not correct these deviations. The partial adjustment model for the firms' capital structure is as in equation 3.

$$L_{(i,t)} - L_{(i,t-1)} = \lambda (L^*_{(i,t)} - L_{(i,t-1)}) + \varepsilon_{(i,t-1)}$$

(Equation 3)

$L_{(i,t)}$ denotes current period borrowing rate, $L_{(i,t-1)}$ denotes previous period borrowing rate, $L^*_{(i,t)}$ unobserved target borrowing rate of firms. When the equation in equation 2 is substituted in 3, it appears in equation 4.

$$L_{(i,t)} = \gamma X_{(i,t-1)} + (1-\lambda) L_{(i,t-1)} + \varepsilon_{(i,t-1)}$$

(Equation 4)

In Equation 4, X represents the financial variables that affect the firm's debt level, γ represents the parameter coefficients of the X variables, and $(1-\lambda)$ represents the firm's adjustment speed.

The firms have been classified according to the criterion of being a family company. Three models have been created to determine the capital structure adjustment rates of the firms.

Model 1 (Family Firms)

$$L_{(i,t)} = \gamma X_{(i,t-1)} + (1-\lambda_1) L_{(i,t-1)} + \varepsilon_{(i,t-1)}$$

(Equation 5)

Model 2 (Non-Family Firms)

$$L_{(i,t)} = \gamma X_{(i,t-1)} + (1-\lambda_2) L_{(i,t-1)} + \varepsilon_{(i,t-1)}$$

(Equation 6)

Model 3 (All Firms)

$$L_{(i,t)} = \gamma X_{(i,t-1)} + (1-\lambda_3) L_{(i,t-1)} + \varepsilon_{(i,t-1)}$$

(Equation 7)

In Equation 5, $(1-\lambda_1)$ is the adjustment speed of family firms; In Equation 6 $(1-\lambda_2)$, the adjustment speed of non-family firms; In Equation 7 $(1-\lambda_3)$, it shows the adjustment speed of all firms.

Since the target debt ratios of the firms are an unobserved variable, they should be estimated with the partial adjustment model. The target debt ratio of the firms varies according to the country and firms characteristics (Frank & Goyal, 2009). X financial variables have been determined by considering the studies carried out to determine firm-specific variables that affect debt decisions (Jensen & Meckling, 1976; Easterbrook, 1984; Jensen, 1986; Drobetz & Wanzenried, 2006; Titman & Wessels, 1988; Titman & Wessels, 1988; Özkan, 2001; Fama & French, 2002).

The dependent and independent variables used in all three models are shown in Table 1.

Table 1. Variables

	Variable	Definition
The dependent variable	Debt Ratio	Short-Term debt +Long-Term debts)/ (Short-Term debts+ Long-Term debts + Market Value of Equity)
Independent variables	Fixed Assets ratio	Tangible Fixed Assets / Total Assets
	Asset Profitability	Net Profit/ Total Assets
	Growth opportunities	Annual Growth Rate of Sales (%)
	Size	Natural Logarithm of Total Assets

Capital structure adjustment speed of firms can be estimated with various econometric models. In the study, the capital structure adjustment speed of firms has been assessed by Arellano and Bond (1991) Generalized Moments Method (GMM). One of the dynamic panel models, the GMM estimator, considers heterogeneity and potential autocorrelation in residues. System-GMM improves efficiency as it combines the equation with the first difference. In this approach, the first-order differences of the variables are taken and the previous period values of the dependent variable are used as the instrument variable, so that the differences that may occur in the dynamic panel estimation with GMM can be eliminated. In addition, the use of instrumental variables allows to find correct estimators under the current GMM conditions (İskenderoğlu, 2008).

Empirical Results

Descriptive statistics on the debt ratio of FF and NFF firms are shown in Table 2.

Table 2. Descriptive Statistics

	Statistics		
	Mean	Median	Standard Deviation
All Firms	0.4047	0.3648	0.2355
FF	0.4016	0.3504	0.2366
NFF	0.4101	0.3995	0.2350

When the descriptive statistics of firms' debt ratio are analysed, the total debt of all firms is 40.47%; family firms are 40.16%, and non-family firms are 41.01%. The standard deviation data for the debt ratios of all three groups is approximately 23%. In general, it is observed that the debt ratio of FF and NFF firms is around 40%, and the average debt ratio is very close.

Equation 5, Equation 6, and Equation 7 have been estimated by GMM. The results are shown in Table 3.

Table 3. GMM Results

L _(i,t-1)	FF		NFF		All Firms	
	Statistic	Adjustment Speed (1-λ ₁)	Statistic	Adjustment Speed (1-λ ₂)	Statistic	Adjustment Speed (1-λ ₃)
Correlation	0.3140***	0.6860	0.4379***	0.5621	0.3188	0.6812
n						
Coefficient λ1						
AR 1	0.0002		0.0116		0.0002	
AR 2	0.3644		0.3098		0.6400	
J Statistics	78.441		65.106		83.346	
probability	0.0131**		0.0505*		0.0049***	

***, **, * respectively; 1%, 5% and 10% denote the level of significance.

Table 3 shows that the correlation coefficient of family companies (FF) is 0.31, and their adjustment speed (1-λ₁) is 0.68. The correlation coefficient of non-family firms (NFF) has 0.43; adjustment speed (1-λ₂) is observed to be 0.5621. The correlation coefficient of all family firms has 0.31; adjustment speed (1-λ₃) is observed to be 0.6860. The correlation coefficient of firms in the entire food sector has 0.3188; adjustment speed (1-λ₃) are honoured to be 0.6812. The autocorrelation in the models has been tested with AR1 and AR2 tests. For all three models, the probability value for the AR (1) test, which indicates the existence of first-order correlation, is less than the 5% significance level, while the probability results of the AR (2) test, which expresses the second -order correlation, are higher than the 5% significance level. These results show that the desired situation for the two-stage GMM analysis has been realized.

Conclusion

This study investigates the effect of ownership structure, which is one of the two main components of ownership structure, on the capital adjustment speed. The sample has been limited to 19 firms selected from the BIST 100 food industry between 2010 and 2021, and the firms have been grouped as family firms and non-family firms. The results showed that the adjustment speed of family firms is higher than that of non-family firms. This result supports the results of studies similar to those in the literature (López-Gracia & Sánchez-

Andújar, 2007; Burgstaller & Wagner, 2015; Pundado et al., 2015).

It is striking that there is no significant difference between the debt ratio of family and non-family firms. However, when deviations from the target debt ratio occur, it has been determined that family firms correct their target debt ratio faster than non-family firms. The fact that family firms are less exposed to financial constraints than other firms increases their borrowing capability, thus enabling them to reach the target debt level faster. Since reaching the target debt ratio is not only related to borrowing ability but also the equity financing ability is essential, it is expected that family firms have a high adjustment speed.

Family firms have a higher adjustment speed than other firms. When evaluated in terms of agency theory, the fact that family members have a say in the management and the high level of relationship of individuals in the family minimizes manager-shareholder conflict. In addition, since the managers in family firms are family members, the management has all the company-specific information necessary to monitor effectively, reducing the agency costs and making it easier to reach funding sources.

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RESEARCH ARTICLE

An Analysis between Foreign Direct Investment and Intra-Industry Trade in Turkey: A VECM Approach ¹

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January 2023

Volume:20

Issue:51

DOI: [10.26466/opusjsr.1152707](https://doi.org/10.26466/opusjsr.1152707)

Abstract

The stylized world of identical technologies between countries, perfect competition and homogeneous products in the markets, and inactivity of production factors/inputs between countries is no longer valid. Knowledge economy, imperfect competition, differentiation, industrial clusters, new economic geography, transportation and transaction costs are among the factors that create the transformation in international trade. However, there is a specific literature that highlights the existence of examples of firms that are competitors or interconnected as parts of a single supply chain in the international economy, and spread of production activities to the world geography as an extension of the global transformation in production processes. In this context, since multinational firms mostly produce differentiated goods and a large part of intra-industry trade (IIT) is based on intra-firm trade of these firms, the linkage between foreign direct investment (FDI) and IIT is important. This connection is also supported by the fact that FDI is among the country-specific determinants of IIT in the literature. For this purpose, in this study, IIT index values for the period 1995-2020 in Turkey are calculated based on the distribution of exports and imports according to BEC classification. And FDI values related to industrial sectors in the same period are taken as basis. The relationship between the series is examined by cointegration analysis and the direction of the relationship is revealed by causality analysis based on vector error correction model (VECM). In the results of the study, it has been determined a one-way causal relationship from FDI to IIT for capital goods; and from IIT (total) to FDI. This is consistent with the result of the existence of a significant and positive relationship between technology intensity and IIT thanks to FDI in the literature.

Keywords: International Trade, Foreign Direct Investment, Intra-Industry Trade, VECM.

Öz

Ülkeler arasında özdeş teknolojilerin, piyasalarda tam rekabetin, homojen ürünlerin var olduğu, üretim faktörlerinin/girdilerinin ülkeler arası hareketsizliğinin stilize edilmiş dünyasının bugün artık geçerliliğini yitirdiği bilinmektedir. Bilgi ekonomisi, eksik rekabet, farklılaştırma, endüstriyel kümelenmeler, taşıma ve işlem maliyetleri uluslararası ticaretteki dönüşümü yaratan unsurlar arasında ön plana çıkmaktadır. Bununla birlikte üretim süreçlerindeki küresel dönüşümün uzantısı olarak üretim faaliyetlerinin dünya coğrafyasına yayılması ve uluslararası ekonominin rakip ya da tek bir tedarik zincirinin parçaları olarak birbirine bağlı firma örnekleriyle dolu olduğunu vurgulayan özel bir literatür söz konusudur. Bu bağlamda, çok uluslu firmaların farklılaştırılmış malların üretiminde söz sahibi olması ve endüstri-İçi ticaretin büyük bir kısmının söz konusu firmaların firma-İçi ticaretine dayanması, doğrudan yabancı yatırımların endüstri-İçi ticaret ile bağlantısını önemli kılmaktadır. Söz konusu bağlantı, literatürde doğrudan yabancı sermaye yatırımlarının endüstri-İçi ticaretin ülkeye özgü belirleyicileri arasında yer almasıyla da desteklenmektedir. Bu amaçla çalışmada Türkiye’de 1995-2020 dönemi için endüstri-İçi ticaret endeks değerleri ihracat ve ithalatın Geniş Ekonomik Gruplar (BEC) sınıflamasına göre dağılımları esas alınarak hesaplanmakta ve yine aynı dönem sınıai sektörlerle ilişkin doğrudan yabancı sermaye yatırım değerleri temel alınmaktadır. İki seri arasındaki ilişki, eşbütünlüşme analizi ile incelenmekte ve yönü vektör hata düzeltme modeli (VECM) nedensellik analizi ile ortaya koyulmaktadır. Çalışmanın sonuçlarında, doğrudan yabancı yatırımdan sermaye malları endüstri-İçi ticaretine ve endüstri-İçi ticaretten doğrudan yabancı yatırıma tek yönlü ilişki tesbit edilmektedir. Bu ilişki, literatürde ‘doğrudan yatırımlarla ile IIT arasında anlamlı ve pozitif bir ilişkinin var olduğu’ sonucu ile tutarlıdır.

Anahtar Kelimeler: Uluslararası Ticaret, Doğrudan Yabancı Sermaye Yatırımı, Endüstri-İçi Ticaret, VECM.

Citation:
Şentürk, C. (2023). An analysis between foreign direct investment and intra-industry trade in Turkey: A VECM approach. *OPUS– Journal of Society Research*, 20(51), 76-85.

¹ This study is an expanded version of the abstract presented at the 6th IERFM, 12-14 May 2022.

Introduction

Since the second half of the 20th century in international trade, as a result of the structural differentiation of trade, the share of Intra-Industry Trade (IIT) has increased, developing countries have started to export industrial products, and the share of foreign direct investments in the world economy has increased. In developing countries, the fact that the FDI firm provides the intermediate goods to be used from its investments in other countries can increase the country's imports even more because the exports are dependent on imports in these countries. Therefore, this process has witnessed changes that were not seen in previous periods with the dimension of structural developments. Despite the fact that international/interregional goods and services flows have developed within the liberalization and globalization processes, production processes are divided into stages and shifted to geographical areas that will provide cost advantages to companies. Therefore, the presence of trade in the intermediate goods or final goods of multinational firms sent from one country to another causes an increase in IIT. Therefore, it is evaluated that foreign direct investment will reduce IIT, based on the negative impact of foreign trade volume of multinational firms that produce for the market of the country where it was established and settled. However, it depends on whether the relationship between foreign direct investment and IIT is substitute or complementary. In other words, in this case, it is thought that foreign direct capital flows will exhibit a trade-creating (complementary) or trade-substituting structure.

Especially with the 90s, the importance of foreign direct investment and intra-industry trade has increased with the approaches of Krugman's "New Economic Geography" and Porter's "Competitive Advantage of Nations" (table 1). And also in the years, the rate of increase in foreign direct investments has been twice the rate of increase in world trade; it is seen that the world GDP has reached three times the size (Adda, 2005). In addition, the concentration in multinational enterprises, which have been

performing more than half of the global foreign trade since the mid-1990s, causes the concentration of international production in certain countries and regions. The world's 100 largest multinational firms, all but four of which are owned by developed countries and accounting for only 0.2% of the total number of multinational firms, own 14% of the sales revenue of foreign subsidiaries in all of the world, 12% of their assets. And 13% of employment is carried out by these companies (Aktan and Vural, 2012). These values emphasize the importance of multinational firms for the globalization of production and trade. However, it should be underlined that multinational enterprises have become an important actor in foreign trade today and have an important place in world trade with their activities spread to various parts of the world.

Table 1. The Development and Implications of International Trade Theories

Time	Theory	Implications
1950s	"Traditional Foreign Trade Theory" Integration=Specialization=Industrial Trade	Over-Specialization in Common Market Member Countries, Especially in Europe.
1960s	"Traditional Foreign Trade Theory" Integration=Specialization=Industrial Trade	The rise in intra-European trade: The rise of IIT
1970s and 1980s	"New International Economics" New Foreign Trade Theories Based on Imperfect Competition	Increased Intra-Industry Trade The rise in intra-European trade: The evolution of intra-industry trade
Mid 1980s	"Helpman and Krugman Synthesis" Between Different Countries: Inter-Industry Trade Between Similar Countries: Intra-Industry Trade (in similar ie horizontally differentiated goods)	Increased Intra-Industry Trade Integration=Intra-Industry Trade= Gains from Diversity and Limited Compliance Costs
Late 1980s	"Vertical Intra-Industry Trade" Products may vary in quality. (due to capital intensity, R&D, qualified workforce etc.) Between Different Countries: Intra-Industry Trade Cross-Country Disparities lead not only to inter-industry but also intra-industry trade in differentiated goods. Specialization is shaped on the basis of quality.	Increased Intra-Industry Trade With the expectation that European integration will have a catch-up effect in favor of the less developed member countries, it can create potential income variances between countries.
1990s and later	Krugman and the "New Economic Geography" Porter and "Competitive Advantages of Nations" Inter-industry trade has not been based on macro-economic differences between countries. Asymmetry between countries can increase	Increasing FDI and IIT New Industrial Regions and Clustering Approaches

with external economies of scale and agglomeration effect.

Source: Prepared by author based on the study of Fontagne and Freudenberg (2002).

In the study, it is aimed to specifically examine the relationship between foreign direct investment and IIT in the axis of the related fundamental theoretical framework. In this context, intra-industry trade index values for the period 1995-2020 in Turkey are calculated based on the distribution of exports and imports according to BEC classification. And foreign direct investment values related to industrial sectors in the same period are taken as basis. The relationship between the series is examined by Johansen cointegration analysis and the direction of the relationship is revealed by causality analysis based on vector error correction model (VECM).

Literature Review

There is a specific literature that highlights the existence of examples of firms that are competitors or interconnected as parts of a single supply chain in the international economy, and spread of production activities to the world geography as an extension of the global transformation in production processes. In this context, since multinational firms mostly produce differentiated goods and a large part of IIT is based on intra-firm trade of these firms, the linkage between foreign direct investment and IIT is important. This connection is also supported by the fact that foreign direct investment is among the country-specific determinants of IIT in the literature.

Among the studies that deal with FDI and trade connection on a theoretical basis, Vernon (1966) focuses on why the United States is a leader in many superior goods in his product cycle theory, which is seen as an extension and generalized form of the technology gap theory. In the theory, which forms the basis of technology transfer of foreign direct investments, an approach focused on the invention of new goods and innovation processes is adopted. In the model, the rapid increase in exports, especially in

some underdeveloped and newly industrialized countries, is explained in this method. Brander and Krugman (1983), who created an intra-industry trade model in oligopoly markets, focus on the link between intra-industry trade and FDI. To explain two-way trade in similar products, Brander (1981) outlines the model of strategic interaction between firms. This is called reciprocal dumping. This model is detailed in the work of Brander and Krugman (1983) and Brander and Spencer (1984). In the model, it is assumed that firms have to produce in their own countries. Under the assumption of production cost equality, firms have the incentive to accumulate transportation costs by performing their production close to the market (market). But if allowed to do so, each firm would seek to increase production in both countries. And at this stage, the situation in question directs the model setup from the mutual dumping model in trade to the two-way foreign direct investment model (Brander and Krugman, 1983, p.321). Helpman (1984) focuses on the reasons why firms invest directly in other countries, due to transportation costs, high trade tariff barriers, and tax advantages in the host-country. Helpman and Krugman (1985) and Markusen and Markus (2001) are among the first studies which recognised that multinational firms changed international economic relations and the study claims that the relationship between foreign direct investment and IIT is substitution. As countries become richer and more similar in size and factor endowments, index of intra-industry trade remains lower than the index of intra-industry affiliate sales.

Porter (1998), points out that the effects of foreign direct investment and trade are observed together on international competition in the theory of competitive advantage. It emphasizes that the continuous exports of the host country with other countries and foreign direct investments made due to the qualifications of the host country are the main determinants of international competitiveness.

Examining the relationship between IIT and FDI in the empirical literature, on the one hand,

there are positive and important linkage between FDI and IIT, on the other hand, its negative effects are discussed. It depends on whether the relationship between foreign direct investment and intra-industry trade is substitute or complementary.

In case of an increase in tariff rates and the replacement of imports by multinational enterprises, there is a substitution effect. In this regard, some studies emphasize that intra-industry trade partially reflects the heterogeneity in product categories and that foreign direct investments, which are considered as a substitute for foreign trade in the long run, tend to reduce intra-industry trade. If it is complementary to trade, its effects on creating a new market, creating a new field of activity or developing an existing one are also emphasized. Moreover, some studies in the empirical literature primarily mention the existence of a significant and positive relationship between technology intensity and vertical intra-industry trade, and it is stated that foreign direct investments increase intra-industry trade in this direction. In this context, with the spread of production activities to the world geography as a result of the globalization process in production, foreign direct investments, including both technology and knowledge and information transfers, are considered to have a positive effect on both inter-industry and intra-industry trade.

It is observed that the studies in the literature mostly focus on the relationship between trade and FDI. The number of studies dealing with IIT and FDI is relatively small. In these studies, FDI is highlighted as a determinant of IIT in different countries and industries.

Table 2. Literature Review

Study	Country	Time	Method	Impact
Caves (1981)	13 OECD Countries	1953-1961 1953-1970 1961-1970	OLS, Logit (-)	
Balassa (1986)	USA ve 37 trade partners	1979	OLS, Logit (-)	
Balassa and Bauwens (1987)	38 countries	1979	OLS, Logit (-)	
Sharma (1999)	Australia	1979-1980; 1992-1993	OLS, Logit (-)	
Aturupane (1999)	EU and 8 Middle and East European Countries	1990-1995	OLS, Logit HIIT (-) VIIT (+)	
Blanes and Martin (2000)	Spain	1988-1992	OLS, Logit (+)	
Fukao, Ishido and Ito (2003)	Japan	1988-2000	OLS, Logit (+)	
Reganati and Pittiglio (2005)	Italy	1996-1999	OLS, Logit (+)	
Caetano and Galego (2007)	EU and Middle and East European Countries	1993-2001	Panel Data (+)	
Yoshida, Letiao, Faustino (2009)	EU, Japan	1988-2004	Panel Data (+)	
Türkcan and Ateş (2010)	ABD	1989-2006	HIIT (+) VIIT (-)	
Ambroziak (2010)	8 EU member countries	1995-2017	Panel Data (+)	
Ambroziak (2012)	The Czech Republic, Hungary, Poland Slovakia	1995-2008	Panel Data (+)	
Han and Lee (2012)	Korea China	1992-2006	Panel Data (+)	
Doğanay, Değer and Genç (2014)	Turkey	2006-2013	Granger Causality	FDI-IIT one-way relationship
Burange, Thakur and Kelkar (2017)	India	1992-2013	VECM	(+)

Research Goal

This study aims to investigate the relationship between IIT and FDI. For this purpose, IIT index values for 2000-2020 in Turkey are calculated based on the distribution of exports and imports according to BEC classification. And foreign direct investment values related to industrial sectors in the same period are taken as basis. The relationship between the series is examined by cointegration analysis and the direction of the relationship is revealed by causality analysis based on vector error correction model (VECM).

Sample and Data Collection

The analysis is conducted on intra-industry trade and foreign direct investment. Grubel-Lloyd Index is calculated using total export and import values and export and import values for capital goods by BEC classification. Although many indices have been developed in the literature, the index obtained as a result of static measurements made by Grubel and Lloyd in 1971 is widely used to measure IIT. Grubel and Lloyd (1971) define IIT for industry i as the export value of an industry corresponding to the imports of exactly the same industry at any level of aggregation (Grubel and Lloyd, 1971: 496). The X_i and M_i values in the index are defined as the export and import values in the same industry (in domestic currency), respectively (Grubel and Lloyd, 1971:496).

$$IIT_{GL} = 1 - \left[\frac{|X_i - M_i|}{(X_i + M_i)} \right] \times 100$$

The index shows bidirectional trade in the same industry and values range from 0 to 1. An index value approaching 1 indicates that intra-industry trade has increased.

In addition, Broad Economic Categories (BEC), one of the goods classifications, is used for the import and export values used in the calculation of the equivalent values in the study. Mainly, it is a three-digit classification and is one of the classifications available for general economic analysis of international trade in goods data. The BEC was originally designed by the United Nations Statistics Division to summarize data on international trade. But it is also designed to serve as a means of transforming foreign trade data compiled at the SITC into categories approximating the three basic classes of goods, within the framework of the System of National Accounts (SNA), capital goods, intermediate goods, and consumer goods (UN, 2002). And the 'other goods' category has been added as the 4th category. According to this classification, the following groups are included in the content of capital goods in the data obtained from TURKSTAT in this study.

Capital goods (Sum of categories) (UN, 2002):

- 41 Capital goods (except transport equipment)

- 521 Transport equipment, industrial

Annual (inward) foreign direct investment data are sourced from World Development Indicators (World Bank) for the 1995-2020 periods. The variables are used with their natural logarithms to reduce the varying variance in the model.

Table 3. Definition of Variables

Variables	Definition	Source
LFDI	Foreign direct investment of Turkey	World Bank
IITT	Intra-industry trade (using BEC classification, total TÜİK export and import value)	
IITIND	Intra-industry trade (using BEC classification, export and import for capital goods)	TÜİK

This study shapes around three main stages. First of all, the stationarity of the variable is determined by using unit root tests. Then, the long and short-run causality relationship is examined using the Johansen cointegration test and vector error correction model.

Analysis Results

Since each of the unit root tests has separate features, more than one unit root test is often used for a time series in practice. The unit root tests used in the study are the Extended Dickey-Fuller (ADF) and Phillips-Perron (PP) tests, which are the most widely used in the literature. In these tests, "the series contain unit root" is tested with the null hypothesis. ADF and PP test results in level and first differences are shown in Table 4 and 5. Ho hypothesis was accepted in both series. The series contains a unit root according to both ADF and PP test results at level. When the first differences of the series are taken, the series become stationary according to both ADF and PP analyses, so the ADF and PP test results support each other.

Table 4. Unit Root Tests (at level)

Variables	ADF Test		Phillips-Perron Test		
	t-stat.	Prob.	t-stat.	Prob.	
FDI	None	0.716075	0.8633	0.727903	0.8656
	Trend and intercept	-1.288236	0.8674	-1.288236	0.8674
	Trend	-1.534923	0.4999	-1.531817	0.5014
IITIND	None	-2.772131	0.0076	-3.038720	0.0039
	Trend and intercept	-1835065	0.6571	-1.766690	0.6902
	Trend	-2.187600	0.2153	-2.269854	0.1887
IIT	None	-1.296980	0.1742	-0.983560	0.2825
	Trend and intercept	-4.103720	0.0179	-4.111886	0.0176
	Trend	-2.872943	0.0628	-2.872943	0.0628

Table 5. Unit Root Tests (at first differences) I(1)

Variables	ADF		Phillips-Perron Test		
	t-stat.	Prob.	t-stat.	Prob.	
FDI	None	-4.786255	0.0000	-4.786255	0.0000
	Trend and intercept	-5.027389	0.0025	-5.136122	0.0020
	Trend	-4.842340	0.0008	-4.842287	0.0008
IITIND	None	-5.084096	0.0000	-5.143871	0.0000
	Trend and intercept	-6.246329	0.0002	-6.147831	0.0002
	Trend	-5.774963	0.0001	-5.718357	0.0001
IIT	None	-7.900482	0.0000	-9.359992	0.0000
	Trend and intercept	-7.709339	0.0000	-16.90301	0.0000
	Trend	-7.923428	0.0000	-17.03435	0.0001

Table 5 shows that the series is integrated at the I(1) level and all of the variables contain unit root I(1). Another important indicator is the lag length. Table 6 shows the lag length selection.

Table 6. Lag Length Selection

Lag	LogL	LR	FPE	AIC	SC	HQ
0	18.36214	NA	4.97e-05	-1.396559	-1.247780	-1.361511
1	50.43498	52.48282	6.17e-06	-3.494089	-2.898975*	-3.353898
2	59.56957	12.45626	6.45e-06	-3.506325	-2.464875	-3.260990
3	77.93276	20.03257*	3.19e-06*	-4.357524*	-2.869739	-4.007047*
4	84.39700	5.288917	5.49e-06	-4.127000	-2.192879	-3.671379

*Indicates lag order selected by the criterion.

When table 6 is examined, the optimal lag length in the model is one according to SC and three according to AIC, FPE, LR, HQ. The lag lengths were determined 3 by considering the AIC and HQ criteria.

The fact that all variables are stationary at their first difference allows it to be investigated whether there is a long-term relationship between the variables. In this study, Johansen

(cointegration) test is applied to determine whether there is a long-term relationship between the variables. The Johansen cointegration test is considered powerful in detecting more than one cointegration relationship between the series when there is more than one explanatory variable. The Johansen cointegration test is based on the vector autoregression model (VAR) analysis developed by Sims (1980), in which each variable in the model includes both itself and its lagged values (Sims, 1980).

According to the results in Table 7, the null hypothesis (H0) of "there is no cointegrated vector" cannot be accepted because the calculated trace statistical value (58,08538) is greater than the critical value (35,19275) in the model where foreign direct investment is the dependent variable. Therefore, according to the trace statistics, the variables are cointegrated at the 5% significance level. In addition, since the maximum eigenvalue statistical value (41.06753) is greater than the critical value (22.29962), the null hypothesis that there is no cointegration relationship between the series is rejected, while the alternative hypothesis stating that there is at least one cointegration relationship between the series is accepted. Therefore, according to the maximum eigenvalue statistics, it is observed that there is a cointegrating relationship between the series and the series move together in the long run.

Table 7. Johansen Cointegration Test Results

Trace				
	Hypothesized Eigenvalue	Trace Stat.	0.05 Critical Value	Prob.
0*	0.845368	58.08538	35.19275	0.0000
At Most 1	0500155	17.01786	20.26184	0.1318
At Most 2	0.076959	1.761805	9.164546	0.8245
Max-Eigenvalue				
	Hypothesized Eigenvalue	Max-Eigenvalue Stat.	0.05 Critical Value	Prob.
0*	0.845368	41.06753	22.29962	0.0000
At Most 1	0500155	15.25605	15.89210	0.0627
At Most 2	0.076959	1.761805	9.164546	0.8245

*Denotes rejection of H0 at the 0.05 level.

Trace and Max-Eigenvalue tests indicate one cointegrating equation at the 0.05 level.

If there is a cointegrating relationship between the series, vector error correction model (VECM) should be applied for long and short term

analysis (Engle and Granger, 1987). In case of cointegration between series, short-term deviations may occur between series that move together in the long-term. VECM primarily enables long-term analysis of how long it will take to compensate for these deviations, and short-term analysis for causality between series. Thus, if the time series are not stationary in level but are cointegrated at the first difference, VECM should be applied. Conventional ECM for cointegrated series is;

$$\Delta y_t = \beta_0 + \sum_{i=1}^n \beta_i \Delta y_{t-i} + \sum_{i=1}^n \delta_i \Delta x_{t-i} + \varphi z_{t-1} + \mu_t \tag{1}$$

“z” is the ECT and is OLS residuals from following long-run cointegrating regression and is defined as;

$$z_{t-1} = ECT_{t-1} = y_{t-1} - \beta_0 - \beta_1 x_{t-1} \tag{2}$$

“z” relates to the fact that last period deviation from long-run equilibrium influences the short-run dynamics of the dependent variable. “φ” is the speed of adjustment, because it measures the speed at which y returns to equilibrium after a change in x. Thus, cointegrating equation (long-run model) is;

$$ECT_{t-1} = 1.0000FDI_{t-1} + 28.67669IIT_{t-1} - 8.370428IITIND_{t-1} - 20.27349 \tag{3}$$

$$D(LFDI) = 0.066159 ECT(-1) - 0.050394 D(LFDI(-1)) + 0.190273D(LFDI(-2)) - 0.234739D(LFDI(-3)) - 7.503650D(LIIT(-1)) - 1.573803D(LIIT(-2)) - 0.046653D(LIIT(-3)) + 0.304418D(LIITIND(-1)) + 0.717455 D(LIITIND(-2)) + 1.108692D(LIITIND(-3)) \tag{4}$$

Table 8. Vector Error Correction Model Results

Long-run			
FDI(-1)	1.0000		
IIT(-1)	28.67669		
	(5.74569)		
	[4.99104]		
IITIND(-1)	- 8.370428		
	(0.80498)		
	[-10.3983]		
c	- 20.27349		
	(1.05697)		
	[-19.1808]		
Short-Run			
	D(FDI)	D(IIT)	D(IITIND)
ECT(-1)	0.066159	0.014814	0.132204
	(0.12226)	(0.01456)	(0.02227)
	[0.54112]	[1.0179]	[5.93742]
D(FDI(-1))	-0.050394	0.50445	-0.027914
	(0.41726)	(0.04970)	(0.07599)

	[-0.12078]	[1.01498]	[-0.36735]
D(FDI(-2))	0.190273	-0.069123	-0.044526
	(0.30686)	(0.03655)	(0.05588)
	[0.62007]	[-1.89114]	[-0.79676]
D(FDI(-3))	-0.234739	0.050033	0.108623
	(0.25462)	(0.03033)	(0.04637)
	[-0.92193]	[1.64973]	[2.34253]
D(IIT(-1))	-7.503650	-0.416910	-3.172481
	(4.18896)	(0.49896)	(0.76288)
	[-1.79129]	[-0.83556]	[-4.15857]
D(IIT(-2))	-1.573803	-0.913210	-2.935200
	(4.35337)	(0.51854)	(0.79282)
	[-0.36151]	[-1.76111]	[-3.70223]
D(IIT(-3))	-0.046653	0.042193	-0.402716
	(3.65016)	(0.43478)	(0.66475)
	[-0.01278]	[0.09705]	[-0.60581]
D(IITIND(-1))	0.304418	-0.082215	0.132500
	(1.17070)	(0.13945)	(0.21320)
	[-0.26003]	[-0.58959]	[0.62147]
D(IITIND(-2))	0.717455	0.507162	0.897974
	(1.07153)	(0.12763)	(0.19514)
	[0.66956]	[3.97360]	[4.60163]
D(IITIND(-3))	1.108692	-0.294492	-0.269069
	(1.69537)	(0.20194)	(0.30876)
	[0.65395]	[-1.45831]	[-0.87146]

Standart errors in () and t-statistics in []. R-squared 0.701550; AdjR-squared =0.589631

According to the results of the vector error correction model (VECM) in Table 8, the long-term cointegration equation (3) and the short-term causality relationship are shown in equation (4). When the t statistical values are examined to check whether the coefficients are significant, the t values also confirm the cointegrated relationship, the variables act together in the long run. Accordingly, a one percent increase in intra-industry trade creates a 28.67% effect on FDI in the same direction. And 1% increase in intra-industry trade of capital goods creates 8.37% decrease in FDI. In the short term, the t statistical value of the IIT(1) coefficient is (1.79), which is statistically significant at the 0.1 significance level. It is expected that the error correction coefficient (ECT) value of the model has a negative sign and the t statistical value is significant. This indicates that there is a return to equilibrium in case of deviation from the long-term equilibrium. However, it is observed that the error correction coefficient of the model is not significant.

After establishing the model according to autocorrelation, heteroskedasticity, and normality tests are reviewed and reported in Table 9. According to the results, the model does not contain heteroskedasticity, autocorrelation and normality problems.

Table 9. Diagnostic Tests

	Obs*R-squared	Prob.
Breusch-Pagan-Godfrey	14.80263	0.2524
Breusch- Godfrey LM Test	2.033330	0.3618
Jarque-Bera		
	Prob.	
Normality Test	0.284202	0.867534

In Table 10, Wald Test results applied for causality analysis are given. It should be noted that the appropriate lag length for causality analysis based on VECM is 3 and the series are stationary.

Table 10. Vector Error Correction Model Results (Wald Test)

Direction	Chi-square value	df	Probability	Result
IIT→FDI	6.381175	3	0.0942**	✓
IITIND→FDI	1.330405	3	0.7219	No relationship
FDI→IIT	4.781965	3	0.1885	No relationship
IITIND→IIT	16.25648	3	0.0010*	✓
FDI→IITIND	6.433578	3	0.0923**	✓
IIT→IITIND	28.44170	3	0.0000*	✓

* and ** respectively indicate causality at the 5% and 10% significance level.

According to Wald test results; there is a two-way causal relationship between intra-industry trade (total) and intra-industry trade for capital goods. It has been determined a one-way causal relationship from foreign direct investment to intra-industry trade for capital goods. And also, there is a one-way causal relationship from intra-industry trade (total) to FDI. These results are illustrated in Figure 1.

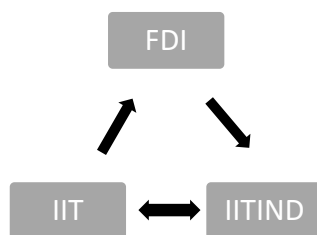


Figure 1. Causality Findings for FDI, IIT and IITIND

Conclusion

International trade cannot be explained by the classical foreign trade theory based on comparative advantages. The increase in trade in industrial goods, especially after the Second World War, does not coincide with the expectations of countries to specialize in certain sectors depending on factor density. The fact that countries rich in labour factor export capital-intensive goods, and countries rich in capital factors also trade in labour-intensive goods has revealed the need to re-explain the subject. Since the increase in trade between countries close to each other with factor equipment cannot be explained by classical foreign trade theories, an intra-industry trade approach has been developed. It is known that international trade has undergone a transformation in theory and practice, especially in recent years. Obviously, although the globalization of production and finance has a great impact on this transformation; intra-industry and intra-firm trade is based on the challenge of traditional theories (Walther, 2002).

Multinational enterprises, which are accepted as one of the most important components of the globalization of production, direct the formation and development of world trade with their large production capacities and worldwide activities. They are of great importance in world trade and political order, as they affect regional development, competition, balance of payments and employment level, and cause capital, technology and know-how flows between countries. In this context, since multinational firms mostly produce differentiated goods and a large part of IIT is based on intra-firm trade of these firms, the linkage between foreign direct investment and IIT is important.

According to results, both Johansen cointegration test and vector error correction analysis confirm the cointegrated relationship, the variables act together in the long run. And Wald test results indicate that there is a two-way causal relationship between intra-industry trade (total) and intra-industry trade for capital goods. It has been determined a one-way causal relationship from foreign direct investment to intra-industry

trade for capital goods. And also, there is a one-way causal relationship from intra-industry trade (total) to FDI.

In the results of the study, the relationship between foreign direct investment and intra-industry trade of capital goods is consistent with the result of the existence of a significant and positive relationship between technology intensity created by FDI and intra-industry trade in the literature. In this context, with the spread of production activities to the world geography as a result of the globalization process in production, foreign direct investments including technology, knowledge and information transfers have a positive effect arising from complementarity on both inter-industry and intra-industry trade. Therefore, it is an important reason for intra-industry trade in industry groups where foreign direct investment is intense, especially in the transportation industry in Turkey. It can be interpreted that multinational enterprises do not replace imports. In this way, the effects of creating a new market and creating/developing a new field of activity are emphasized in the complementary relationship to trade. However, this relationship has been determined in the short run, and a causal relationship between the variables in the long run cannot be determined.

In this context, with the change in the global production system, the fact that different stages of production chains are carried out in different countries makes specialization in production stages more important than specialization in products. For this reason, the way countries are articulated to the international economy is related to the international production chains and the evaluation of the positions of the countries in these production chains. In order to strengthen Turkey's position in international trade and to gain more from intra-industry trade, it is necessary to it is necessary to focus on improving the quality of the goods produced. There is a need for an order in which economies of scale are widely used in Turkey, innovation is important, most of the products contain differentiated features, and a widespread and continuous technological change will prevail in Turkey. At

this point, FDI's capacity to transfer technology and create employment stands out. In addition, changes in organizational methods can improve the efficiency/quality of companies' operations and decrease costs. For this reason, especially considering the choice of capital goods in the BEC classification; In order to increase the competitiveness of Turkey in industries where high value-added goods are produced, it is important to focus on cooperation and innovation and to focus on policies that will support the creation of a "new culture".

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The Impact of Political Change on the Practice of Public Relations in Sudan

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January 2023

Volume:20

Issue:51

DOI: 10.26466//opusjsr.1214954

Abstract:

Purpose of the paper: The study aimed to evaluate the impact of the political change that occurred in Sudan on the practice of public relations. **Methodology:** The descriptive analytical approach was used to obtain the results, and it is defined as a method of analysis that focuses on sufficient and accurate information about a particular phenomenon or topic or a known period. The questionnaire was utilized as one of the tools that are used in the descriptive research to obtain the primary data and then analyze it. **Findings:** The study concluded that the practice of public relations in Sudan needs a more democratic environment, which helps the independence of public relations. The study also found that the intellectual and cultural shifts that accompanied the political change had a positive impact on the practice of public relations. This study indicates that the environment directly affects the practice of public relations, especially during political change. The study also emphasizes the importance of continuous training and education of public relations practitioners to deal with environmental change, especially political change. Therefore, public relations practitioners who work in public institutions should consider that successful public relations practice will be measured by its contribution to social advancement and the creation of harmony and consensus among the components of society. **Originality/value of paper:** This study contributes to providing a detailed assessment of the reality of public relations practice in Sudan before and after the political change.

Keywords: Sudan, Public Relations, Public Administration, Political Change, Private Institutions.

Öz:

Makalenin amacı: Çalışma, Sudan'da meydana gelen siyasi değişimin halkla ilişkiler pratiği üzerindeki etkisini değerlendirmeyi amaçlamıştır. **Metodoloji:** Sonuçların elde edilmesinde betimleyici analitik yaklaşım kullanılmış olup, belirli bir olgu veya konu ya da bilinen bir dönem hakkında yeterli ve doğru bilgiye odaklanan bir analiz yöntemi olarak tanımlanmıştır. Anket, tanımlayıcı araştırmada birincil verileri elde etmek ve daha sonra analiz etmek için kullanılan araçlardan biri olarak kullanılmıştır. **Bulgular:** Çalışma, Sudan'daki halkla ilişkiler uygulamasının, halkla ilişkilerin bağımsızlığına yardımcı olan daha demokratik bir ortama ihtiyaç duyduğu sonucuna varmıştır. Çalışma ayrıca, siyasi değişime eşlik eden entelektüel ve kültürel değişimlerin halkla ilişkiler pratiği üzerinde olumlu bir etkisi olduğunu sonuçlanmıştır. Ayrıca Katılımcılar, halkla ilişkiler kavramındaki netlik eksikliğinin, halkla ilişkiler faaliyetlerinin bilimsel imajında zayıf uygulanmasının nedeni olduğunu ve bunun Sudan ve birçok diğer Afrika ülkesinde halkla ilişkiler uygulamasının başlıca sorunu olduğunu değerlendirmişlerdir. Bu çalışma, çevrenin, özellikle siyasi değişim sırasında halkla ilişkiler uygulamasını doğrudan etkilediğini göstermektedir. Çalışma ayrıca, halkla ilişkiler uygulayıcılarının başta siyasi değişim olmak üzere çevresel değişimlerle başa çıkmada sürekli eğitim ve eğitimin önemi de vurgulamaktadır. Bu nedenle kamu kurumlarında görev yapan halkla ilişkiler uygulayıcıları, başarılı bir halkla ilişkiler uygulamasının toplumsal ilerlemeye katkısı ve toplumun bileşenleri arasında uyum ve fikir birliği oluşturmasıyla ölçüleceğini düşünmelidir. **Makalenin özgünlüğü/değeri:** Bu çalışma, siyasi değişimden önce ve sonra Sudan'daki halkla ilişkiler uygulamalarının gerçekliğinin ayrıntılı bir değerlendirmesini sağlamaya katkıda bulunmaktadır.

Anahtar Kelimeler: Sudan, Halkla İlişkiler, Kamu Yönetimi, Siyasi Değişim, Özel Kurumlar.

Citation:
Ngirkudu, M., J. D. and Akdağ, M. (2023). The impact of political change on the practice of public relations in Sudan. *OPUS- Journal of Society Research*, 20(51), 86-94.

Introduction

Public relations constitute an essential interest for institutional organization and management, it is considered the most recent pillar of media studies, and this science witnessed a significant development during the twentieth century, based on many scientific theories and professional and ethical practices. The systems theory provides a more in-depth understanding of the state of public relations in the context of the professional practice of institutions. This theory describes institutions as systems that affect and/or affected by other systems (political, social, economic, and cultural) and other systems, and that public relations work to create a positive interaction between the institution and its external environment, which means that the organization may be affected by any change that occurs in the external environment and thus the practice of public relations (Jamal. R, & Ayad. K, 2014, p.15). The literature on public relations has, for a very long time, documented the external environmental influences on the practice of public relations (Sriramesh & White, 1992; Culbertson, Jeffers, Stone, & Terrell, 1993; Culbertson & Chen, 1996; Hatch, 1997; Van Ruler & Vercic, 2004). There have been several studies done that specifically focus on the role that public relations play in the democratic process (Sharpe, 1992; Hiebert, 1992; Turk, 1996; Bentele & Peters, 1996). However, prior to the transition to democracy, the nations covered in these studies did not have societies that were particularly well-developed in the field of public relations (Derina, R. 2005, p. 407). As a result, the purpose of this study is to investigate the effect that political shifts have had on the way public relations are practiced in Sudan, particularly because partisan ideology dominates both public and private institutions, and as a result, public relations departments.

Public relation in Sudan

There was no public relations in its scientific sense before the independence even though that period witnessed the presence of public relations offices in a limited number of foreign companies such as (Mitchell Coates), and it is found that the public relations activity in those offices was limited to

tasks that are considered traditional, such as reservations, receiving guests and following up Correspondence between these companies and government offices. (Salih Musa,2013, p.5).

In 1971, the Ministry of Service and Administrative Reform was established, with the aim of formulating and establishing administrative organizations, and to build a service that is a basic pillar in leading the development process (Ahmad yusuf, 2012, p.75). It was the responsibility of this ministry to have a communication system to collect information and deepen the concept of employee participation in decision-making, respecting the citizens' opinion, touching on their concerns and problems, and knowing their hopes, desires and aspirations, and this only comes through the establishment of public relations bodies (Abdul Qader, 2014, p.60). In 1976 the Sudanese Public Relations Association was established, and a constitution was drawn up for it headed by the pioneer of public relations, Jaafar Hamid al-Bashir, and the association was keen to contact all responsible associations and public service leaders in the country(Al Faddoul, 2014, p.68). In 1986, the Sudanese Public Relations Union was established, and many employees in the field of public relations joined it. Public relations offices and departments in Sudanese institutions and universities doubled. In the same year Sudan joined the African Public Relations Union, and in 1988 AD the Secretary General of Sudanese Public Relations was elected Vice-President of the African Union for Public Relations, North Africa (Fadlallah, 2004, p.50). This is how the practice of public relations began to expand in Sudan.

Political Change in Sudan

Sudan is considered as one of the countries of transformed societies, societies in which we find the state and its institutions has not fully crystallized, and the national construction project, with all its political, economic, and social dimensions, has not been completed in this regard (Suleiman, 2019, p.20). Sudan became independent country in 1956, and the main challenge facing the government was to balance the cultural and political components of Sudan with the requirements of the modern state in its political,

economic, and social dimensions. The Autonomy Constitution, which was signed in 1953, was adopted as a basis for government, in addition to the approval of liberal democracy as a framework for the political process (Al-Bathain Atta, 1988, p.65).

Sudan has witnessed political changes and transformations several times after its independence, which in turn affected the activity and practice of public relations, most notably, the political change that took place in 1989 when the National Congress Party assumed power in Sudan. This period witnessed several changes, namely, the secession of southern Sudan (Suleiman, 2019, p.30). These changes directly affected the structures of governmental and private institutions, which in turn affected the practice of public relations in Sudan. Especially since the policies that were practiced by the government, including restrictions and lack of freedom of opinion and expression, made the practice of public relations only limited to protocol activities and some communication activities. Therefore, the paper seeks to find out whether the recent political change that occurred in 2019 will change the practice of public relations from its previous form.

Literature review

The literature for this research is mostly concerned with how organizational circumstances affect the practice of public relations. The theory of systems (Grunig, Grunig, & Ehling, 1992, p.72) asserts that open systems that permit mutual change between themselves and their environment are more likely to be effective and survive. This is where the most common use of this principle in public relations comes from.

Practitioners of public relations act as boundary spanners in open system organizations, aiding the organization in the management of its connections with the many publics in the surrounding environment. On the other hand, organizational theory serves as a foundation for doing research on the influence that various organizational contexts have on the practice of public relations. Environmental analysis is vital because the actions of a company can only be

understood in the context of the environment in which it operates (Derina R, 2005.408). Methodologies such as resource dependence theory (Pfeffer, 1987), population ecology theory (Hannah & Freeman, 1984), and institutional theory (Selznick, 2011; Scott, 1987) are all helpful approaches to take when investigating the influence that organizational contexts have. Institutional theory, for instance, maintains that in situations dominated by social influences, such as Sudan, organizations would be rewarded for following to societal values, conventions, standards, and beliefs if they were to do so in a manner that was seen acceptable by society.

Contingency theory argues that chaotic, rapidly changing, and unpredictable settings are the most crucial (Robbins, 1990, p. 8). There is a higher likelihood of political and legislative shifts in dynamic and unpredictable environments, which could prompt public relations professionals to look outside the company for answers, requiring them to actively interact with the external environment (Grunig, 2013, p.470). Organizational behavior is also significantly impacted by environmental uncertainty. Uncertain managers create structures that mirror the complexity they anticipate in the surrounding environment (Aldrich & Mindlin, 1978; Weick, 2012). This point of view might be helpful in gaining a better understanding of the function that public relations professionals play as boundary breakers during times of transformation. Expanded boundaries are a method that organizations utilize to mitigate the effects of uncertainty by amassing information that can be use in decision-making (Holtzhausen, D.R. 2005, p.409). Therefore, it is reasonable to anticipate that during periods of transition, public relations will acquire a greater significance and will be given a greater emphasis on strategy. During the time that this study was being conducted, there were no scientific studies that dealt with the issue of the impact of political change on the practice of public relations in general or in Sudan in particular. Even though public relations are extremely important during times of change, particularly political change, there were no scientific studies that dealt with this issue.

Because of this, this study is an important addition to the literature on public relations in Sudan.

Method

The results were obtained by using a method of analysis known as descriptive analytical approach, which can be described as an approach to analysis that focuses on gathering sufficient and correct information about a certain occurrence or topic or a known period. To achieve the scientific goals, obtain the results, and then interpret them in a manner that is objective and consistent with the real data of the phenomena (Raja Wahid, 2000, p.10). As a result, this curriculum is seen as being suitable for researchers who choose to pursue the social sciences. This study used a questionnaire to collect data. The quantitative analysis of this study focuses on two aspects, which are the main questions that the study aims to identify through the answers of the sample, namely: 1) How do you evaluate the practice of public relations in Sudan during the rule of the National Congress Party? 2) Did the political changes that happened in Sudan change the way public relations are practiced? The research community consists of members of the Public Relations Association in Sudan, academics in the field of public relations, employees in public and private institutions, as well as public relations departments in organizations. The study used the simple random sampling method to identify the sample members, where the questionnaire consisted of two main aspects the first representing personal data related to gender, age, place of work, and years of experience. The second facet pertains to the primary research topic, which consists of the data related to evaluating the practice of public relations during the rule of the National Congress and the extent to which political change has had an impact on the practice of public relations in Sudan. The questionnaires were given out to a total of fifty professionals who work in the field of public relations. The Statistical Package for the Social Sciences (SPSS) version 21 was used to conduct the analysis on the collected data. To evaluate the veracity of the allegations, descriptive statistics were utilized. These statistics included frequencies, percentages, means, and standard deviations.

Quantitative Findings

34% of the fifty respondents were female, while 66% were male, and their ages ranged from 25 to 60, with a median of 40. They reported between 5 and 30 years of experience in public relations work, with a median of 15 years. Age and years of experience were categorized into two groups for the purposes of this analysis. Age was divided by the median age and years of experience by a 15-year divide, which reflects the time when Sudan's political transformations began in 2013. Of the 50 respondents 48% were officials and managers of public relations departments in public institutions, while 52% were officials and managers of public relations in private institutions.

1.1. Is the political change that occurred in Sudan changed the way public relations are practiced?

More than 50% of the participants indicated that the political change that happened in Sudan had an impact on the way public relations were practiced in general, as the number of respondents ($n = 50$). Of those 60% ($n = 30$) said yes, 16% ($n = 8$) said no, and 24% ($n = 12$) were unsure. The only association that could be considered statistically significant between the responses to this question and the demographic factors is concerning the number of years of experience, with practitioners with an average of 15 years of experience 90% ($n = 45$) feeling that the political change that occurred had a positive impact on the public relations practices which are represented in ensuring freedom of expression, which will help the independence of public relations in institutions.

1.2. How do you evaluate the practice of public relations in Sudan over the extent of the rule of the National Congress Party?

Of the 50 respondents to this question, 52% ($n = 26$) of the respondents evaluated that the practice of public relations before the political change was politicized, and that most of the public relations departments in the institutions were working for the ruling party only and not for the public interest, while 18% ($n = 9$) of the respondents

evaluated the practice of public relations in this period as being worked for the public interest. While 18% (n = 9) of the total respondents evaluate the practice of public relations in this period (before the political change) as independent, providing its services through a harmonious two-way communication, and 12% (n = 6) of the total respondents evaluate the practice of public relations in this period as being neutral in its practices. This result indicates that the public relations departments during this period work only in order to convince the public (citizens) with the aim of winning public opinion and achieving the object of the ruling party, which led to neglecting the demands and needs of the citizen, resulting in a bad relationship between public institutions and citizens in general.

Qualitative findings

Table 1. Evaluating the practice of public relations in Sudan over the extent of the rule of the National Congress Party.

Opinions	Mean	SD
During this period, the practice of public relations was characterized as methodological and scientific.	2.9600	1.19455
Public relations during this period were characterized by freedom of expression and ease of access to the target audience.	2.8600	1.32496
Opinions	Mean	SD
During this period, public relations practitioners perform all the functions of public relations in their scientific form.	2.7600	1.27071
During this period, the government made a great contribution to the support of public relations departments in institutions, which facilitated the tasks of public relations practitioners.	2.8200	1.15511
The restrictions imposed by the government and the lack of freedom of expression during this period had a significant impact on the weakness of the implementation of public relations activities.	3.6200	1.17612
In this period, public relations activity in most institutions were a protocol.	3.8800	1.02300
During this period, the activities of the Sudan Public Relations Associations were suspended due to the restrictions		

imposed by the government.	3.4000	1.12486
The marginalization of public relations and describing it as the job of the unemployed was the main reason for the poor practice of public relations in this period.	4.0800	1.25909
The lack of clarity in the importance and concept of public relations and the scientific way of performing it were the reason for its poor implementation.	3.9400	1.21907
Most of the public relations Practitioners at the institutions at this period are public relations specialists.	3.0200	1.253

The results indicate that a 38% (n = 19) of the respondents evaluate the practice of public relations in this period that will not be described as a scientific methodology, and 32% (n = 16) are not sure, and this confirms the lack of clarity in the scientific concept of public relations in these periods among the general public as well as among the higher administrations in the institutions, which led to neglecting the role of public relations most of the time and describing it as a job for those who have no job, and this was confirmed by 76% (n = 38) of the respondents with an arithmetic mean and standard deviation of 4.0800 and 1.25909, respectively. And this indicates that public relations in Sudan should make many research efforts, especially in the applied aspects, which contributes to emphasizing the importance of public relations. In addition, 48% (n = 24) of the respondents see that the practice of public relations in this period is the face of the problem of lack of freedom of expression and consequently the difficulty of reaching the target audience, and therefore 62% (n = 31) evaluate with an arithmetic mean and standard deviation of 3.6200 and 1.17612, correspondingly. Meaning that the main reason for the weak practice and implementation of public relations activities is the lack of freedom of expression and the restrictions imposed by the government on the means of communication, which led to restricting the practice of public relations, especially in government institutions. It is known that public relations need the independence of its decisions, which will help in achieving its primary goal, to build positive

relations between the institution and its public, and then maintain that relationship. In this context, 72% ($n = 36$) of all respondents evaluate that the lack of clarity in the concept of public relations is the reason for the weak implementation of public relations activities in its scientific image, and this is the main problem for the practice of public relations in Sudan and in many other African countries, and this is in line with some research conclusions such Osman .E. M. (2017) which aimed to determine (the effectiveness of public relations in the development of service institutions), it was found that the budget allocated to public relations was insufficient, and the public relations was not valued by the senior management, as a result, public relations was not understood correctly in public institutions. In this context, a study by Al Moez. H. A (2015) (The effectiveness of public relations in forming the mental image of institutions in Sudan) revealed that the Public Relations Department is faced with the problem of the public not understanding the public relations function.

This made many institutions look at public relations as a protocol activity, and this was confirmed by 70% ($n = 35$) of the respondents with an arithmetic mean and standard deviation ($M = 3.8800$, $SD = 1.02300$) that public relations in this period were viewed as like a protocol activity. However, the protocol is part of public relations activities, and public relations are administrative and communicative efforts based on research, planning, organization, and evaluation in addition to crisis management and other functions, so public relations should not be viewed as a protocol activity only.

In general, and through the data obtained from 50 respondents represent the public relations specialists and work as employees and managers of public relations departments in public and private institutions, it is noted that the practice of public relations in this period faced many difficulties, such as the public relations was not understood, which led to the failure to practice public relations in its scientific image, in addition to the failure of higher administrations in many institutions, especially public institutions, to give any importance to public relations and the role that it can play. This led to the public's mistrust of the

institutions, and the public became aware that these institutions do not care about their basic needs and requirements.

Table 2. Evaluating the impact political change on public relations practice in Sudan.

Opinions	Mean	SD
The political change that has happened in Sudan has changed the way of practice of public relations.	3.6600	1.09935
Public relations need a more open and democratic environment for its practitioners to best function, and the political change currently happened in Sudan is helping.	4.1600	1.09470
Opinions	Mean	SD
The political change that has happened in Sudan will provide public relations practitioners with freedom of opinion and expression, and thus ease of access to the target audience.	4.0000	1.08797
With the political change that has happened, public relations will turn into a more administrative function than a communication activity.	3.6800	1.21957
The political change that happened in Sudan will make the practice of public relations more professional.	3.7600	1.18769
Intellectual and cultural changes that have occurred during political change will positively affect public relations practice.	3.8600	1.06924
Changes in the political Environment is affect the practice of public relations.	4.0000	1.01015
The political change that has happened will not change anything in the way of public relations practices.	3.4200	1.10823

With the political change occurring, public relations practitioners will seek to clarify more about the concept of public relations and the way it is practices. 4.200 0.96890

An analysis of the second aspect, which evaluates the impact of political change on the practice of public relations, as the data indicate that the political change that occurred in Sudan has a positive impact on the practice of public relations, as 64% (*n* = 32) of the respondents evaluated that the political change changed the way of practicing public relations. In this context, 72% (*n* = 36) with an arithmetic mean 4,000, and standard deviation 18.797, confirm that the political change that occurred in Sudan will help ensure freedom of expression and the independence of public relations, and consequently ease of reaching the target audience. Also, 82% (*n* = 42) of respondents reported that public relations need a more democratic environment to achieve its goals, and they believe that the political change that is currently happening in Sudan will help create a democratic environment. In this context, some experts say that a healthy democracy with political stability, economic growth, and a dynamic media are essential elements that offer both the framework and motivation for a flourishing public relations industry. If this is the prevalent attitude, then it is reasonable to believe that without a healthy democracy, public relations cannot operate at full capacity. Therefore, the character of a democracy determines the success of public relations.

Also, 86% (*n* = 43) of the respondents reported that with this political change, public relations practitioners will seek to clarify more about the concept of public relations and the way of its practice, and this is what public relations need in Sudan and in many other African countries, in which its achievement requires the necessary professionalism in the practice of public relations, through continuous training in order to keep pace with the continuous development in this field. Also, more than 50% of the respondents reported

that the political change that happened would contribute to making the practice of public relations more professional. To achieve this, public relations practitioners in Sudan seek to form an association of public relations professionals, which will help unifying efforts and reconsider how public relations are practiced.

Not only has culture altered the backdrop of communication, but it also plays a significant part in bringing about shifts in the manner in which communication is carried out, so it is necessary for public relations practitioners who live in a multicultural environment such as Sudan, to understand the cultural reference frame of their audience, which helps in ease of understanding between the institution and its audience, in this Context 74% (*n* = 37) of the respondents reported that the intellectual and cultural changes that accompanied the political change will positively affect the practice of public relations in Sudan.

Discussion and conclusion

This article indicates that the political change that has occurred in Sudan has a positive impact not only on the practice of public relations but will also affect the way in which public and private institutions are managed, especially if it is evaluated in a way that contributes to the development of laws and legislations that help building state institutions and contribute to creating a positive relationship between the citizen and public institutions. The article also stated that the intellectual and cultural changes that accompanied the political change have a positive effect on the practice of public relations, so it is necessary for public relations departments in public and private institutions to consider the cultural diversity that characterizes Sudan, through understanding those cultures, which helps create consensus and ensure public interest.

The complex environment helps to enhance the importance of public relations as a strategic administrative function, because public relations is an administrative function that works to create harmony and compatibility between societies in general and between institutions and their societies in specific, and this is what Sudan needs

now that the Sudanese society has lost confidence between them as well as in public institutions. Therefore, it is necessary to give the necessary importance to public relations departments to work to bring the views of the components of Sudanese society, as well as between institutions and their audience, and this requires research through a higher interaction with the masses. This is what the respondents indicated that public relations with this change need to be an administrative function more than what was seen as a communicative function represented only in the protocol activity in most public institutions. the change is more achievable when it is supported by the legal system, therefore, new laws and legislations must be developed for public relations departments in institutions to help achieve the goal of public relations, which is to create compatibility between the components of society and thus achieve the desired goal, which is the establishment of a democratic system in Sudan.

This study supports the concept of public relations as an administrative and social activity that helps institutions to manage crises and address social issues. This study also supports the need for public relations departments to contribute to the democratic transition by urging public and private institutions to provide more services, job opportunities and education to the community in general. Thus, expanding the circle of participation and directly representing more communities in the institutions.

This article indicates that the environment directly affects the practice of public relations, especially during political change. The study also emphasizes the importance of continuous training and education of public relations practitioners to deal with environmental change, especially political change. Therefore, public relations practitioners who work in public institutions should consider that successful public relations practice will be measured by its contribution to social advancement and the creation of harmony and consensus among the components of society.

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Mobbing Perceptions of Academic Staff

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January 2023

Volume:20

Issue:51

DOI: 10.26466//opusjsr.1191308

Abstract

Mobbing is defined as psychological attack to the individuals. In this sense, mobbing behaviour is especially applied to employees in both public and private organizations and generally inferiors are exposed to these kind of attacks by their superiors/supervisors. In addition, mobbing is also a growing problem in educational organizations, especially in universities. In this sense the academicians who are exposed to emotional attacks, cannot proceed in their scholarly activities; because of the fact that mobbing creates a number of physical and psychological problems on them. Furthermore, mobbing behavior not only affects their academic success but also their private life; in the sense that they are affected psychologically and they lose their psychological and mental health, as mentioned. In this frame, the purpose of this study is to reveal the perceptions and attitudes of academic staff in universities towards mobbing. In the scope of the research, academicians that work in foundation universities in the city of Istanbul, Türkiye are defined as the sample. A total of 166 academicians have participated in the research. The gathered data is analyzed via SPSS 22.0 package programme. According to the results, there is statistically significant difference between the socio-demographic (gender, age, marital status, monthly income, academic department, academic experience) characteristics of academicians and their attitudes towards mobbing.

Keywords: Psychological Attack, Mobbing, Academic Staff.

Öz

Mobbing davranışı, bireylere yönelik psikolojik saldırı olarak ifade edilmektedir. Bu bağlamda mobbing davranışı, kamu ya da özel sektör fark etmeksizin her tür kurumda çalışan iş gücüne uygulanmakta ve bu davranış kapsamında genellikle ast pozisyondaki çalışanlar üst pozisyondaki çalışanlar ya da amirleri tarafından bu tür saldırılara maruz kalmaktadır. Buna ek olarak, mobbing davranışı eğitim kurumlarında da, özellikle de üniversitelerde, git gide büyüyen bir sorun olarak var olmaktadır. Bu bağlamda, duygusal saldırılardan oluşan mobbing davranışına maruz kalan akademisyenler bilimsel faaliyetlerine devam edememektedir. Bunun sebebi ise, mobbingin bu davranışa maruz kalan akademisyenler üzerinde bir takım fiziksel ve psikolojik problemler yaratıyor oluşudur. Buna ek olarak, mobbing davranışına maruz bırakılmak, akademisyenlerin sadece akademik başarılarını değil özel hayatlarını da olumsuz olarak etkilemektedir. Bunun sebebi ise, değinildiği üzere psikolojik olarak etkilenmeleri ve bundan dolayı psikolojik ve ruhsal sağlıklarının bozulmasıdır. Bu çerçevede bu çalışmanın amacı, üniversitelerde görev yapan akademik personelin mobbing ilişkin algılarını ve tutumlarını ortaya çıkarmaktır. Araştırma kapsamında İstanbul, Türkiye'deki vakıf üniversitelerinde çalışan akademisyenler örneklem olarak alınmıştır. Araştırmaya 166 akademisyen katılım göstermiştir. Toplanan veriler SPSS 22.0 paket programı kullanılarak analiz edilmiştir. Elde edilen bulgulara göre, akademisyenlerin demografik özellikleri (cinsiyet, yaş, medeni durum, aylık gelir, bölüm ve akademik tecrübe) ile mobbing algıları arasında istatistiksel olarak anlamlı bir farklılık bulunmaktadır.

Anahtar Kelimeler: Psikolojik Saldırı, Mobbing, Akademik Personel.

Citation:
Rüzgar, N. (2023). Mobbing
perceptions of academic staff.
OPUS– Journal of Society
Research, 20(51), 95-109.

Introduction

The concept of mobbing was developed by the scientist Konrad Lorenz in Austria in the 1960's. The methods that animals use to intimidate other animals that are not of their own kind or that they see as foreign are expressed as the origin of this term (Göktürk & Bulut, 2012). In organizational life, the concept of mobbing was first introduced as "emotional harassment" by German industrial psychologist Heinz Leymann, who lived in Sweden in the early 1980's (Leymann, 1996). Leymann not only stated the existence of emotional harassment behavior in the workplace, but also revealed the special characteristics of this behavior, the way it emerged, and the consequences that may arise for people most affected by violence. For this reason, Leymann's views and research formed the basis for research on mobbing behaviors in workplaces all over the world (Tınaz, 2011).

Mobbing is an emotional attack or harassment behavior applied to individuals working in organizations by their subordinates, superiors or colleagues. These behaviors are done consciously, regularly and systematically. After a while, it can be defined as the whole of behaviors that cause loss of morale and motivation in the organization, as well as a decrease in productivity and job satisfaction (Kaya, 2015). Mobbing is a concept that generally starts with allusive words of an individual working in the organization against another individual, continues with humiliation and results in emotional exploitation, and also includes behaviors that do not contain good intentions and cause the individuals to leave their jobs (Kehribar et al., 2017; Alhas, 2020).

Studies show that people who are exposed to mobbing are individuals with high emotional intelligence and who show many positive features such as intelligence, honesty, creativity, and success in their work lives, and they explain that it isolates the person, which is not easy to prove because there is no legal basis and it is not defined in the law (Namie & Namie, 2009; Einarsen et al., 2011). Those who practice mobbing are diagnosed as being overly controlling, coward, think that they are indispensable for their work, want to be

privileged and have a hunger for power (Perminiene et al., 2016; Tiftik, 2021).

Educational organizations on the other hand, are at the forefront of organizations that have an important role in raising qualified generations. Universities have an important place among educational organizations with their existing technical capacity and human resources (Şenerkal, 2014). Universities are organizations that produce, interpret and share information in the light of their scientific research. Therefore, universities, which are the training places of research and production, have an important place for the country. According to Karran (2009), academicians have important roles in the advancement of knowledge and science. In this sense, academicians should be free to develop existing knowledge, produce new ideas, conduct research, and be free in the education-teaching process. For this reason, they should carry out their work within the framework determined by academic freedom, without being under fear or pressure. Therefore, universities, which aim to direct society and train human power in the light of scientific research, need to protect academic and individual freedoms of academic staff and create a safe and peaceful work environment in order to achieve these goals (Marangoz, 2012; Evcen Temelli & Güven, 2021). Factors that cause mobbing in universities include academic jealousy, legislation, obstruction, management, not accepting or underestimating mobbing, election results, gender discrimination, unequal practices in financial opportunities, non-objective evaluations, contracted personnel practice, attack on academic identity, limited staff size, organizational structure, nepotism, indifference, individual differences, having an honest and questioning personality and sexual harassment (Gün, 2014; Tiftik, 2021).

In this context, the purpose of this study is to reveal the attitudes of academic staff towards mobbing. The fact that it is impossible to reach the whole population in terms of time and budget, the academicians that work in foundation universities in the city of İstanbul, Türkiye, are defined as sample. A survey form that consists demographical questions and Mobbing Scale that is developed by Aiello, Deiting, Nardella &

Bonafede (2008) and adapted to Turkish by Laleoğlu & Özmete (2013), was delivered to the potential participants via e-mail and a total of 166 responses have been gathered. The gathered data have been analyzed via SPSS 22.00 package programme. According to the results, there is a statistically significant difference between academicians' demographical characteristics and their attitudes towards mobbing.

Mobbing

The word "mobbing", is derived from the Latin word "mobile vulgus" meaning "undecided crowd" (Çobanoğlu, 2005) and it comes from the verb "to mob" in English, which means to gather and attack (Tınaz, 2011). In Türkiye, mobbing is expressed with words such as psychological terror, bullying, emotional harassment, and emotional attack in the workplace (Çobanoğlu, 2005).

The main terms used for mobbing behavior are, for the person exposed to mobbing; *victim*, for the person applying mobbing; *abuser*, *bully*, *aggressor*, and *harasser* (Çobanoğlu, 2005). For a behavior to be a mobbing behavior, first, a negative action must be perceived by the victim. In addition, this behavior should be a long-lasting behavior and should continue for a certain period of time and with certain frequencies. Finally; the victim and the aggressor should not have an equal balance of power, there should be a power difference in which the victim will feel vulnerable (Güngör, 2007). Einarsen (2000) stated that the mobbing process does not involve a physical attack, and that negative and hostile behaviors are exhibited by following a certain strategy (Gülova & Kavalcı Canbuldu, 2021).

Leymann & Gustafsson (1984), defined mobbing as "a problematic factor that threatens health in the workplace" (Vartia, 1996). Baykal (2005), defined the concept of mobbing as "trying to get rid of competitors by strengthening his own position by applying moral pressure to employees or leading employees to mistakes". Tınaz (2011), defines it as siege, harassment, inconvenience or distress. According to Davenport, Swartz & Elliot (2003), mobbing is malicious activities that aim to exclude the other person from the workplace through accusation, humiliation, harassment and

emotional torment. Based on these definitions, it can be said that mobbing; is conscious, deliberate and systematic bad behavior that affects emotional, mental and physical health of employees and reduces their productivity (Yılmaz, 2020).

In national context, the first publication about mobbing was made in 2003 with the translation of Davenport, Schwartz and Elliot's book "Mobbing: Emotional Abuse in the American Workplace" as "Mobbing: Emotional Harassment in the Workplace" by Osman Cem Önertoy. This publication has been followed by the books of Tutar, Çobanoğlu, Baykal and Tınaz since 2004. These publications focus on understanding mobbing, avoiding mobbing, its legal dimensions, its relationship with organizational behavior concepts, its application in various places and the fight against mobbing (Yılmaz, 2020).

Mobbing is a well-known phenomenon that has damaging effects on employees and in all organizations in all areas. Scientific and sectoral researches reveal that mobbing in the workplace causes psychological and physiological harms on employees, affects performance, causes productivity to decline in organizations and disrupts work peace. When mobbing data in European countries and Türkiye are compared, it has been concluded that Türkiye ranks third in mobbing incidents (Akın, 2009; Tiftik, 2021).

Anyone can be exposed to mobbing behavior. For example, an employee who stands out with his achievements and gains the admiration of the managers may be slandered as a result of jealousy and his work may be sabotaged (Mimaroğlu & Özgen, 2008). Subsequently, individuals are exposed to aggressive behavior. This situation causes the person exposed to mobbing behaviors to have negative thoughts about the work environment and to leave the job (Leymann, 1996). In some cases, individuals can use mobbing as a defense tool to cover their mistakes or incompetence. For this reason, it is difficult to reveal mobbing clearly. For a behavior to be mobbing, it must be continuous and systematic. In addition, the person should be harmed as a result of the behavior and become unable to cope with this situation (Erdem, 2014; Akbaşlı, Diş & Durnalı, 2020).

Mobbing can be applied *vertically* and/or *horizontally* within the organizational structure. *Vertical mobbing*, is a type of mobbing that is applied from the top to bottom or from the bottom to top. Mobbing from top to bottom, is the application of aggressive and punitive behaviors directly towards the employee by the manager arising from various reasons. Mobbing is generally practiced from superiors to subordinates, with bad, restrictive and intimidating behaviors, trying to complicate the life of the employees, reduce their productivity, and undermine their self-confidence (Yılmaz, 2020). *Horizontal mobbing*, on the other hand, is the mobbing behavior that is applied among employees that are in the same position/hierarchy.

Davenport, Schwartz, & Elliott (2003) rated mobbing behaviors as first degree, second degree and third degree as a result of interviews with mobbing victims. In the first-degree mobbing, the person tries to resist and escapes in the early stages. They should be rehabilitated in a different workplace setting. In the second-degree mobbing, the person is no longer able to resist. He/She can't escape and suffers from temporary or long-lasting mental and physical discomfort and has difficulty performing the same job. As for the third-degree mobbing, the victim cannot return to the workforce. He/She suffers physical and mental damage and is not in a position to recover with rehabilitation. This individual requires a personalized treatment (Daşçı Sönmez, 2019).

Processes, Causes and Consequences of Mobbing

First of all, it is important to realize the processes of mobbing (Leymann, 1996):

Development of critical cases: The most important factor that often triggers mobbing is the occurrence of a conflict. However, the reason for the factor that turns the conflict into mobbing has not been clearly found out by the researches.

Aggressive actions: Planned, frequent and systematic negative actions and behaviors that leave deep impacts on the psychology of the victim, show that the mobbing process has started.

These behaviors are aimed at intimidating and harassing the person/victim psychologically.

Intervention of the administration: At this stage, the administration/management, which did not intervene in the first two stages, intervenes. Unfortunately, until this stage, it is seen that the majority of the employees of the organization consider the victim as problematic, maladaptive and psychologically problematic, based on the current perception. Generally, it is difficult to break this perception in terms of management. This situation makes it difficult to solve the problem.

Ensuring Exclusion from the Environment and Exposure to Stigma: At this stage, the mobbing victim receives professional help. In addition to professional help, this stage is the stage where permissions for the continuous illness are taken and reports are written by the doctors. When this situation is learned, labels such as personality with psychological problems or incompatibility, start about the victim in the organization. In this process, the victim is usually dismissed or quits the job (Arslan & Çıkılmaz, 2021).

Dismissal: Emotionally, deep wounds are opened in the victim who is removed from the work environment and as a result, psychological problems and diseases occur in the victim (Tınaz, 2011).

Various studies on the causes of mobbing in the workplace divide the reasons of mobbing into three (Altuntaş, 2010; Şimşek, 2013). These reasons are listed as follows (Tunay & Kamilov, 2021):

Reasons consisting of the psychological structure of the aggressor,

Reasons arising from the psychological state of the emotionally attacked person (victim),

Reasons arising from the structure of the organization.

On the other hand, mobbing is too complex to be attributed to a single reason or just a small group of reasons. It can occur when more than one reason interacts at the same time (Akan, Yıldırım & Yalçın, 2013; Cemaloğlu, 2007).

The leadership style adopted in the organization is seen as one of the reasons for experiencing mobbing behaviors (Agervold, 2009; Agervold & Mikkelsen, 2004). Einarsen, Raknes, & Matthiesen (1994) state that mobbing behaviors are not frequently encountered in organizations whose managers have leadership skills. According to Cengiz (2010), teachers who work with administrators with a democratic management approach experience less mobbing. According to Cemaloğlu & Kılınç (2012), the incidence of mobbing is decreasing in safe and ethical workplace environments.

According to Tınaz (2011), mobbing behavior can also occur due to personal reasons such as threatening social image, age difference, favoritism, political reasons, competition, coming from a different region or city, and racism.

Mobbing, which creates a conflicting and stressful environment in the workplace, impairs organizational health. Frequent and prolonged hostile behaviors result in psychological and social unhappiness and hopelessness (Leymann, 1996). Victims experience an increase in burnout (Karakuş & Çankaya, 2012), a decrease in self-efficacy perceptions (Çelep & Eminoğlu, 2012), in organizational trust (Tetik, 2010), in organizational commitment (Ekinci, 2012), in organizational citizenship behaviors (Özcan, 2011), and they experience alienation from work (Özkul & Çarıkçı, 2010). Personally, the social image of the individual is damaged and excluded from the workplace environment (Tetik, 2010). The victim cannot explain what is going on and starts blaming himself (Sperry & Duffy, 2009). According to Tınaz (2011), one of the most severe consequences of this syndrome experienced by the employee is the loss of self-confidence and self-esteem (Daşçı Sönmez, 2019).

Among the most common physical and psychological disorders caused by mobbing behaviors on individuals are as given below (Doğan, 2012; Kaya, 2020):

- Development of stress, anxiety, worry and tension moments in employees,
- Feeling of social alienation in the work environment,
- Feeling insecure,
- Decreased prestige,

- Damage to personal relationships,
- Pain in the head-back-abdominal parts of the body,
- Psychological disorders such as depression,
- Decreased job performance in work life.

To sum up, employees who are free from stress and do not experience psychological and physical pressure in their work environment increase their organizational commitment and productivity. In organizations where there is no environment of trust, organizational commitment decreases, which causes mobbing events that disrupt the peaceful work environment of the organization, cooperation between employees, causing them to be stressed (Köse & Uysal, 2010).

Mobbing Types

The phenomenon of mobbing is one of the obstacles that hinder achieving peace and happiness in organizational life. Therefore, it needs to be constantly controlled in organizational life as in many areas of life (Göymen & Şöhret, 2020).

Mobbing behaviour can be experienced in different types in organizations (Leymann, 1996):

Superior Subordinate Attack (Top-Bottom Mobbing), is a direct attack by the victim's supervisor for various reasons. They are behaviors such as humiliating in front of their friends, limiting their authority, disrespecting their decisions and not giving them the right to speak (Işık, 2007).

Subordinate Attack on Top (Mobbing from Bottom to Top), is the mobbing behavior applied by the subordinate to the superior (Uysal & Yavuz, 2013). It starts with the subordinates questioning the position and authority of the superior. Those who exhibit this type of mobbing behavior are usually more than one. They can attack collectively, even in the form of an uprising (Işık, 2007). Mobbing, which is applied from the bottom to top, is less common and is seen in rare cases (Atman, 2012). Individuals who engage in mobbing behaviors mostly consist of people who want to take the place of the manager. Therefore, because they cannot reach their wishes, they feel jealous and argue that the current manager selection is wrong (Akgeyik et al., 2009; Kaya, 2020).

Attacking Colleagues (Horizontal Mobbing), are attacks between people of the same status. This may be due to jealousy or fear. In this case, people may perceive their job as a guarantee or a newcomer as a threat to them (Can, 2007). Mobbing is mainly related to three reasons: *competition, racism, and coming from another region*. If the victim draws attention with these features and creates a threatening situation, they may be exposed to a mobbing behavior (Tınaz, 2011; Gülova & Kavalcı Canbuldu, 2021).

In short, researches on mobbing show that victims are generally people who like to work, are honest, do their job diligently, have high performance and do not need to be liked by others, and that these people often do not have the personality structure that blames other people and can be considered compatible (Arslan & Çıkmaz, 2021).

Coping with Mobbing

The ways of coping with mobbing behaviour are generally gathered under 3 headings. These are *individual methods, social support and organizational methods*.

Individual Coping Ways with Mobbing: In order to survive in the process of mobbing, it is necessary to provide high level awareness and to try to keep the self-confidence of the person alive with this method. It is very important to increase self-confidence of individual first. Self-confidence is a skill that enables individual to participate in this process in a healthy way (Göymen, 2020). Again, at this point, the most important method of resistance that an individual should do is not to accept being a target. Because in general, the first behavior of employees who feel pressure is to be afraid, to get scared and therefore to accept being a target (Sönmeztekin, 2016). The most important coping methods in individual sense are confidence, self-confidence and awareness, controlling emotions, trying to be cool, meditating, resting, having a hobby, having a balanced and regular diet, doing sports regularly, trying to train and improve oneself (Kırel, 2008; Kara & Kaya, 2021).

Social Support by Family and Close Circle: In the process of mobbing, the victim wants the greatest support from his/her family; because the people that the victim can trust the most, include family. He/She is able to share his experience in work life with his/her family every time (Çetinkaya, 2016).

Organizational Methods: Adopting an open management approach in the organization is one of the effective methods of preventing mobbing. The management should ensure that the problems in the organization and the thoughts required to solve these problems are arranged within the framework of the subordinate relationship. In such a situation, people who experience mobbing can convey this situation to the management without hesitation. At the same time, the fact that people who are prone to attack are aware of the policy of the organization, prevents the individual from intimidation (Hogh & Dofradottir, 2001; Kara & Kaya, 2021).

In addition, it is also necessary to differentiate the understanding of leadership in order to prevent mobbing from occurring in the work environment. According to this understanding, leaders should be role models for individuals. The fact that the leader is a role model sets an example by individuals, and this situation is considered as organizational culture for employees and all individuals adapt to the same model (Resch & Schubinski, 1996). Organizational health also affects mobbing. According to Miles (1969), being healthy means an organization that not only maintains its life around it, but also constantly develops and improves its ability to cope with problems.

As for Türkiye, in order to cope with mobbing, "Alo 170 mobbing hotline" has been established. It is stated that 57% of callers to this line are men and 43% are women. The general complaint reasons of those who call this line are being forced to resign, being exposed to insults and bad words, violation of the use of legal rights, being exposed to physical violence and finally being exposed to sexual harassment (Zencirkıran & Keser, 2018; Kara & Kaya, 2021).

Academic Mobbing

Unfortunately, in recent years, academic mobbing has come to the fore as much as organizational mobbing. It has been observed that many studies have been carried out on academic mobbing in educational organizations and it is seen that the weight of academic mobbing in universities is felt more than other organizations due to the fact that universities have a slightly more autonomous structure. There are phases of academic mobbing (Arslan & Çıkmaz, 2021):

Conflict phase: These are the first signs of conflict (Title difference, emphasis on administrative authority).

Failure to resolve the conflict: This is forcing absolute academic obedience on the pretext of academic tradition.

Aggressive action phase: This is the beginning of academic mobbing (Mental and physical health are affected).

Increasing the dose of mobbing: In this phase, decreased academic performance, increased workload and as a result, desire to exclude oneself from the academic environment occur.

Intensification of mobbing: This is giving other jobs to the academicians that are not in the academic job description and not being liked at all in addition to looking for faults (Being late for work, being reluctant to come to work).

The quarrel and discussion between the mobber and the victim, or the limited expression of the problems by the victim

Continuation of problems for the victim: Other bullies are on the side of the harasser, not the victim.

Other academics being affected by the situation: Loss of time, sharing of psychological distress and emergence of workplace insecurity.

The intervention phase of the administration: This is either the desire to meet with the head of the department and reach reconciliation (this is usually rare) or to ignore the events by reminding the academic traditions (The victim feels helpless and alone).

Stigmatization with false attributions or diagnoses: Colloquially this is called "crime suppression".

Continuation of Intense Mobbing: Disease takes ahead of work.

Illness-Resignation-Expulsion etc.

Previous Studies

A limited number of studies investigating academics' perceptions and attitudes towards mobbing or their exposure to mobbing are included in the literature. In addition, there is not sufficient research on mobbing behaviour to academic staff. Therefore, this situation constitutes a limitation for the current study.

Tiftik (2021) researched the methodologies, conceptual and demographic variables and basic findings of empirical articles on mobbing that academicians are exposed to. In the context of the research, qualitative research method, content analysis and thematic analysis techniques were preferred. A total of 825 articles were found on the Dergi Park portal. According to the content analysis, contrary to the previous findings, the findings showed that mobbing in the academic organizations is very low.

Tunay & Kamilov (2021), emphasized in their research the concepts of leadership, mobbing and job attitude, and leadership theories and perceptions and attitudes towards mobbing are given in detail from past to present. Issues such as leadership styles create the basis for mobbing, how this may have an impact on the performance of employees' work attitude, and how this can have an impact on job attitude by measuring the relationship between leadership styles and perceptions and attitudes towards mobbing in the organizations. In the study, research unit was chosen as Nakhchivan Teachers Institute (NTI), located in Nakhchivan Autonomous Republic. SPSS 22.0 statistical analysis program was used in order to find out the communication style and behaviors between administrators (rector, vice-rector, dean and head of department) and employees (lecturers) at Nakhchivan Teachers Institute. In addition to the demographic characteristics of the employees, the importance of leadership styles and the effects of perceptions and attitudes towards mobbing on employees' job attitude and job performance was emphasized by obtaining information. As a result of the study, it

was observed that there was a significant relationship between the behavior of mobbing and characteristics of leadership for employees and their job attitude.

Evcen Temelli & Güven (2021) aimed to find out the perceptions of university instructors about mobbing and organizational silence in their organizations. The sample consisted 52 participants. In the study qualitative research designs were used and the data was collected via a survey form with open-ended questions. In order to analyse the gathered data, content analysis method was used. According to the findings the participants believe that the organizations should take some measures against mobbing, as well as its reasons and consequences.

Akbaşı, Diş & Durnalı (2020) aimed to research the relationship between mobbing behaviour and motivation levels of the teachers that work in primary schools. 673 teachers from 59 primary schools in Yakutiye, Erzurum city were defined as population and 217 teachers were defined as sample. Demographical questions, "Mobbing Scale" (Tanhan & Çam, 2011) and "Teacher Motivation Scale" (Polat, 2010) were used as data collection tools. According to the findings, the item that has the highest level was "the prevention of professional practices" and the item that has the lowest level was "direct insult to the person". It was also found that there was a significant relationship between mobbing and motivation levels of teachers.

Erdemir, Demir, Öcal & Kondakçı (2020), aimed to investigate the relationship between workplace mobbing and academic leadership and the results indicated that the more positive leadership behaviour occurs, the less mobbing behaviors are observed.

Erdemir (2019), scrutinized the dissertations in Turkey that researched mobbing. According to her findings, while the conceptual infrastructure is discussed in most theses, the definition, direction, prevalence, causes and consequences of mobbing, legal approaches and ways of coping are included. Although three of the dissertations do not directly belong to mobbing, they indirectly mentioned conceptual and theoretical approaches to mobbing.

Cayvarlı (2013), in his dissertation researched perceptions and attitudes of 9 Eylül University academic staff towards mobbing. According to the findings, mostly women academicians feel mobbing in terms of the dimensions "expressing themselves and communication", "quality of life" and "job behavior". In terms of academic titles, the findings show that research assistants feel mobbing the most.

Bozyiğit (2013), in his dissertation research found that women academicians have more negative attitudes towards work life and the titles that feel mobbing the most are research assistants and assist. prof. dr.s.

Karakoç (2012), researched academic staff's being exposed to mobbing and their organizational commitment in his dissertation. According to the findings, there is a statistically significant and reverse relationship between mobbing and organizational commitment. In addition, as the duration of working in the same organization increases, organizational commitment increases accordingly.

Methodology

The purpose of this study, is to find out the perceptions and attitudes of academicians to mobbing behaviours in universities. In this sense, as it is impossible to reach all the universities in terms of time and budget, foundation universities in the city of İstanbul, Türkiye, are taken as sample. In the scope of the research, a survey form that consists demographical questions and Mobbing Scale that is developed by Aiello, Deitingen, Nardella & Bonafede (2008) and adapted to Turkish by Laleoğlu & Özmete (2013), is prepared and was delivered to the potential participants via e-mail. The Mobbing Scale has 48 items and 5 dimensions; but because of the fact that 10 items have negative values, they are excluded from the scale (Laleoğlu & Özmete, 2013). In this sense, a scale of 38 items is applied to the participants. 166 responds are collected and the collected data analyzed via SPSS 22.0 package programme. The reliability of the scale is found as ,803

Demographical Findings

According to demographical findings (Table 1), 41 (%24,7) participants are women, 125 (%75,3) participants are men. In terms of marital status, 99 (%59,6) participants are married and 67 (%40,4) participants are single. As for age groups, 38 (%22,9) participants are in 18-29 age group, 59 (%35,5) participants are in 30-39 age group, 32 (%19,3) participants are in 40-49 age group and 37 (%22,3) participants are in 50-59 age group. In terms of monthly income, 105 (%63,3) participants earn 5001-6500 Turkish Liras (TL), 1 (%0,6) participant earn 6501-8000 TL, 40 (%24,1) participants earn 8001-13000 TL and 20 (%12) participants earn 13000+ TL. In terms of academic department, 97 (%58,4) participants work at social sciences departments, 41 (%24,7) participants work at natural and applied sciences departments and 28 (%16,9) participants work at other academic departments. As for academic experience, 88 (%53,0) participants have 0-5 years experience, 25 (%15,1) participants have 6-10 years experience, 25 (%15,1) participants have 11-15 years experience 22 (%13,3) participants have 16-20 years experience and 6 (%3,6) participants have 20+ years academic experience.

Table 1. Demographic characteristics of participants

Gender:	Women	Men			
	41 (27%)	125 (75,3%)			
Marital status:	Married	Single			
	99 (%59,6)	67 (40,4%)			
Age:	18-29	30-39	40-49	50-59	
	38 (22,9%)	59 (35,5%)	32 (19,3%)	37 (22,3%)	
Monthly Income:	5,001-6,500	6,501-8,000	8,001-13,000	13,000+	
	105 (63,3%)	1 (0,6%)	40 (24,1%)	20 (12%)	
Academic Department:	Social Sciences	Natural and applied Sciences	Other		
	97 (58,4%)	41 (24,7%)	28 (16,9%)		
Academic Experience:	0-5 years	6-10 years	11-15 years	16-20 years	20+
	88 (53%)	25 (15,1%)	25 (15,1%)	22 (13,3%)	6 (3,6%)

Hypothesis

H₀: There is no statistically significant difference between the socio-demographic (gender, age, marital status, monthly income, academic

department, academic experience) characteristics of academicians and their attitudes towards Mobbing. $h_0: \mu_1 > \mu_2$

H₁: There is statistically significant difference between the socio-demographic (gender, age, marital status, monthly income, academic department, academic experience) characteristics of academicians and their attitudes towards Mobbing. $h_1: \mu_1 > \mu_2$

Reliability Findings

The questionnaire form consists of two parts. The first part includes demographical questions, and the second part includes the Mobbing Scale developed by Aiello, Deitingner, Nardella & Bonafede (2008) and adapted to Turkish by Laleoğlu & Özmete (2013). According to the factor analysis, the items of the scale gather under 5 dimensions. According to the reliability analysis of the scale, the cronbach's alpha value is 0,803. The value of reliability analysis (0,804) is accepted as good ($0,70 \leq \alpha < 0,90$), with reference to the study of Kılıç (2016).

Research Findings

Descriptive Statistics

The descriptive statistics results of the Mobbing Scale show that the most important item according to the participants is item 18 with an average of 4,46, "I think no one is listening to me". Secondly, the idea of "I think my co-workers intruding on me", which is item 25 with an average of 4,39. In the third place, there is the idea of "I think my career has been blocked by management", which is item 36 with an average of 4,34.

It can be concluded that the participants feel that their co-workers display some acts that can be defined as mobbing, such as ignoring each other. In addition, it can also be concluded that the participants feel that their academic careers are hindered by the management.

On the other hand, the least important item for the participants is item 5 "My coworkers look for excuses to scold me", with an average of 1,86.

From this, it can be concluded that the participants do not face negative/insulting words from their co-workers or superiors.

Table 2. Descriptive Statistics

Items		Totally Disagree	Disagree	Neutral	Agree	Totally Agree	\bar{x}	SD
1. My coworkers act like I don't exist	fi Y.fi	62 37,3	43 25,9	29 17,5	-	32 19,3	2,379	1,466
2. My coworkers speak to me in a loud voice	fi Y.fi	69 41,6	43 25,9	21 12,7	20 12,0	13 7,8	2,186	1,305
3. My coworkers talk behind my back	fi Y.fi	63 38,0	39 23,5	7 4,2	17 10,2	40 24,1	2,590	1,633
4. I have hostile relations with my co-workers	fi Y.fi	76 45,8	32 19,3	22 13,3	15 9,0	21 12,7	2,234	1,430
5. My coworkers look for excuses to scold me	fi Y.fi	94 54,6	33 19,9	18 10,8	10 6,0	11 6,6	1,861	1,225
6. I think my co-workers are boycotting me	fi Y.fi	64 38,6	18 10,8	42 25,3	22 13,3	20 12,0	2,494	1,421
7. I feel that my co-workers reject me and approach me in an unfriendly manner	fi Y.fi	66 39,8	32 19,3	45 27,1	23 13,9	-	2,150	1,098
8. I receive written threats from my co-workers	fi Y.fi	100 60,2	30 18,1	5 3,0	20 12,0	11 6,6	1,867	1,305
9. I think I've become the target of derogatory remarks at work	fi Y.fi	105 63,3	21 12,7	13 7,8	7 4,2	20 12,0	1,891	1,401
10. I feel a hostile atmosphere around me.	fi Y.fi	76 45,8	27 16,3	40 24,1	3 1,8	20 12,0	2,180	1,354
11. I feel very anxious at work	fi Y.fi	78 47,0	27 16,3	18 10,8	13 7,8	30 18,1	2,337	1,555
12. I think I'm being watched by my co-workers	fi Y.fi	70 42,2	17 10,2	24 14,5	34 20,5	21 12,7	2,512	1,508
13. I think my coworkers are gossiping about me	fi Y.fi	53 31,9	32 19,3	30 18,1	29 17,5	22 13,3	2,608	1,426
14. I think I have become the target of disrespectful behavior	fi Y.fi	48 28,9	11 6,6	28 16,9	35 21,1	44 26,5	3,096	1,581
15. I feel like I've been scapegoated by my co-workers	fi Y.fi	-	-	32 19,3	72 43,4	62 37,3	4,180	,732
16. I get the impression that my coworkers are constantly staring at me	fi Y.fi	-	18 10,8	28 16,9	51 30,7	69 41,6	4,030	1,011
17. I stay alone during breaks	fi Y.fi	-	-	31 18,7	73 44,0	62 37,3	4,186	,727
18. I think no one is listening to me	fi Y.fi	-	-	19 11,4	50 30,1	97 58,4	4,469	,693
19. I am exposed to mild physical violence	fi Y.fi	21 12,7	11 6,6	54 38,6	27 16,3	43 25,9	3,361	1,284

20. I think I have been sexually abused	fi Y.fi	51 30,7	13 7,8	9 5,4	59 35,5	34 20,5	3,072	1,578
21. I am exposed to rude sexual jokes	fi Y.fi	9 5,4	102 61,4	21 12,7	20 12,0	14 8,4	2,566	1,052
22. My appearance is made fun of	fi Y.fi	14 8,4	109 65,7	16 9,6	25 15,1	2 1,2	2,349	,879
23. My political views become the focus of criticism	fi Y.fi	-	-	47 28,3	68 41,0	51 30,7	4,024	,770
24. Colleagues damage my personal belongings	fi Y.fi	-	-	31 18,7	69 41,6	66 39,8	4,210	,736
25. I think my co-workers are intruding on me	fi Y.fi	-	-	4 2,4	92 55,4	70 42,2	4,397	,538
26. Colleagues make unnecessary criticism about my private life	fi Y.fi	-	15 9,0	50 30,1	47 28,3	54 32,5	3,843	,984
27. My colleagues are critical of my religious beliefs.	fi Y.fi	35 21,1	67 40,4	22 13,3	20 12,0	22 13,3	2,560	1,309
28. I receive phone threats from my co-workers	fi Y.fi	1 ,6	55 33,1	33 19,9	54 32,5	23 13,9	3,259	1,083
29. Nothing is more important than work	fi Y.fi	1 ,6	40 24,1	31 18,7	48 28,9	46 27,7	3,590	1,149
30. My job comes first for me	fi Y.fi	1 ,6	4 2,4	26 15,7	79 47,6	56 33,7	4,114	,797
31. Simple jobs that do not require expertise are given to me	fi Y.fi	1 ,6	21 12,7	4 24,7	49 29,5	54 32,5	3,807	1,049
32. The tools I use for work are removed without informing me	fi Y.fi	11 6,6	13 7,8	69 41,6	28 16,9	45 27,1	3,500	1,163
33. I am given jobs that are not suitable for my area of expertise.	fi Y.fi	16 9,6	33 19,9	27 16,3	24 14,5	66 39,8	3,548	1,425
34. I am given jobs that are not suitable for the salary I receive.	fi Y.fi	-	-	26 15,7	82 49,4	58 34,9	4,192	,686
35. I am asked to work in relation to unnecessary works	fi Y.fi	-	9 5,4	19 11,4	53 31,9	85 51,2	4,289	,874
36. I think my career has been blocked by management	fi Y.fi	-	9 5,4	8 4,8	66 39,8	83 50,0	4,343	,806
37. I am given jobs that do not require talent	fi Y.fi	-	15 9,0	76 45,8	23 13,9	52 31,3	3,674	1,016
38. I think my career development has been deliberately hindered	fi Y.fi	41 24,7	59 35,5	33 19,9	31 18,7	2 1,2	2,361	1,085

*fi: Data frequency

*Y.fi: Frequency value percent

*STD: Standart deviation

Factor Analysis

According to the factor analysis (Table 3), it was seen that the Mobbing Scale was collected under 4 dimensions. These dimensions have been named

as *co-workers, work style, management and private life*. While *co-workers* dimension explains the mobbing scale with a percentage of 25,752, the dimension of *work style* explains with a percentage of 25,527. The dimension of *management* explains the scale with a dimension of 19,364 and the dimension of *private life* with a percentage of 11,799. The cumulative percentage of all 4 dimensions was found as 79,441. The fact that the explained variance is over 50% of the total variance, is an important criterion in terms of the fact that it represents the scale (Yaşlıoğlu, 2017).

Table 3. Explained Total Variance

Component	Calculated Sum of Squares		Rotated Sum of Squares	
	Total	Variance	%	Cumulative%
1	7,513	39,542	39,542	4,893 25,752 25,752
2	4,273	22,489	62,031	4,280 22,527 48,279
3	2,138	11,253	73,284	3,679 19,364 67,643
4	1,170	6,157	79,441	2,242 11,799 79,441

Comparative Statistics

The Mann-Whitney U and Kruskal-Wallis tests were used to analyze whether there was a statistical difference in the answers given by the participants according to their socio-demographic findings regarding the dimensions obtained as a result of the factor analysis (Table 4). According to the analysis results, there is a statistically significant difference ($p < 0.05$) between gender characteristic and *work style* and *private life* dimensions, age characteristic and *all dimensions*, marital status characteristic and *co-workers* and *management* dimensions, income characteristics and *all dimensions*, department characteristic and *all dimensions* and academic experience and *all dimensions*. On the other hand, it is found out that there is not a statistically significant difference ($p > 0.05$) between gender characteristic and *co-workers* and *management* dimensions and between marital status characteristics and *work style* and *private life* dimensions of the scale.

Hence, H_1 hypothesis, *There is statistically significant difference between the socio-demographic (gender, age, marital status, monthly income, academic department, academic experience) characteristics of academicians and their attitudes towards Mobbing* $h_1: \mu_1 > \mu_2$, is **accepted**.

H_0 hypothesis, *There is no statistically significant difference between the socio-demographic (gender, age, marital status, monthly income, academic department, academic experience) characteristics of academicians and their attitudes towards Mobbing* $h_0: \mu_1 > \mu_2$, is **rejected**.

Table 4. Comparative Statistics

Variable	Dimension	Test	Statistics	P
Gender	Co-workers	Mann-Whitney U	2441,000	,647
	Work Style		1673,500	,001
	Management	Kruskal-Wallis	2549,000	,959
	Private Life		562,500	,000
Age	Co-workers	Kruskal-Wallis	33,596	,000
	Work Style		55,800	,000
	Management		29,452	,000
	Private Life		8,823	,032
Marital Status	Co-workers	Mann-Whitney U	2724,500	,050
	Work Style		2928,000	,199
	Management	Kruskal-Wallis	1811,000	,000
	Private Life		3236,000	,783
Income	Co-workers	Kruskal-Wallis	30,420	,000
	Work Style		71,720	,000
	Management		27,553	,000
	Private Life		12,951	,005
Department	Co-workers	Kruskal-Wallis	19,478	,000
	Work Style		14,073	,001
	Management	Kruskal-Wallis	19,174	,000
	Private Life		8,112	,017
Academic Experience	Co-workers	Kruskal-Wallis	33,712	,000
	Work Style		36,824	,000
	Management	Kruskal-Wallis	33,304	,000
	Private Life		22,983	,000

Conclusion and Discussion

Mobbing is a complex phenomenon with a number of facets, which merits further academic attention (Einarsen, Hoel, Zapf & Cooper, 2011; Nielsen, Indregard & Øverland, 2016) but, in any event, there are several studies that focus on the organizational perspective, with less importance placed on the possible link between harassment perceptions and a victim's personal characteristics (Mikkelsen & Einarsen, 2002; Einarsen & Nielsen, 2015). In light of this, it seems crucial to understand the various factors playing a role in the association between workplace bullying perceptions and outcomes, such as having certain personal characteristics and dispositions (Djurkovic, McCormack & Casimir, 2006; Glasø, Vie, Holmfjord & Einarsen, 2011; Alfano, Ramaci, Landolfi, Presti & Barattucci, 2021).

The purpose of this study is to analyze perceptions and attitudes of academic staff towards mobbing. According to the analysis results, there is a statistically significant difference

($p < 0.05$) between gender characteristic and *work style* and *private life* dimensions, age characteristic and *all dimensions*, marital status characteristic and *co-workers* and *management* dimensions, income characteristics and *all dimensions*, department characteristic and *all dimensions* and academic experience and *all dimensions*. Therefore, it can be concluded that mobbing behaviour is perceived by the academicians in the sample organizations. In addition, it can be concluded that mobbing perception differs according to the gender especially in job-life balance. This result, shows similarity with the previous researches. On the other hand, there is not a statistically significant difference ($p > 0.05$) between gender characteristic and *co-workers* and *management* dimensions and between marital status characteristics and *work style* and *private life* dimensions of the scale. From this, it can be concluded that co-workers and management style is affective on perception of mobbing regardless of the gender.

The fact that the sample consists 166 participants, constitutes a limitation for the current study. In this sense it is of great importance to expand these kind of researches in order to draw a general frame of the perceptions and attitudes of academicians towards mobbing. There is a number of researches in the literature, but there is a lack of researches that compares public and foundation universities. Therefore it would be beneficial to make researches that compare public and foundation universities. In this sense, this study is expected to shed light to both researchers and academic managers.

Implications

Mobbing, as tried to be explained in detail throughout the study, is a crucial problem in today's work environment. As researched in the current study and as can be seen in the previous studies, unfortunately in academic organizations mobbing is felt by academicians. In this sense, especially academic managers should carry responsibility in order to hinder mobbing behavior. This is to say that, as the previous researches put forward, academicians with specific titles, such as research assistants, feel mobbing

more than others. Therefore it should be taken into consideration that there should not be any discrimination among academicians with regard to their titles. In addition, the fact that women academicians feel mobbing more than male academicians, imply that there is mobbing with regard to gender. Therefore, gender equality should be ensured. Regulations and laws also play an important role. In this sense, firstly the state, then universities should establish specific regulations in order to provide both an equal work environment in all senses and hinder mobbing.

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An Investigation into The Occupational Perceptions of Healthcare Professionals: The Covid-19 Pandemic

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January 2023

Volume:20

Issue:51

DOI: 10.26466//opusjsr.1159932

Citation:

Gülen Ertosun, Ö. (2023). An investigation into the occupational perceptions of healthcare professionals: The Covid-19 Pandemic. *OPUS–Journal of Society Research*, 20(51), 110-124.

Abstract

Psychological needs, uncomfortable when not met, are explained by our expectations of achievement, relationship, autonomy, and dominance. Since work life is an important determinant in meeting directly (or indirectly) the tangible and intangible needs of individuals, work-related experiences are very effective in individuals' occupational perceptions. Also, occupational preferences are based on reasons: conscious selection, environmental pressure, financial security, prestige and social benefit. In order to test this connection (and the sources of the differences), the pandemic period constitutes the justification for the sample design of the study, especially as it includes challenging working conditions for healthcare professionals. Accordingly, the main purpose of the study is to discuss the relationship between the occupational preferences of healthcare professions and their psychological needs, with the determinant of their specific working conditions. Mixed (pluralist) research method is used in the design of the study. While the perceptions of the respondents about the working conditions are determined through the socio-demographic information form and open-ended questions, the occupational preferences inventory and the new psychological needs assessment scale are used to evaluate the occupational perceptions of healthcare professions. The study sample consists of a total of 378 respondents selected from doctors, pharmacists, and nurses. The study points to important findings regarding the connection between the occupational preferences of health professionals and their psychological needs. In addition, occupational groups (doctor, pharmacist, nurse) differ from each other in terms of occupational preferences and working conditions.

Keywords: Occupational Preference, Psychological Needs, Healthcare Professions, COVID-19.

Öz

Psikolojik ihtiyaçlar karşılanmadığında rahatsızlık veren, karşılanmasına yönelik motive olduğumuz, başarma, ilişki kurma, özerklik ve güç elde etme gibi beklentilerimiz ile açıklanmaktadır. İş yaşamı, bireylerin direkt ve dolaylı yoldan gerek maddi gerekse manevi ihtiyaçlarını karşılaması bakımından önemli bir belirleyici olduğundan dolayı işle ilgili deneyimler bireylerin mesleki algılarında oldukça etkilidir. Ayrıca, mesleki tercihler alan yazında bilinçli seçim, çevre baskısı, finansal güvenlik, prestij ve sosyal fayda sağlama gibi gerekçelere dayandırılmaktadır. Bu bağlantıyı ve farklılıkların kaynaklarını sınamak üzere pandemi dönemi bilhassa sağlık çalışanları için zorlayıcı çalışma koşulları içermesi bakımından çalışmanın örneklem tasarımının gerekçesini oluşturmaktadır. Buna göre sağlık çalışanlarının mesleki tercihleri ile psikolojik ihtiyaçları arasındaki ilişkiyi, özgün çalışma koşullarının belirleyiciliği ile tartışmak çalışmanın temel amacıdır. Çalışmanın tasarımında karma (çoğulcu) araştırma yöntemi kullanılmaktadır. Örnekleme yer alan katılımcıların çalışma koşullarına ilişkin algıları sosyo-demografik bilgi formu ve açık uçlu sorular aracılığıyla belirlenirken, sağlık çalışanlarının mesleki algılarını değerlendirmek için mesleki tercihler envanteri ve yeni psikolojik ihtiyaç değerlendirme ölçeğinden faydalanılmaktadır. Çalışma örnekleme doktorlar, eczacılar ve hemşireler arasından seçilen toplam 378 katılımcıdan oluşmaktadır. Çalışma, sağlık profesyonellerinin mesleki tercihleri ile psikolojik ihtiyaçları arasındaki bağlantıya ilişkin önemli bulgulara işaret etmektedir. Ayrıca meslek grupları (doktor, eczacı, hemşire) meslek tercihleri ve çalışma koşulları açısından birbirinden farklılık göstermektedir.

Anahtar Kelimeler: Meslek Tercih, Psikolojik İhtiyaçlar, Sağlık Çalışanları, COVID-19.

Introduction

Employees fill almost half their day (sometimes more) with work-related issues, so the profession is not only a means of earning money, but also an element that largely shapes one's view of life and identity. In addition, the perspective of the people who practice that profession also shapes the assumptions of that profession. However, while the choice of occupation is sometimes conscious, some practitioners have to perform the duties the profession subjects them to at random or due to circumstances. For whatever reason, our expectations from the profession are more than just earning money; they include meeting social needs like success, power, building relationships, and autonomy. Studies on the relationship between work and motivation were among the first questions of organizational behavior to be answered, and famous theories offer important data to support this relationship, such as Maslow's Hierarchy of Needs, Herzberg's Motivation/Hygiene Theory, McGregor's X-Y Theories and McClelland's Need for Assessment Theory (see Pardee's 1990 study).

However, it is not as easy as it seems to be highly motivated to do your job in all circumstances, and in fact, the COVID-19 pandemic has brought many difficulties for all employees (and especially for healthcare professionals) and has been highlighted- both in scientific (Sperling, 2020; Sulaiman et al., 2021; Tovmasyan, & Minasyan, 2020; Wolor et al., 2020) and non-scientific publications. Certain motivational activities have come to the fore, as they attempt to demonstrate social awareness. This study is also intended to provide support to the unnamed heroes of the COVID-19 pandemic by elaborating on the current situation and by evaluating the experiences of health professionals at work during this period.

In this respect, it is necessary to consider occupational preference as a critical instrument that both meets individual needs and responds to the expectations of institutions and society. It is crucial to perform the profession that is compatible with one's own personal characteristics and expectations, both in order to avoid undesired individual results, such as stress, burnout, or low

performance, and to achieve desired results, like overcoming difficulties, dedication to work, and a high-performance level. At the same time, institutional and social outputs will be affected by these processes.

One of the primary aims of this study is to emphasize that the reasons for choosing the healthcare profession and the psychological needs of the job (which are the less studied concepts in the literature) are important in determining the motivation and coping skills of both employees and institutions. Accordingly, it aims to draw attention to the consideration of these issues when choosing or recruiting professionals in such critical sectors: especially with regard to positive reactions to difficult situations, a consideration of the reasons for choosing the profession based on conscious choice and including provided benefits to society. In addition, the study aims to contribute to determining the psychological needs of the employees and their aspirations of their job experience, particularly in terms of providing suggestions to the relevant institutions on how to support their employees through stressful conditions. This study will also discuss how and why this process reflects the differences in the perception of the profession for the occupation groups (nurse, pharmacist and doctor), all of which represent the health sector professions.

The study consists of the literature review section, which discusses the findings of previous studies in the relevant literature, a statement of the hypotheses, and the method section- where the design of the study, sampling, and measurement tools are explained. It continues with the analysis and findings section where the statistical analyses of the data are summarized, and last, a discussion and conclusion section.

Psychological Needs of the Profession

Need is a cycle that begins with a feeling of inadequacy directed at the person to a certain behavior, and when this need is met, relaxation occurs, as a result (Eysenck, Arnold, & Meili, 1972 cited in Kesici, 2008). As proposed by Murray's (1938) theory of human needs, social needs are generally categorized as achievement, affiliation, autonomy, and dominance; additionally, some of

these social needs focus on measurement (first of all, Steers and Braunstein (1976) manifest needs questionnaire and then Heckert et al., (2000) needs assessment questionnaire). In this study, psychological needs are defined within these dimensions, and in fact, many theorists have contributed to describing basic needs (exp. Maslow 1954; McClelland, 1960). Self-determination theory also explains the connection between motivational factors and the basic psychological needs behind them, defining autonomy, competence, and relatedness as the basic needs of intrinsic motivation (Deci & Ryan, 2000). In addition, extrinsic motivation is defined within three dimensions—external (reward/punishment), introjected (because of negative feelings), and identified (because it is based on the individual's values and consistent with them) (Van den Broeck, 2016).

In addition to research on what psychological needs are, different disciplines study the ways in which human beings attempt to meet them. Findings that exist in the relevant literature demonstrate that the profession itself is a good tool to meet psychological needs. For instance, in Elchardus & Smiths's (2008) study, profession is described as an effective factor in self-realization, individual development, self-recognition and making oneself visible in the social structure. Also, some studies focus on particular professions and psychological needs. For instance, in a study examining healthcare professionals within the scope of basic needs theory, competence emerged as the most important basic need compared to autonomy and relatedness (Bernard et al., 2014). In a three-stage study using a sample of teachers, satisfaction of the need for relatedness was found to be positively associated with positive emotions and engagement (Klassen et al., 2012).

In the scope of motivation theories, psychological needs have also been used by many theorists to determine job motivation and job satisfaction (Dysvik et al., 2013, Deci and Ryan, 2014, Olafsen et al., 2018). Theorists have stated that employees will show superior performance when provided with personal satisfaction, and with tools that are specific elements learned in the developmental process (Deci and Ryan, 2014).

Accordingly, not everyone is motivated to be a leader since power is not a universally important need. Many studies show a high correlation between motivation at work and the degree to which psychological needs are satisfied (Shuck et al., 2015; Olafsen et al., 2018; Kim et al., 2021).

Occupational Preference

In the 1950s, career choice, a concept that many theorists studied, made important contributions to the related literature as "career development theory." In addition to the existence of strengths and weaknesses relative to each other, it is clear that each theory is a source of inspiration for future studies under different conditions. The best known of these theories were classified by Osipow (1968): (1) Roe's personality theory- 1957, (2) Holland's career typology theory- 1959, (3) Ginzberg, Ginsburg, Axelrod, and Herma's Theory- 1951, (4) Psychoanalytic conceptions, (5) Super's developmental self-concept theory -1963, (6) Other personality theories, and (7) Social system theories. While Vroom pointed out the difference between career choice (expectation) and career preference (behavior) in 1964, Mitchell (1974) focused on the relationship between expectation theory, career choice, and employee /job satisfaction. Also, Holland (1997) showed that there is a high correlation between personality and occupational preference in occupations where the job duties fit the individual's interests. Anderson (1974) stated that the existing theories (e.g., Roe, 1957; Holland, 1959) generally demonstrate that occupational choices are made within environmental, psychological, and informational parameters. In addition, the point that most of them agree on is that career choice and even career planning are shaped long before childhood by personal tendencies, role models, or the orientation of family/environment (Ginzberg, 1951; Isaacson, 1967). Research indicates that career preferences are mainly based on economic factors, and, therefore, people's career preferences differ from their real interests (Behymer & Cockriel, 2005; Kniveton, 2004).

In addition, numerous studies support the idea that "fit" is important for the job: supervisor,

organization, and general profession, as it affects job satisfaction and motivation (Kristof-Brown et al. 2005). In parallel, many studies show that person-organization and person-environment fit, and compatibility, are important determinants of both happiness at work and performance (Furnham et al. 1995; Furnham, 2001). Also, vocation and job have been differentiated from each other as “fit” dimensions, and while person-vocation fit is defined as the existence of the skills and needs expected from an occupation, the person-job fit is mostly related to the position at work (Vogel and Feldman, 2009). Therefore, in the literature, occupational preference has been studied with expected job outcomes and moods related to the job, which are frequently discussed in the scope of self-determination theory. For example, in a meta-analysis by Nye et al. (2012), 60 studies and 568 relationships were examined, and it was found that interest and especially fit between individuals and their environment had a consistently high correlation with successful performance in business life. Thus, theoretical studies indicate that the reason for choosing the profession and expectations from the job are critical, with regard to the effort made on the job and in dealing with the challenges of that profession. Therefore, employees who know precisely what is expected by the profession, and in situations where job-person fit is achieved, will exhibit a more stable attitude both in realizing the anticipated gains from the job and in acting with energy and motivation towards the work, and finally, they will be more successful employees.

Psychological Needs and Occupational Preference

Studies frequently focus on occupational preference (similarly, career choice) and psychological needs in samples of adolescents (Exp. Baltacı et al., 2020). However, very few studies have been found in which occupational choice is associated with the psychological needs of working groups. In earlier studies, Menninger (1957) discussed the strong correlations between mental health and work integration (the love of work) in the context of choosing the medical profession. However, the Jones & Gottfried (1966)

study, which attempted to determine the differences between the psychological needs of those who prefer to teach exceptional children and those who prefer to teach in normal classrooms, did not produce statistically strong results. In another study, work needs, work attitudes (internal and external satisfaction, organizational and professional commitment), and professional preferences were compared in a sample of male accountants at different career stages, and significant differences were obtained (Adler & Aranya, 1984). In a similar context, psychological needs were associated with variables such as career commitment (Baluku et al., 2020) and work values (Busque-Carrier et al., 2021).

Perceptions of Working Conditions

The health professions are the sector facing the greatest difficulties in terms of working conditions and which took on the greatest burden during the COVID-19 pandemic. By 2020, the effects of the COVID-19 pandemic on the healthcare professions had been frequently discussed in both national and international literature. Similar studies have focused on the changing routines of healthcare professionals, for example, working in protective clothing, enduring long working hours, and sometimes living in isolation to protect their family/environment. Many healthcare professionals reported that the increase in social distancing by the population at large, living with fear, and taking the precautions this period necessitated seriously affected them, both mentally and psychologically (Ornell et al., 2020; Galbraith et al., 2020). In addition, it has been suggested that precautions taken to increase their psychological capital may have increased their coping skills during this process (Bahar et al., 2020); also, adjustments in sleep and working hours may be effective in increasing their psychological resilience (Bozdağ and Ergün, 2020). Hacimusalar et al. (2020) compared the levels of anxiety and hopelessness of healthcare professionals, both between workgroups in the healthcare sector and with employees in other sectors and point out significant differences. Similarly, Çelmeçe and Menekay (2020) stated that stress, burnout, and anxiety negatively affected their quality of life in

the pandemic. However, there has not yet been a comprehensive evaluation examining how perceptions of the professions were affected by the sacrifices made in their private lives due to the pandemic, particularly when the performance of their job put them at risk in terms of health.

This study examines the health sector professions using the following framework: (1) the reason for choosing the profession, (2) the psychological needs and (3) working conditions, to explain the general situation of an employee who must work with serious risks presented by extraordinary situations, such as a pandemic. Using theoretical background as a basis, it will examine four basic hypotheses about the occupational perceptions of health sector professionals during the Covid-19 pandemic.

H1: There is a statistically significant relationship between the occupational preference inventory sub-dimensions of health sector workers and their scores on the new psychological needs assessment scale sub-dimensions.

H2: There is a statistically significant difference in the scores of nurses, pharmacists, and doctors in the occupational preference inventory sub-dimensions.

H3: There is a statistically significant difference in the scores of nurses, pharmacists, and doctors in the new psychological needs assessment scale sub-dimensions.

H4: There is a statistically significant difference in terms of working conditions for nurses, pharmacists, and doctors.

Method

The Research Design and Sample:

The questionnaire form, using a mixed research design, was prepared in order to obtain data to reveal the occupational perceptions of health sector employees using the scales and open-ended questions explained below. An informed consent form was included. Istanbul Medipol University Social Sciences Scientific Research Ethics Committee approved the study's ethics committee report, decision number 102, dated 07.10.2021.

In determining the research sample, respondents were chosen by the guided sampling method to represent employees in the health sector. Accordingly, the most typical segment representing the universe is included in the sample (Sencer & Sencer, 1978). Professional groups of doctors, nurses and pharmacists were chosen as typical examples of the universe of health sector employees who had experienced the pandemic under similar conditions. In addition, to strengthen the representation, the sample is limited to the health sector employees who have at least one year of experience and are between the ages of 24-65. It was decided to include the relevant professions in the sample at similar rates and to randomly select these people within the framework of accessibility.

The questionnaire was sent to the HR departments of hospitals in and around Istanbul to obtain permission, and the respondents were contacted by forms hand-delivered to the hospitals, health centers and pharmacies. Only the respondents who volunteered for the study filled out the questionnaire, and the data collection period was completed in about two months (December-January 2021). Three hundred seventy-eight employees in healthcare professions working in hospitals/pharmacies/health centers in and around Istanbul formed the sample. Because each category was represented by 30 samples for multiple analyses (Sekaran 2003) and the main sample population included a large number of employees (Krejcie & Morgan, 1970), a theoretically sufficient level of representation was reached.

Measurement

The institutional Personal Information and Perceptions on Working Conditions: The first part of the questionnaire is a personal information form (SDIF) and includes questions on demographics (age, gender, marital status, occupation, salary range) and experience with COVID-19, as well as open-ended questions. The purpose of including the relevant questions in the questionnaire was to obtain general information about financial gain, the difficulties caused by the pandemic, and

society's perception of the profession, which is thought to have an impact on the working conditions of healthcare professionals. The SDIF and open-ended questions were prepared by the researcher. In this section, the question "How is your workday in general?" is adapted from the study by Akduman & Dündar (2017).

The second part includes scales for evaluating occupational perceptions. Permissions were obtained via e-mail from the researchers who developed the relevant scales, and the development of the scale studies is summarized below with information about the number of variables, including dimensions, validity, and reliability scores for the scales.

Occupational Preference Inventory: Original questionnaire on professional preferences aimed at teachers was created by Övet (2006). In the first stage, an open-ended question paper was distributed to the students studying in the teaching departments, asking why they preferred the teaching profession, by randomly forming groups of 15 students from each department. By evaluating the findings, a 31-question form was created. In the second stage, questionnaire form was applied. The sample used was for 262 pre-service teachers of first and fourth grades. As a result of the analyzes made in the related study, the Cronbach's alpha coefficient for the total number of items was calculated at = 0.8640, and Övet (2006) stated in his thesis that the sample represented 20 items and 4 dimensions (TEV=61.187, factor loading >0.50) in explanatory factor analysis. The dimensions obtained in the study were named as consciousness, assurance, ideal and influence.

Scale Adaptation: The scale prepared for the teachers in the related study (Övet, 2016) was adapted by the researcher as a scale for general employees. Necessary permissions were obtained from the researcher for adaptation, and the final version of the scale shared with him and the thesis advisor. During the adaptation phase, input was sought from two academicians who are experts in the field; questions that needed to be rearranged for general employees were determined, suggestions regarding the general aim of the study were made, and items 7, 8, 15, 21, 25 and 31 were edited, while item 30 was removed from the scale,

as the statement, "I love children very much," is not a suitable expression for every profession.

In the pilot study, 20 academicians were asked to respond to the questions; the final occupational preference inventory consisted of 30 questions and five dimensions. The dimensions named as: (1) Conscious selection, (2) Environmental pressure, (3) Financial security, (4) Prestige & Social Benefit, and (5) Necessity (no choice).

Needs Assessment Questionnaire (NAQ): This scale, which was developed by Heckert et al. (2000), and consists of 20 questions and four dimensions (namely, achievement-affiliation-autonomy-dominance), is called the "New Psychological Needs Assessment Scale" in Turkish (Kesici, 2008). For the validity and reliability of the original scale, first, Cronbach's alpha coefficients of the dimensions were calculated (achievement: 0.81, affiliation: 0.77, autonomy: 0.60, and dominance: 0.77), then CFA analysis and fit indices $\chi^2=333.03$ (df=165, p=0.01), AGFI=0.82 and GFI=0.86. In the next step, the criterion-related validity of the NAQ, the PRF test of true-false type measuring personal preferences, and the Habits and Preferences Questionnaire were used, and significant correlations were found with the dimensions. Test-retest reliability of the scale was checked and found significant relationship among them [success (r= .87, p<.01), affiliation (r= .47, p<.01), autonomy (r= .66, p<.001) and dominance (r= .67, p<.01) dimensions found] (cited in Kesici, 2008).

Scale Adaptation: Kesici (2008) adapted the scale to the Turkish environment with student groups in the faculty of education. The four stages included are language validity, construct validity, criterion-related validity, and test-retest reliability. Fit index values [$\chi^2=5636,877$ (sd=170, p<0.01), (χ^2/sd) =3.15, RMSEA=0.10, RMS=0.11, GFI=0.76, and AGFI=0.70] provided results close to the original scale, Cronbach's alpha coefficients (achievement was calculated as 0.77, affiliation 0.62, autonomy 0.72, and dominance sub-dimension 0.77, holistically calculated as 0.80). The dimensions were represented in the relevant sample as in the original and criterion-related validity and test-retest reliability gave significant results.

For the analysis of the data, hypotheses were tested with the relationship and difference tests using the SPSS Statistics 25 packaged program. In order to show the occupational perceptions of healthcare professionals, first of all, the data obtained through descriptive statistics were interpreted, and the above-mentioned hypotheses were tested with Correlation, MANOVA and Logistic Regression analyses. The findings are summarized in the next section.

Analysis and Findings

Demographic Properties: To summarize the population, information regarding the SDIF is as follows: Respondents were slightly younger than the general population (the mean age calculated was 33.7) and females were dominant (with 33.6% male, 65.7% female and 0.8% not specifying gender). In addition, 46.9% of the sample were single, 52.1% were married and 0.6% were in the divorced/widowed category. When evaluated in terms of education levels, 14% were graduates with master's / doctorate degrees, 68.7% of the respondents held undergraduate degrees, and 16.5% of the sample had graduated from vocational school or high school.

Perceptions of Working Conditions: The open-ended questions, which were designed to evaluate working conditions, utilized content analysis. First of all, the theme and coding of the data was entered into Excel, then descriptive analyses were done in SPSS. The SDIF questions were converted to variables by category; the data generated for the dimensions below represent the perceptions of healthcare professionals on working conditions.

1. Perception of financial gain: Salary range and "Do you find your financial gain from this job sufficient for your effort?"

First, income was classified into three categories; up to twice the minimum wage was defined as low income (40%), two to three times the minimum wage was ranked as medium level income (34.9%) and more than three times the minimum wage was classified high-level income (22%). The related open-ended question (shortened to income satisfaction) was also coded in relation to satisfaction level: 58.7% of

respondents reported they were dissatisfied, 35.1% stated that they were fully satisfied and 6.2% of respondents replied they were partially satisfied (based on the working conditions and compared to others who found their income acceptable).

2. Perception of the social importance of the profession: "How would you evaluate the importance of the profession in society (opinions of other people regarding this profession)?"

Respondents coded the profession as "being respected" (or not); 46.1% judged their occupation as respected, 3.3% implied it had become respected with the pandemic and 50.6% stated it was not respected.

3. Perception of risks to health: Questions related to the COVID-19 experience

Questions related to COVID-19 examined experiences related to health risk. The vast majority (90.5%) had no chronic disease. The respondents living alone or with at least one adult constituted 37.4% of the sample, the rest lived with individuals from the risk group (elderly, chronically ill, children). In addition, 56.3% of the respondents had personal experience with COVID-19 (in other words, either they or someone in their household was infected by COVID-19). When all variables were evaluated together, those with at least one category of COVID risk /experience constituted 82.5% of the respondents.

4. Perception of the difficulty of the profession: "How is your workday in general?" and "How does it feel to do this job during the pandemic?"

When asked about their workday experience (How is your workday in general?), 42.8% stated that they came to their jobs willingly, while the rest evaluated their feelings negatively. Experiences working in a pandemic (How does it feel to do this job during the pandemic?) were also categorized as positive or negative emotion. Accordingly, 10.1% implied it was manageable, 24% of respondents said that it was a question of honor, and some said they felt like a hero; the rest (65.9%) found it difficult, stressful, and uncomfortable.

Validity, Reliability and Normality of the Scales

SPSS factor analysis was performed with Principal Component Analysis via Varimax rotation to obtain the factor dimensions of the variables included in the study. The Occupational Preference variable was represented by five factors, as in the original, with factor loadings in the range of 0.714- 0.517. Total explained variance 60.084, KMO=0.877 (df= 231, p=0.00). The Needs Assessment variable was represented by three factors, unlike the original, and the affiliation dimension was not used. Factor loads varied between 0.819 - 0.583. Total explained variance 59.040, KMO=0.815 (df= 55, p=0.00). Accordingly, factors of the scales were accepted as valid.

When the Cronbach alpha coefficients calculated for the measurement of reliability are examined, coefficients vary between 0.858-0.663 (indicated in brackets in Table 1); the coefficients of some dimensions are below 0.70, but in many studies in social sciences such a low rate is accepted (eg. Taber, 2018). Therefore, all the factors of the questionnaires were accepted as reliable.

Before deciding on hypothesis tests to determine whether the sample showed a normal distribution, the Q-Q plot method, which is recommended by theorists like Tabachnick and Fidell (2013), was used in cases where the sample was large. The graphs showed normal distribution for all variables.

Hypotheses Testing

Correlation Analysis

For the first hypothesis, correlation analysis was run, and findings are summarized in Table 1 as follows. Comparing the scale dimensions with each other, conscious selection and the prestige and social benefit dimensions have significant positive correlation with achievement and autonomy; environmental pressure is associated with autonomy and dominance. While financial security has no significant correlation with any dimensions of needs assessment, necessity (no choice) has a negative correlation with achievement. The dimensions with the highest correlation to each other are conscious selection

and prestige and social benefit ($r=0.718^{**}$) and autonomy and dominance ($r=0.506^{**}$), and the highest negative correlation is between conscious selection and necessity (-0.471^{**}). In the scope of this information, H1 is supported.

Table 1. Description and Correlation Scores of Variables

Variables	Mean / Std. Dev.	1	2	3	4	5	6	7	8
(1) Conscious selection	3.5978 (0.9152)	1(0.858)							
(2) Environmental pressure	2.1867 (1.0293)	0.066	1(0.782)						
(3) Necessity (no choice)	1.8083 (0.8409)	-0.471*	0.154*	1(0.663)					
(4) Financial security	3.2406 (0.8947)	0.031	0.131*	0.133*	1(0.679)				
(5) Prestige & Social Benefit	3.6638 (0.8995)	0.718**	0.088	-0.327**	0.074	1(0.776)			
(6) Achievement	4.4969 (0.4757)	0.238**	0.022	-0.253**	0.060	0.304**	1(0.625)		
(7) Autonomy	3.8072 (0.7863)	-0.051	0.108*	0.045	0.083	0.058	0.229**	1(0.744)	
(8) Dominance	3.6473 (0.8632)	0.172**	0.148**	-0.019	0.027	0.264**	0.358**	0.506**	1(0.756)

** $p<0.05$, * $p<0.01$, (Cronbach alpha), Std. Dev.= Standard Deviation

MANOVA Analysis

In order to test hypotheses H2 and H3, a MANOVA analysis was conducted. According to the assumptions of the MANOVA, the sample is random; dependent variables have normal distribution (as a source to multivariate normality); independent variables are categorical and dependents are scale variables; and there is no multicollinearity (as seen in Table 1, correlation among dependent variables is below 0.90).

In the analyses performed on the first model (H2, occupational preference) the conditions of homogeneity of variance—Levene's Test $p>0.05$ —and equality of variance-covariance—Box's test $p>0.05$ — could not be met. Box's values were $M=98.778$, $F=3.216$, $p=0.00$, and for some factors Levene's test p values are below 0.005 (conscious selection $p=0.001$, necessity (no choice) $p=0.00$). For the second model (H3, new psychological needs), Box's $M=19.292$, $F=1.586$, $p=0.088$, and

Levene's test p value for the factors are above 0.05 except for the achievement factor with a p value of 0.042 <0.05. Various sources state that both the criticism of Levene's test as an indicator (Huberty and Morris, 1989) and the sensitivity of Box's test of sample size and score differences (Warner, 2008) can be misleading. However, since the homogeneity of variance could not be achieved and the groups were not equal, Pillai's Trace was preferred as the MANOVA test statistic. Since the difference depends on more than one variable, it is the strongest test for this sample (Tabachnick and Fidell, 2007).

Although MANOVA models are analyzed separately, they are summarized in a single table (Table 2). The size effect of the first model was calculated as 12.9%, and the independent variables explain the change in the dependent variable by 12.9%. The relevant model is meaningful (Bonferroni correction is done, all significant cases p values are 0.00). On the other hand, in the second model the size effect and the model are statistically insignificant. All dimensions differ according to profession, except for environmental pressure in the occupational preference dimensions; in this case our H2 null hypothesis was rejected. However, the dimensions of new psychological needs do not indicate a statistically significant difference and the H3 null hypothesis was not rejected.

Table 2. MANOVA Scores

Source: Profession	Type III Sum of Squares	df	Mean Square	F *sig.	Partial Eta
(1) Conscious selection	40.326	2	20.163	27.699**	0.134
(2) Environmental pressure	0.203	2	0.102	0.096	0.001
(3) Necessity (no choice)	26.511	2	13.255	21.089**	0.105
(4) Financial security	19.346	2	9.673	12.770**	0.066
(5) Prestige & Social Benefit	13.888	2	6.944	9.007**	0.048
Pillai's Trace: 0.257			F: 10.521	p: 0.00 / Partial Eta: 0.129	
(6) Achievement	0.232	2	0.116	0.511	0.003
(7) Autonomy	0.083	2	0.042	0.066	0.000
(8) Dominance	3.199	2	1.599	2.159	0.012
Pillai's Trace: 0.017			F: 1.058	p: 0.386 / Partial Eta: 0.009	

**p<0.05, *p<0.01

In addition, to see the source of differences between groups, the mean values (shown in brackets), mean differences and standard errors

are summarized, and professions are coded as Dr. (1) Doctor, Phr. (2) Pharmacist and Nr. (3) Nurse in Table 3. Environmental pressure is not included in the table because it does not have a statistically significant p value. None of the three occupational groups differ from each other in this respect. Conscious selection indicates that there is a significant and negative difference for nurses when compared to both doctors and pharmacists. Nurses show a positive and significant difference from the other groups with regard to necessity. In terms of financial security, pharmacists differ from the others. However, doctors have the highest percentage of positive and significant scores in the financial security dimension. In the prestige and social benefit dimension, nurses report a statistically significant negative difference from the other two groups.

Table 3. Comparisons of Occupational Preferences

Dependent Variable	(I) Profession	(J) Profession	Mean Difference (I-J)	Std. Error
Conscious selection	Dr. (3.845)	2	-0.118	0.127
		3	0.632*	0.099
	Phr. (3.963)	1	0.118	0.127
		3	0.749**	0.125
	Nr. (3.213)	1	-0.632**	0.099
		2	-0.749**	0.125
Necessity (no choice)	Dr. (1.523)	2	-0.145	0.118
		3	-0.584**	0.092
	Phr. (1.668)	1	0.145	0.118
		3	-0.439**	0.116
	Nr. (2.107)	1	0.584**	0.092
		2	0.439**	0.116
Financial security	Dr. (3.436)	2	0.653**	0.129
		3	0.204*	0.101
	Phr. (2.784)	1	-0.653**	0.129
		3	-0.449**	0.127
	Nr. (3.232)	1	-0.204*	0.101
		2	0.449**	0.127
Prestige & Social Benefit	Dr. (3.787)	2	-0.153	0.130
		3	0.331*	0.102
	Phr. (3.940)	1	0.153	0.130
		3	0.484**	0.129
	Nr. (3.456)	1	-0.331*	0.102
		2	-0.484**	0.129

**p<0.05, *p<0.01

Binary Logistic Regression: H4 dependent variables examine the perceptions of working conditions and consist of a set of open-ended and categorical questions. Because of the large number of question groups for evaluating working conditions, the questions (explained in detail in the analysis and findings section) were assigned

binary categories for the analyses in order to make the evaluation understandable. Within the related hypothesis, in Binary Logistic regression, six different models were established according to occupational groups for six dependent variables, and the summary table is given below. Binary logistic regression assumptions focus on multicollinearity and outliers. To check for these assumptions, leverage values were checked, as well as correlation coefficients. For each model, the leverage values are presented in the columns (COO_1, LEV_1, DFBO_1, ZRE_1); all are within the acceptable limits. In Table 4, where all models are summarized together (based on the Chi-square p values), all models are significant. To examine this in detail, the scores relating to the perceptions of working conditions according to occupational groups are summarized as follows.

Table 4. Binary Logistic Regression Scores

Variable	B coefficient	SD	Lower-Upper	Odds Ratio	P value
Constant	-1.500	0.205		0.223	0.000
Doctor	3.389	0.326	15.650-56.121	29.636	0.000
Pharmacist	4.606	0.625	29.419-340.698	100.115	0.000
Dep. Salary Range (1-low / 2- medium or high)					
X ² : 213.726, p= 0.00, df=2 / Cox & Snell R ² = 0.442, Nagelkerke R ² = 0.596 / Overall % = 86.3					
Constant	-1.564	0.212		0.209	0.000
Doctor	1.690	0.270	3.193- 9.199	5.420	0.000
Pharmacist	2.460	0.339	6.018- 22.766	11.706	0.000
Dep. Income Satisfaction (1-no / 2- yes)					
X ² : 74.469, p= 0.00, df=2 / Cox & Snell R ² = 0.183, Nagelkerke R ² = 0.247 / Overall % = 69					
Constant	0.476	0.166		1.610	0.004
Doctor	-0.696	0.239	0.312- 0.796	0.498	0.004
Pharmacist	-0.979	0.299	0.209- 0.674	0.376	0.001
Dep. Social Importance (1- respected / 2- not respected)					
X ² : 14.327, p= 0.01, df=2 / Cox & Snell R ² = 0.039, Nagelkerke R ² = 0.052 / Overall % = 59.4					
Constant	1.175	0.186		3.237	0.000
Doctor	0.674	0.304	1.081- 3.559	1.962	0.027
Pharmacist	0.873	0.419	1.053- 5.443	2.394	0.037
Dep. Risk to Health (0- no chronic illness + no at-risk household + no COVID experience / 1- one of them is yes)					
X ² : 7.464, p= 0.024, df=2 / Cox & Snell R ² = 0.020, Nagelkerke R ² = 0.032 / Overall % = 82.5					
Constant	-0.693	0.168		0.500	0.000
Doctor	-0.516	0.236	0.376- 0.948	0.597	0.029
Pharmacist	-1.039	0.295	0.198- 0.631	0.354	0.000
Dep. Workday experience (1- positive / 2- negative)					
X ² : 7.464, p= 0.024, df=2 / Cox & Snell R ² = 0.020, Nagelkerke R ² = 0.032 / Overall % = 82.5					
Constant	0.156	0.162		1.169	0.334
Doctor	1.128	0.259	1.859- 5.139	3.091	0.000
Pharmacist	0.537	0.302	0.946- 3.094	1.711	0.076
Dep. Experience working in pandemic (1- positive / 2- negative)					
X ² : 20.062, p= 0.00, df=2 / Cox & Snell R ² = 0.053, Nagelkerke R ² = 0.074 / Overall % = 65.8					

The logistic regression models summarized above show that almost all p values are significant for all variables (except "experience working in a pandemic" for nurses and pharmacists). In other words, occupational groups differ in terms of their perception of working conditions, so H4 is accepted at this stage. Model 1 analyzes perception of financial gain (salary range) and Model 2, income satisfaction. The odds ratio in Model 1 shows that doctors and pharmacists enjoy a higher salary range than nurses, especially the pharmacists. While income satisfaction in Model 2 is highest with pharmacists, both doctors and pharmacists differ from nurses in this model as well. Perception of the social importance of the profession is evaluated in Model 3. The perception of their profession's prestige differs statistically between pharmacists (albeit with a higher rate) and doctors, and the odds ratio shows that nurses feel that they are less respected. In Model 4, the perception of risk to health was calculated as a result of evaluating all situations together in the table related to COVID-19. Nurses, who are the reference category, have a higher odds ratio than the others, and pharmacists and doctors, respectively, differ significantly with a lower coefficient. Finally, the last evaluation category, the perception of the profession's difficulty, was evaluated using Model 5 and Model 6. Although pharmacists were the least likely to express negative feelings about the "workday experiences," the odds ratios of doctors and nurses were also low. The p value differs only for doctors, who expressed negative emotions for the variable "experience of working in a pandemic;" for others the difference is statistically insignificant.

Discussion

As explained above, the main purpose of this study is to reveal the difficulties faced by healthcare professionals from different occupational groups during the COVID-19 pandemic, as well as aspects of their occupational perceptions, for which the analysis included the reason for choosing their profession, their psychological needs for the job and their working conditions.

Occupational preferences are mostly based on monetary factors- according to previous literature

(exp. Behymer & Cockriel, 2005). However, the general averages indicate that the majority of the respondents made their choice of profession consciously (mean= 3.5978) and with the aim of obtaining prestige or social benefit (3.6638). The least important reason for choosing a profession was necessity (mean= 1.8083). Besides, the strongest psychological need expressed by the respondents was achievement (mean= 4.4969). Findings are parallel with the similar studies that defined competence as the most important need for healthcare professionals (Bernard et al., 2014). Since the other dimensions had mean values above 3.5, it was clear that psychological needs received high scores from respondents. According to Chen et al., (2015), when safety satisfaction increase, the desire for psychological needs decrease. Taken from the opposite, the finding can justify the high psychological needs for healthcare professions in environmental or work-related conditions that would be considered risky. In addition, while conscious selection and prestige or social benefit appear as interrelated reasons, necessity has a negative correlation. In the psychological needs scale, the affiliation dimension did not occur within the scope of the study; autonomy and dominance are highly correlated with each other. When the findings are examined, they are seen as meaningful justifications for those working in such a critical field. When comparing the groups by profession, doctors and pharmacists have chosen their profession for prestige or social benefit, while nurses have made their choice primarily because of necessity. Doctors (at a higher rate) and nurses also mentioned the monetary angle. In terms of environmental factors, there is no difference based on occupation. Nor is there any difference in psychological needs by profession.

Although there was no study directly supporting this relationship, in parallel with the indirect studies summarized in the literature (one of leading study; Bohn,1966), the relationship between the reason for choosing the profession (occupational preference inventory) and the psychological needs for the job (new psychological needs assessment scale) is significant. Analysis of the autonomy and dominance variables, which are related dimensions, show a relationship to

environmental pressure in the choice of occupation. Conscious selection and prestige or social benefit are positively related to achievement and dominance; necessity is negatively related to achievement; and financial security is not related to psychological needs. However, from different perspectives, studies indicate that financial security is found to be an indirect antecedent for psychological needs (Howell, Kurai & Tam, 2013). Still, the findings are also meaningful in a more general context. We can conclude that the preferences of the respondents towards choice of occupation are decided consciously, as these occupations tend to bring prestige - and other benefits. Respondents are also aware of associating their psychological needs with their occupation.

Some of the variables were predicted to determine perceptions of working conditions; they are also discussed within the scope of the study in order to present a holistic perspective and to evaluate the general situation of health sector workers, especially during the Coronavirus-19 pandemic. These variables include information about the perception of financial gain, the perception of the social importance of the profession, the perception of risks to health, and the perception of difficulties encountered in the profession. Perceptions of working conditions were defined both by general descriptive statistics and associated with occupational groups in the relevant hypotheses.

While less than half (40%) of the respondents reported low income, 58.7% expressed dissatisfaction with their level of income in the open-ended question asking them to compare their effort with their income. Nearly half of the respondents (49.4%) stated that their profession commands respect, while the rest stated that they suffer from society's point of view, and this situation demotivates them. In the evaluation of health risk, we see that the majority of the respondents had negative experiences (82.5%). Difficulties faced in the profession had parallel results based on both open-ended questions. In the two questions assessing emotional difficulties, more than half of the respondents expressed negative feelings (experiences of the workday, 52.7%, experience working in a pandemic 65.9%).

The results show a fifty-fifty distribution in the areas of work-related perceptions, except for health risk. Occupational differences are important to understand the full extent of the situation. To summarize briefly, in the area of financial gain, doctors and pharmacists demonstrated medium and high salary ranges and satisfaction with this level of income, and the opposite for nurses. Nurses also had the most negative responses regarding the social perception of their profession, while the other groups did not think that society lacked respect for their profession. All occupational groups differ from each other in terms of COVID risk: nurses represent the group at highest risk. Pharmacists had the fewest negative emotions regarding the general workday. Doctors perceived the most difficulty in working during a pandemic, while the others did not show a significant difference. All these findings are consistent with our predictions for occupational perceptions by the professions. It is probable that the underlying reason for the negative reactions to be lower than expected is because practitioners had chosen their professions consciously and/or because these professions are socially beneficial and prestigious (to a large extent). In addition, it is likely that achievement was the main motivation in all three occupational groups. Based on the findings, it appears that professional differences largely determine working conditions, and that is one of the reasons for experiencing the COVID process differently.

Conclusion, Recommendation and Limitations

Based on the above, it is evident that the reason for choosing a profession should be taken into account in career selection and recruitment processes, and it is an important variable in terms of motivation and the capacity to cope with difficulties. In addition, the workplace is an area where, rather than just earning money, psychological needs should be met, and the findings of this study support this. For this reason, it is not sufficient for employees to focus only on financial returns or for those who are in decision-making positions in the workplace to rely on financial instruments to motivate employees. Especially when economic conditions do not allow employees to be fully

satisfied financially, or when working conditions require risks to health or employees to sacrifice their private life, the employee must have a reason to continue working, and the employer needs a tool to support productivity. And this is primarily related to psychological resources. In this way, as the respondents stated, the situation can become one where they can continue to exert effort and feel like a "hero."

In addition, the effect of the segment of society that receives the services, which we can term the third party, should not be ignored. What most demotivated the respondents was the perception of their work as "worthless" by others and the lack of respect they suffered, rather than the financial gain or health risk.

More studies are needed on these variables. By taking into account the antecedent effect of the variables on the employees at the organizational level, effects on the employee and for the organization can be modeled. In addition, occupational preference inventories should be considered together with the relevant theories, and comprehensive studies on occupational preference should continue for different professions. The determination of psychological needs and their relationship to motivation are additional issues that need to be studied using models that can be created in the workflow. Psychological needs can be addressed through comparative studies with different occupational groups. On the other hand, criteria should be developed for the issues that need to be evaluated for working conditions and a homogeneous measurement tool should be developed. Because uncertainty is an inevitable part of today's business world, providing an effective and productive working environment under all circumstances will continue to be a critical element for both small and large enterprises.

Finally, with regard to the adequacy of the scales used in this study, the ability to correctly represent the responses of the respondents in the sample, our assumptions about the ability of the individuals to self-evaluate, and the methods and hypotheses used constitute the main limitations of the study.

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A Study of the Relationship between Safety Perceptions and Mindfulness

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January 2023

Volume:20

Issue:51

DOI: 10.26466/opusjsr.1209605

Abstract

It is well known that the construction industry has a high rate of workplace accidents, resulting in complex legal situations and legal cases. Researchers are debating whether the majority of workplace accidents and injuries are the result of employees' unsafe work practices or unsafe working conditions. In this context, it has been determined that we must comprehend the trait predictors of safety behaviors, which influence workplace accidents and injuries. This study's primary objective is to identify the factors that influence safety behavior in construction workplaces. In previous studies, the effects of employee perceptions of safety culture on safety behavior performance were typically measured with the aid of various mediators. This study, unlike previous ones, focuses on revealing the mediating effect of employee mindfulness perceptions in the relationship between safety culture and safety behavior. Using a sample of 387 employees from the Turkish construction industry, a 58-item survey was conducted to determine the impact of safety culture perception and mindfulness on self-reported safety behavior. A structural equation model was used to analyze and explain the relationships between the proposed framework's constructs. The results of the study indicate that safety culture is associated with safety behavior, and that mindfulness mediates this relationship. There are significant relationships between employees' perceptions of safety culture, mindfulness, and safety behavior, according to the findings. Safety culture and mindfulness are significant predictors of safety behaviors, and mindfulness is an essential personal resource for a successful safety-focused organization.

Keywords: Organizational Culture, Mindfulness, Safety Behaviors, Project Management, Civil Engineering.

Citation:
Uğural, M. N. (2023). A study of the relationship between safety perceptions and mindfulness .

OPUS– Journal of Society Research, 20(51), 125-137.

Öz

İnşaat sektörü, karmaşık yasal durumlara ve yasal davalara neden olan yüksek düzeyde iş yeri kazalarıyla tanınmaktadır. Sağlık ve güvenlik araştırmaları insan davranışının yaralanmaları veya ölümleri önlemede merkezi bir rol oynayabileceğini öne sürmektedir. Ek olarak, araştırmacılar, işyeri kazalarının ve yaralanmalarının çoğunun, güvenli olmayan çalışma koşullarından ziyade çalışanların belirlenen güvenlik tedbirlerine uymamasından kaynaklandığını tartışmaktadırlar. Bu çalışmanın temel amacı, şantiyelerde güvenlik davranışlarının öncüllerini anlamaktır. Daha önceki çalışmalarda, çalışanların güvenlik kültürü algılarının güvenlik davranışlarının performansı üzerindeki etkileri genellikle çeşitli araçlar yardımıyla ölçülmüştür. Önceki çalışmalardan farklı olarak bu çalışmada, güvenlik kültürünün güvenlik davranışı üzerindeki ilişkisinde çalışanların bilinçli farkındalık algılarının aracılık etkisini incelenmiştir. Çalışmada Türk inşaat sektöründen 387 çalışandan oluşan bir örnekleme, çalışanların güvenlik kültürü algısı ve farkındalığının güvenlik davranışları üzerindeki etkisini ölçmek için 58 maddelik bir anket uygulanmıştır. Önerilen çerçevede yer alan yapılar arasındaki ilişkileri analiz etmek ve açıklamak için bir yapısal eşitlik modeli kurulmuştur. Araştırma bulgularına göre, güvenlik kültürünün güvenlik davranışı ile ilişkili olduğu ve güvenlik kültürü ile güvenlik davranışları arasındaki bu ilişkiye bilinçli farkındalığın aracılık ettiği görülmüştür. Çalışma sonucunda, çalışanların güvenlik kültürü algıları, farkındalıkları ve güvenlik davranışları arasında önemli ilişkiler olduğunu görülmektedir. Güvenlik kültürü ve bilinçli farkındalık, güvenlik davranışlarının önemli belirleyicileridir ve başarılı bir güvenlik odaklı organizasyon için gerekli olan yararlı bir kişisel kaynaktır.

Anahtar Kelimeler: Örgüt Kültürü, Farkındalık, Güvenlik Davranışları, Proje Yönetimi, İnşaat Mühendisliği.

Introduction

Creating a safe work environment is one of the most pressing concerns in the business world. Despite the growing emphasis on health and safety, thousands of workplace accidents continue to occur annually. These incidents have a significant impact on the economy and the future of the country, as well as on individuals, their families, and society. Construction is a high-risk industry in which workers engage in a variety of tasks that may expose them to fatal dangers (Zhang et.al., 2020). Tools, resources, materials, equipment, and method statements can vary from project to project. The discontinuity of projects and work force, as well as the use of subcontractors, contribute to the industry's uncertainty and high risk. In recent years, it has been determined that organizational, managerial, and human factors, rather than technical failures, account for the majority of accidents. (Schwatka et.al., 2021; Chan et.al., 2022). Consequently, research has centered on the concept of safety issues. (Naji et.al., 2021). Several studies on safety culture and safety performance in various industries were conducted in Turkey. (Aytaç and Dursun, 2018; Çalış and Küçükali, 2019).

Safety culture is one of several concepts that are currently being considered as having the potential to move organizations to higher levels of safety (Seo et.al., 2022). The safety culture of an organization is one of the most influential factors on employee safety behavior. The safety performance of construction employees reflects their perception of the safety culture and their attitude toward safety on the job site. Measuring safety performance assists organizations in achieving their health and safety management objectives. Another important concept that piques people's interest whenever it is mentioned is mindfulness, which is advocated by Karl Weick and his associates and affects employee behavior. (Weber and Glynn 2006). Mindfulness is a psychology term that refers to the act of focusing on one's internal and external events in the present. (Brown & Ryan, 2003). Due to the risks and dangers associated with construction work and

building sites, it is crucial that the individual's focus must be on the present.

These three concepts are embedded in a variety of literature, implying that they are more distinct than they may be. The goal of this paper is to discuss how these ideas converge, as well as to investigate their limitations and tensions. The paper begins with a look at safety culture before connecting it to personal mindfulness and safe behavior strategies. The target of this paper is to delve into the relationship between safety culture, mindfulness, and safety behavior in depth using Ajzen's planned behavior theory (Ajzen, 1991).

Theoretical Background and Literature Review

Safety Culture

Studies on safety culture have been conducted for over thirty years, but there is no consensus regarding the concept's definition. (Guldenmund, 2000; Cooke & Durso, 2008; Cooper, 2019). Lack of clarity on the issue of safety culture, makes it more difficult to develop and implement safety culture approaches, so a few researchers focus on the concept of 'climate'. Safety culture became an accepted term in "technical" areas such as mining, engineering, oil and construction (Vignoli et.al., 2021). In particular, the academic literature examined safety culture in terms of social psychological and organizational psychological traditions. According to the definition provided by the Advisory Committee on the Safety of Nuclear Installations (ACSNI) the safety culture of an organization is made up of individual and group values, attitudes, perceptions, competencies, and patterns of behavior that determine the organization's commitment to health and safety management as well as its style and proficiency. (Anon, 1994).

One of the definitions of construction-specific culture describes the construction safety culture as follows: Construction safety culture is a subcomponent of organizational culture, and it represents workers' impressions of the organization's safety management system, which consists of rules, practices, and procedures that illustrate how safety is applied on construction

sites. (Choudhry et al., 2007). The construction industry is most interested in the cultural behavioral consequences because they are more perceptible and accessible in daily business operations. Despite this difference in conceptualization and operationalization, the idea of a "safety culture" is critical to the success of contemporary strategies for enhancing safety performance results. (Guldenmund, 2000).

Mindfulness

It can be traced back to the Buddhist religious heritage for eons. The term "mindfulness" is derived from the Pali word "sati," which means "awareness, attention, and remembrance" (Bodhi, 2000). The term "mindfulness" refers to a method of paying conscious and nonjudgmental attention to the present moment. Mindfulness is described as "a receptive attention to and awareness of current events and experiences" in its most basic form (Brown et al., 2007). In recent years, there has been a surge in interest in the idea of mindfulness concerns within organizational science study. Its practice has grown in popularity, and mindfulness research has grown at an exponential rate. Mindfulness training is used by companies such as LinkedIn, Aetna, Mayo Clinic, Google, Ford, Intel and the United States Army to improve workplace functioning. Emerging evidence from a variety of disciplines suggests that mindfulness is fundamentally linked to many aspects of workplace functioning (Gelles, 2015). Nonetheless, despite growing interest, the industrial-organizational community has paid little attention to mindfulness (Hyland et al., 2015).

Mindfulness is one of the main factors affecting the behavior of the individual. Based on past research, it is possible that attention-enhancing experiences and actions that characterize aware humans may impact the capacity to govern self-regulation, i.e., cognitive and emotional control. (Good et al., 2016). In contrast, because less conscientious individuals pay attention to a variety of internal experiences and attributes, their tendencies are stricter and more susceptible to opposing habits and thoughts, resulting in a weaker relationship between intention and behavior. There has yet to be any research on

mindfulness and safety culture and behavior in the field of construction management. The following are a few studies on 'mindfulness' and the construction industry. In their ethnographic action research, Olde et al. (2016) employed mindfulness as a lens to evaluate how 4D affects the coordination of utility construction operations (Olde et al., 2014). Liang et al. (2016) investigated the direct and indirect effects of mindfulness characteristics on construction workers' health and safety performance through stress. By summarizing the characteristics of mindfulness and placing them within a theoretical framework, as well as by refining a mindfulness – stress – productivity model, the researchers aimed to gain a better understanding of the sophisticated interactions between individual mindfulness, stress, and performance parameters in construction workers. (Liang et al., 2016).

Safety Performance

Overall safety performance is defined as actions or behaviors practiced by virtually all individuals to increase the health and safety of employees, customers, the public and the environment.

A study by Burke et al. (2002) developed a potentially applicable overall safety performance model for the safety performance of many business areas. In this model, a 4-factor structure has been established for overall safety performance. These four factors are;

- 1- Personal protective equipment usage
- 2- Participate in business practices to reduce risk
- 3- Health and safety information communication
- 4- To fulfill the rights and responsibilities of employees respectively.

The four factors are based on the safety culture, climate and performance studies conducted in the literature.

According to the literature, behavior-based safety management systems improve industrial safety performance. Two prominent studies in this field have demonstrated that behavior-based safety management can be effective even in difficult construction environments. (Duff et al., 1994, Mattila & Hyodnmaa, 1988).

Different methods are used to measure safety performance. The four most commonly used methods are as follows (Yule, 2003):

- 1- Accident statistics
- 2- Events and accidents reported by employees
- 3- Safety behaviors reported by employees
- 4- Determination of safety performance of an employee by an administrator or supervisor

Measuring safety performance is one of the most important factors in achieving the targets of organizations safety management.

Planned Behavior Theory

Most previous research on organizational factors influencing employee safety behavior lacked a theoretical framework to explain the psychological aspects of employee safety behavior (Zohar, 2000; Glendon & Litherland, 2001). Since Zohar's (1980) study, several safety climate surveys have been developed. However, only a few studies have been designed using behavior theory (Hall, 2006; Fogarty & Shaw, 2010). It is reasonable to presume that several employees are not aware of the existence of organizational culture and how it influences employee behavior. The study's theoretical framework was provided by Ajzen's (1991; 2005) theory of planned behavior (TPB), which explains the psychological aspects of employee behavior (Baron, 2008). The TPB's main assumption is that all human actions are motivated by good intentions.

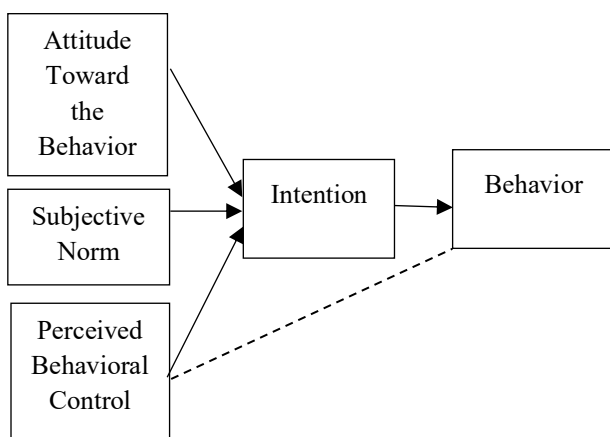


Figure 1. The Theory of Planned Behavior (Ajzen, 1991)

Figure 1 depicts the essential components of Ajzen's theory of planned behavior. Attitudes,

subjective norm, and perceived behavioral control constructs can all be utilized to accurately anticipate a person's intentions for any form of conduct. Second, projected goals mixed with perceived behavioral control can explain disparities in actual behavior (Ajzen, 1991, p.2005).

It is reasonable to assume that people have attitudes toward certain behaviors. Individuals' actual behavior, on the other hand, is a result of their attitudes, subjective norms, and work pressures. Subjective norms are the perceptions of others' ideas and behaviors that have a substantial impact on an individual's viewpoints (Fogarty & Shaw, 2010). These could be closely related to the individual's coworkers or friends. Perceived behavioral control, which also serves as a direct predictor of actual behavior, serves as the third predictor of intention. Perceived behavioral control refers to external factors that prevent someone from engaging in a behavior even when they have a strong desire to do so.

The theory can be applied to the concept of safety behavior using an example from construction sites and the construction industry context. The example illustrates how an employee's safety behavior may occur as a result of TPB guidance. A safety helmet is an important safety tool for construction workers because it protects them in the event of an accident. It is also a safety rule to wear one while working on a building. However, some employees refuse to use it. This unsafe behavior has the potential to be dangerous. The workers have developed a negative attitude toward the safety helmet, according to TPB. Second, workers' attitudes toward safety helmets were influenced by their coworkers' attitudes. This situation is a group norm, according to TPB (Baron, 2008). Third, the workers find the safety helmet inconvenient. The helmet may save the worker's head in the event of an accident, but it may also cause the worker's head to become hot and obstruct his movement while working in a building site. (Ajzen, 1991; 2005).

The effects of organizational safety culture and mindfulness on safety behavior in the construction sector

Safety culture is an unobservable structure with many dimensions, and many employees probably do not know how they affect their presence or cultural behavior. Examining the relationship between employee safety behaviors and employees' organizational safety culture perceptions will help prevent human-induced accidents in high-risk industries (Helmreich et al., 2001). Even a minor human error can have disastrous consequences in high-risk industries.

Mindfulness is one of the main factors affecting the behavior of an individual. Based on previous research, it can be suggested that attention-enhancing experiences and events that characterize conscious individuals may influence the ability to control self-control, that is, the ability to control cognitive and emotional control (Kuhl & Fuhrmann, 1998). Conversely, because less attentive individuals pay attention to a range of internal experiences and contextual cues, their behaviors are more rigid and defenseless to the opposite habits and thoughts, so that a relationship of intention-behavior that is not so strong emerges.

Safety culture and mindfulness can reshape and colorize the attitudes and behaviors of employees on the work safety side. The identification of organizational determinants of individual safe behaviors and the determination of conscious awareness levels can be useful in designing and modifying current safety culture.

Since no study examining safety culture, mindfulness and safety behaviors variables together was found in the literature research, it can be said that this research is an original study. In this context, the main contribution of the research is to determine the effects of safety culture and mindfulness perceptions of construction industry workers on safety behaviors. In addition, it will play a significant role in the studies to reveal the relationship of safety behaviors with some variables with the data obtained from the sample selected from various companies in the production field in the construction sector.

In the study, the answers to the following research questions were sought to be tested based on the theoretical framework:

1. How effective are perceptions of safety culture and mindfulness in predicting employees' perceptions of safety behaviors?
2. What is the indirect effect of the perception of safety culture on mindfulness perceptions as well as its direct effect on safety behaviors?

Methodology

The main idea of this study is that safety culture alone is not enough to prevent the occurrence of workplace injuries caused by safety behavior. Therefore, a support mechanism must be in place to avoid workplace injuries. In this study, it is suggested that employees' intention to mindfulness will help safety culture and safety behaviors to function better. In other words, mindfulness has an auxiliary role that is thought to reduce workplace injuries in the relationship between safety culture and safety behavior. Numerous studies in the construction industry suggest a direct relationship between safety culture and safety behavior. (e.g., Meliá, Fugas & Silva, 2012; Lu & Yang, 2011; Guo, Yiu & González, 2016). Several studies have been conducted to show the relationship between safety culture and workplace / occupational injuries. (e.g., (Kearney et al., 2015; Liu et al., 2015). Several studies have looked at how mindfulness traits, either directly or indirectly, affect the health and safety performance of construction workers when under pressure. (Liang et al., 2016; Liang & Leung (2015). At this time, it is believed that the literature lacks a comprehensive explanation of the effects of mindfulness on safety culture and behavior, as well as the mediating effect of mindfulness between safety culture and safety behavior to reduce workplace injuries. This is the contribution this research and proposed model aims to make. In the data analysis phase, the following model was established to reveal the relationships between variables, to guide the research and to form hypotheses. This study employed Ajzen's (2005) theory of planned behavior (TPB) to develop a conceptual model that incorporated management attitude into the safety culture construct. Safety culture and mindfulness are independent variables in the model; safety behaviors take place as a dependent variable. With the help of the model, the effects of the employees' perception of safety

culture and mindfulness on the perceptions of safety behaviors and the relationship between them is tried to be determined. While developing the research model, previous studies on the subject in the literature were considered; the research model is presented in figure 1 below, based on the studies of Gong et al. (2009), Sengupta (2011), and Guo et al. (2014) expressed.

Figure 2 illustrates how the TPB perspective suggests that individual safety behavior is influenced by safety culture. In other words, an individual's perception of an organization's safety culture can be used to predict an individual's actual safe or unsafe behaviors. Second, an organization's safety culture has a direct impact on individual mindfulness intentions and predicted mindfulness, as well as the safety culture's level of perception, which can influence safety behaviors. In addition to this, the main aim of this study is to determine the mediating role of intention to mindfulness in the safety culture and safety behavior in terms of workplace injuries.

In accordance with the study's purpose, research questions posed, and research model, the following hypotheses are proposed to test the structural relationships among the study variables. The research model proposes several relationships between latent variables. However, individual attitude, workplace pressures, management attitude and group norms were observed to measure the safety culture construct as an exogenous variable using a four-factor model. Mindfulness was treated as a single-factor exogenous variable in the study. A two-factor model was used to measure the safety behavior construct by observing violation and error behaviors as an endogenous variable. Based on the literature and model, three hypotheses were proposed to explain the relationship between safety culture, mindfulness perception, and self-reported safety behaviors.

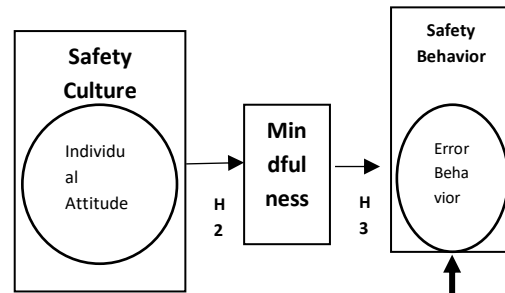


Figure 2. Study's Conceptual Model Based on the Planned Behavior Theory

H1: There is a positive and meaningful relationship between safety behavior and safety culture.

H2: There is a positive and meaningful relationship between safety culture and mindfulness.

H3: There is a positive and meaningful relationship between mindfulness and safety behavior.

Mediating Mechanisms

Although we have proposed a direct relationship between safety culture, mindfulness, and safety behavior, the intention of mindfulness will mediate the relationship between safety culture and safety behavior. Specifically, the relationship between safety culture and safety behaviors will be stronger when mindfulness perception of workers is strong compared to when opposite.

H4: The connection between safety culture and safe behaviors is complicated by the presence of a mediating factor called mindfulness.

Safety culture is a four-component exogenous variable. Safety behavior is an endogenous variable with a two-factor model that includes violation and error components. According to the TPB model, mindfulness is the latent construct that mediates the relationship between organizational safety culture and individual safety behavior. (Shapiro, et al., 2006).

Participants and Procedure

A questionnaire was administered to 900 workers selected at random from 27 different Istanbul construction sites. There were 387 questionnaires returned for a response rate of 43%. Due to missing

data and extreme values, 34 questionnaires were excluded from the evaluation, and the responses of 353 employees were analyzed.

Instrument

The questionnaire used in the research consists of four parts. The first section, which consists of three questions, was designed to assess demographic and occupational variables. In this part of the questionnaire education level, age, experience in construction industry are included.

The second part; safety culture perception of the respondents was measured with the thirty-one items. The survey questionnaire was created by analyzing questions from Hall (2006), Fogarty and Shaw (2010) and Seo et al. (2004) surveys. In this scale there have been observations that a safety culture consists of four subcomponents, which are individual attitude, group norms, management attitude, and pressure in the workplace. The individual's attitude is the first part of the safety culture model that must be considered. The individual attitude is indicative of the individual's dedication to safety, the usage of safety equipment, and the willingness to take safety risks, as well as the individual's view of safety regulations, safety infractions, and safety blunders. (Hall, 2006; Fogarty and Shaw, 2010). This part has seven items. Group norms are the second component of the safety culture. Group norms highlight the influence of coworkers on an individual's attitude and intentions about safety conduct. (Seo et al., 2004). This part has 8 items. The management's attitude to safety is the third element of a safety culture. It reveals how individuals view the management's support and commitment to safety. (Seo et al., 2004). This part has nine items. Workplace pressure is the last component of safety culture and has 7 items. For some authors workplace pressure is a pioneer of intent, violation and error behavior (Ajzen,1991; Fogarty,2004). All four subcomponent surveys have reliability scores ranging from 0.71 to 0.92 on this scale.

As a result, the third part, individual workplace safety behavior, can be divided into two subcomponents. While an error is defined as legal activities that do not achieve the desired result, an intentional disregard for formal safety regulations

and procedures is the definition of a violation. (Wiegmann & Shappell, 2001). Fogarty and Shaw's (2009) infraction items are selected since they were designed to detect both ordinary and unusual transgressions. Based on error definitions, questions reflecting decision, skill-based, and perceptual error dimensions were selected from Seo et. al. (2004)'s unsafe behavior construct for the error construct. The violations construct had five items and the error construct had four items to allow for the observation of individuals' workplace safety behavior.

Last, individual mindfulness was measured using Brown and Ryan's Mindful Attention Awareness Scale (MAAS) (2003). They created the MAAS to measure everyday attention and awareness. MAAS is a prominent mindfulness scale (Ruiz et al. 2016). To ensure that respondents understood the survey questions correctly, they were translated into Turkish. Prof. Heyecan Giritli, a native Turkish speaker who was asked to review the Turkish version of the survey due to her familiarity with the study's concepts, reviewed it. Participants were asked to use a five-point Likert scale to respond to questions. Table 1 indicates the dimensions, and explanations for the study variables, as well as their sources, number of questions and measurement levels.

Table 1. Research Instruments

Study Variables	Dimensions	Source	Item Number
Exogenous Variable	Management Attitude	Seo et. al. (2004)	9
	(Safety Culture)	Individual Attitude	Hall's (2006) Fogarty and Shaw's (2009)
Group Norms		Seo et. al. (2004)	8
Endogenous Variable	Workplace Pressure	Seo et. al. (2004)	7
	Violation Behavior	Fogarty and Shaw's (2009)	5
(Safety Behavior)	Error Behavior	Seo et al. (2004)	4
Mediating Variable	(Mindfulness)	Brown and Ryan's (2003)	15

Reliability of Measurement

In the testing phase of the research questions, frequency and descriptive analysis were applied to

the data. The compliance of the data to normal distribution was tested by Kolmogorov-Smirnov analysis and kurtosis and skewness tests. Reliability analyzes of scales and sub-dimensions were calculated using the Cronbach alpha reliability coefficient.

Analysis of Data

"SPSS v21" and "AMOS v24.0" programs were used for the analysis of the data obtained from the questionnaire applied in the study. Pearson Correlation was calculated to determine the relationships between dependent and independent variables. Regression analysis was applied to see the effect of independent variables on dependent variables. In order to determine the mediating effect of mindfulness in the effect of safety culture on safety behaviors, a path analysis was performed using the structural equation model and the findings obtained were evaluated.

Analysis and Findings

The variables expressing the analysis and findings of the study are detailed below.

Demographic analysis

The demographic characteristics of the respondents are shown in Table 2 to reflect a better profile of the sample.

Table 2. Demographic data for respondents

Demographic variables	Categories	Number of responses	%
Education Level	Elementary School	54	15,29
	High School	89	25,12
	Graduate	155	43,90
	Master's degree	55	15,59
Age Group	<30 years	163	46,17
	30-50 years	137	38,81
	>50 years	53	15,01
Experience in construction industry.	<5 years	140	39,66
	5-10 years	125	35,41
	>15 years	88	24,93

Factor and Reliability Analysis.

First, the compatibility of the data collected in this study with the presented model was tested by Confirmatory Factor Analysis (CFA) using SPSS

v21, AMOS v24.0 statistical programs. Based on the results in Table 3, it was clear that the data fit the model.

Table 3. Confirmatory Factor Analysis Results and Reliability Values of the Model

Scale	$\Delta\chi^2/sd$	RMSEA	CFI	IFI	α
Safety Culture	1.58	0.044	0.917	0.892	0.92
Safety Behavior	3.22	0.076	0.952	0.940	0.83
Mindfulness	2.74	0.067	0.902	0.841	0.94

In addition, for the construct validity testing, convergent and discriminant assessments of each of the three scales used in the study were conducted. In order to evaluate convergent validity, the average variance extracted (AVE) was tested with acceptable values to be ≥ 0.70 .

Table 4. Average Variance Extracted, Composite Reliability and Alpha Reliability.

Variables	AVE	CR	α
Safety Culture	0.739	0.919	0.843
Safety Behavior	0.780	0.923	0.814
Mindfulness Intention	0.777	0.935	0.789

Note: CR, Composite Reliability; AVE, Average Variance Extracted α , Alpha Reliability.

Table 5 provides the arithmetic means and standard deviations for the perception points of the study participants for the variables of the study. Examining the safety culture (mean = 3.74, standard deviation = 0.92) reveals that employee safety culture levels are high. Examining individuals' perceptions of safety behaviors reveals that their perceptions are high (mean = 3.36, standard deviation = 0.97). The mean score for mindfulness was 2.06, with a standard deviation of 0.82. This result indicates that the participants' perceptions of mindfulness are low.

Table 5. Lowest and Highest Values of Variables, Means and Standard Deviation.

Scale	Minimum	Maximum	Mean	SD
Safety Culture	1	5	3,7493	,92852
Safety Behavior	1	5	3,3699	,97004
Mindfulness	1	5	2,0692	,82396

Correlation Analysis

Pearson correlation coefficients were computed to determine the relationships between dependent and independent variables (Table 6). Examining the correlations between the variables revealed a moderate positive relationship between safety

culture and safety behaviors, a low-level positively between safety culture and mindfulness, and a moderate positive relationship between safety behaviors and mindfulness.

Table 6. Correlation Findings

Scale	Safety Culture	Safety Behavior	Mindfulness
Safety Culture	1		
Safety Behavior	0.416**	1	
Mindfulness	0.264**	0.385**	1

N=353, (**) $p < .01$

All variables are found to have significant relationships with one another. In the scale development study by Turner and Valentine (2001), for example, there is a similar positive correlation ($r = 0.265$, $p = 0.001$) between safety culture, which is the dependent variable, and safety behavior, which is the independent variable, as well as demographic variables, which are considered control variables, and a positive relationship between safety culture and safety behavior. Various studies have demonstrated that there is a correlation between safety culture and safety behaviors (Cooper and Phillips, 2004; Fogarty and Shaw, 2009). The results of studies examining the relationship between mindfulness and safety behaviors indicate a strong and positive association between the two variables (Weick et al., 1999; Hopkins, 2002). It can be said that the present study's findings are consistent with the existing research.

Structural Equation Model Results of Research Model

The results of the AMOS analysis of the hypothetical model related to the performed work are presented in Table 7. In Table 7, analyses were performed utilizing the accepted indexes from prior studies, the accepted value ranges, and the measurement model results from the research application. In addition, the application's results data were interpreted in light of similar studies published in the literature.

Table 7. Literature Indexes and Research Model Results

Literature Indexes	Acceptable Values	Research Model
RMSEA	$< .05 - .08 \leq$.072
CMIN/DF	$0 < \chi^2/df \leq 5$	3.753
IFI	$> .90$.907
TLI	$> .90$.882
CFI	$> .90$.926
RMR	$< .1$.082

Aside from the TLI value, all other values in Table 7 of the study fall within the acceptable range established by the literature. These results demonstrate the applicability of the study. (Guo et.al., 2014).

Table 8. Regression Measurement Model Results of the Research

Associations in the Model	Estimate	S.E.	p	Hypothesis	Explanation
SC → SB	.746	.036	.003**	H1	Accept
SC → M	.785	.037	.009**	H2	Accept
M → SB	.793	.115	***	H3	Accept
SC → M → SB	.063	.036	.038*	H4	Accept

N=353, (*) $p < .05$, (**) $p < .01$, (***) $p < .001$

SC: Safety Culture; SB: Safety Behaviors; M: Mindfulness; Estimate: Standardized Regression Weights; S.E.: Standardized Error

The effect between perceptions of safety culture and safety behaviors was found to be significant ($= 0.74$, $p .001$) based on the results of the regression measurement model presented in the study's Table 8. There is a positive relationship between safety culture and safety behaviors, and safety culture is an important predictor of safety behavior, according to previous research (Nyhan, 1999). In this context, this study provides support for previous research. Examining the interaction between safety culture and mindfulness reveals a significant effect above the intermediate level ($= 0.78$, $p .009$). According to the research conducted by Reichers et al. (2017), safety culture has similar positive effects on mindfulness. However, various studies have also found that employees' perceptions of safety culture increase in proportion to their level of mindfulness (Wanous et al., 1994; Abraham, 2000).

Likewise, when the effect of mindfulness perception on safety behavior was evaluated, a positive and moderately significant relationship was discovered ($= 0.79$, $p .000$). Andersson (1996) proposed a similar positive relationship between perceptions of worker awareness and attitudes towards organizational security behaviors, which is supported by these findings. Consistent with the literature, the positive outcomes of mindfulness perceptions, which are viewed as one of the causes of safety behavior (Thompson et al., 1998; Turner

& Valentine, 2001), are positive. In addition to direct effects, structural equation models created with the AMOS program can also be used to determine indirect effects (Arbuckle, 2007). In the final hypothesis of the study, the effects of employee perceptions of safety culture on safety behavior were measured, the mediating effect of mindfulness was identified, and the results were interpreted. Examining the results of Table 8 reveals that the mindfulness levels of employees have a full moderating effect on the positive and insignificant effect of employees' perceptions of safety culture on safety behaviors. This circumstance demonstrates that the safety cultures of employees have indirect effects (mediated by mindfulness) on their safety behaviors.

These results revealed that all the research hypotheses were accepted and that the high safety culture of employees in the workplaces increased the perceptions of mindfulness and safety behavior, similarly, the safety behaviors of those with high levels of mindfulness positively affected the safety behaviors and mindfulness had a mediating effect on safety culture and safety behaviors.

Discussion and Conclusion

This study aims to examine the perception of safety culture, the relationship between mindfulness and safety behavior, their interaction, as well as the effects of safety culture and mindfulness on safety behavior. By combining safety culture, mindfulness, and safety behavior, substantial contributions have been made to the literature that primarily examines these variables. In addition, it was intended to provide construction industry employees, managers, and leaders with management-related advice based on the findings and recommendations. According to the findings of this study, a high perception of safety culture among employees in an organization has a positive impact on individuals' perceptions of safety behaviors, and the resulting high perception of mindfulness contributes to the employees' higher safety behavior. Considering the total impact of mindfulness perception on safety behavior, it is evident that it has a substantial effect. The strong

relationship between safety behavior and mindfulness can explain this result. There may be a correlation between mindfulness and safety behaviors, according to reports (Thompson et al., 1998; Turner & Valentine, 2001). Similarities exist between the study's findings and those of studies focusing on safety culture, safety behaviors, and mindfulness perceptions (Leung, M. Y., Liang, Q., & Yu, J., 2016; Klockner, 2013).

In addition to these studies, it has been discovered that people's perceptions of mindfulness influence their perceptions of safety behaviors. Mindfulness, however, can serve as a bridge between how people feel about safety culture and how they act regarding safety. Thus, it can be stated that research results are applicable to business. The results of the research can be used to provide managers with useful advice. For instance, if an organization wants its employees to be more mindful, the employer can increase the employees' safety culture level to achieve this result. Because this study demonstrates that employees pay close attention to and care about their perceptions of the safety culture at work. If there isn't much of a safety culture at workplace or if employees believe their supervisors don't care enough about safety culture, this could cause employees to become more complacent, which would make them less mindful and less likely to act safely. Since there is a direct correlation between safety culture and safety behaviors, this could result in negative outcomes such as decreased security and an increase in accidents. Therefore, it may be prudent for managers in the construction industry to focus on how employees feel about safety in order to encourage safer behavior. Even though the study has many contributing findings, it has some limitations, as do other studies. The most significant limitation is that the sample is limited to employees from a single city and region. As a result, conducting studies with a diverse range of participant groups will improve the generalizability of the research findings in future studies, and different variables representing the precursors and successors of safety behavior will contribute to the literature. Furthermore, because the data collected by the questionnaire method represents an internal evaluation that the

participants make entirely on their own, conducting evaluations with the assistance of supervisors who can conduct external evaluations or at different time intervals will reduce the limitations of the common method variance error that may occur. Aside from these limitations, it is known that other factors influence safety behaviors, and the generalizability of the research can be improved by controlling for these in future studies.

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Women's Access to Urban Social Services in Çankaya District: A Mix Method Research

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January 2023

Volume:20

Issue:51

DOI: [10.26466/opusjsr.1213973](https://doi.org/10.26466/opusjsr.1213973)

Citation:

Hatiboğlu Kısacık, B. and
Odabaşı, A. A. (2023). Women's
access to urban social services in
Çankaya district:
A mix method research. *OPUS-
Journal of Society Research*, 20(51),
138-148.

Abstract

The purpose of this study was to develop a comprehensive understanding on women's access to urban welfare/social services issues and solutions for developing gender sensitive urban welfare/social services. The mixed research were conducted in Çankaya, Ankara, based on the principles of feminist methodology to answer to how the rights to access to urban services of women residents could be achieved by regarding their satisfaction of the urban social services and their daily urban life experiences? Different tools in qualitative and quantitative research methods were used to collect and generate data. Integrated findings that are based on the combination of quantitative and qualitative analysis were presented into two parts; which includes socio-demographic characteristics of the participants and the effective and accessible urban social services for women in Çankaya. It was identified that urban infrastructure and welfare/social services of Çankaya could not respond to the gender needs of women living here and caused to their dissatisfaction about the existing urban services and municipal activities. In conclusion, a new perspective were recommended for developing that focuses on the transformation of gender relations within space and urban services based on the principles of being "free of charge", "accessible", "inclusive", "safe and secure", "empowering", "healthy" and "right-based".

Keywords: Women's Access To Urban Social Services, Urban Policy, Gender Relations, Gender Equality, Çankaya.

Öz

Bu çalışmanın amacı, kadınların kentsel refah/sosyal hizmetlere erişimi sorunlarına ve toplumsal cinsiyete duyarlı kentsel refah/sosyal hizmetlerinin geliştirilmesine yönelik önerilerine ilişkin kapsamlı bir anlayış geliştirmektir. Feminist metodoloji ilkelerinden hareketle karma araştırma olarak tasarlanan bu araştırma, Ankara Çankaya'da yaşayan kadınların kentsel sosyal hizmetlerden memnuniyetleri ve günlük kentsel yaşam deneyimleri dikkate alınarak kentsel hizmetlere erişim haklarının nasıl sağlanabileceği sorusuna cevap bulmaya odaklanmıştır. Veri toplama ve bilgi üretme sürecinde nitel ve nicel araştırma yaklaşımlarından yararlanarak farklı araçlar kullanılmıştır. Nicel ve nitel analizin birleşimine dayanan bütünlük bulgular iki bölüm halinde sunulmuştur: katılımcıların sosyo-demografik özellikleri ve Çankaya'daki kadınlar için etkili ve erişilebilir Kentsel Sosyal Hizmetler. Bulgular, kentsel altyapı ve kentsel refah/sosyal hizmetler açısından Çankaya'nın, burada yaşayan kadınların toplumsal cinsiyet ihtiyaçlarına cevap veremediği ve mevcut kentsel hizmetlerden ve belediye faaliyetlerinden memnuniyetsiz olmalarına neden olduğunu göstermektedir. Sonuç olarak, "ücretsiz", "erişilebilir", "kapsayıcı", "güvenli", "güçlendirici", "sağlıklı" ve "hak temelli" olma ilkelerinden hareketle, toplumsal cinsiyet ilişkilerinin mekân ve kentsel hizmetlerde dönüşümüne odaklanan yeni bir bakış açısının geliştirilmesi için önerilerde bulunulmuştur.

Anahtar Kelimeler: Kadınların Kentsel Sosyal Hizmetlere Erişimi, Kentsel Politika, Toplumsal Cinsiyet İlişkileri, Toplumsal Cinsiyet Eşitliği, Çankaya.

Introduction

The idea and understanding about the city has mostly been shaped by how citizens imagine and experience the city. Therefore, the perspective about city and urban space, personal experiences and identities as well as the way of action and movement of the person within the urban space are the main decisive aspects. In case of not considering these main aspects, the efforts of municipalities aiming at improving urban space and welfare/social services could easily be resulted in discrimination and inequality for accessing these services for some groups, especially for women (Akduran, Yakar-Önal ve Günlük-Şenesen, 2018). Precisely in this direction, the concept of mainstreaming gender equality within urban policy is started to be discussed after Beijing 4th World Conference on Women in 1995. European Union Research and Development Program-Horizon 2020 have also gradually addressed various dimensions of gender in terms of urban planning and transportation (Sánchez de Madariaga, 2013, p.43). Within this direction, gender equality action plans and gender sensitive budgeting have been developed as the products of such tools and mechanisms. However, there has also been some concerns about the process of gender mainstreaming is not addressing the rights-based agenda emerged in the 1970s because it is used as a bureaucratic tool (Sánchez de Madariaga and Roberts, 2013; Beebeejaun, 2017). The results of the existing studies have shown that there are significant shortcomings in achieving gender equality in urban settings (Doan, 2010; Meadow, 2010; Spain, 2014). Moser (2016) has emphasized at this point that a new perspective should be developed that focuses on the transformation of gender relations within space rather than mainstreaming gender equality.

When looking at the situation of urban settings in Turkey from gender mainstreaming perspective, it is seen that the research on women-friendly cities has increased with the Local Agenda 21 meetings which were held with the effect of the European Union Harmonization process in the 2000s. Within these developments, Equality Units has been established in some

municipalities and Gender Equality Action Plans has been developed. Although there are important studies that will ensure the monitoring of gender equality at the city level in Turkey within the framework of international human rights norms (Akduran, Yakar-Önal ve Günlük-Şenesen, 2018), there is lack of evidence-based research to analyze how developments contribute to access to gender equal urban welfare/social services in Turkey.

Studies conducted at the international level in terms of women's access to urban welfare/social services has mostly handled it with its connection to the gender inequalities in the urban space in the axis of body, labor and identity (Fenster, 2005; Buckingham, 2010; Beebeejaun, 2017). Within these research, urban policies has harshly been criticized because they do not take into account the differences unique to the gender of the citizens living in a city and their needs arising from these differences have not met. According to Beebeejaun (2017) all urban settings like all public spaces are completely planned over the needs of men. In this context, it has been particularly women who face discrimination at the first place, and how they relate to the urban space is generally ignored as they are accepted as the passive users of the city. Thus, most of the women residents have seen as becoming not passive but rather incomplete citizens because of the urban welfare/social services ignoring the conditions that create different life experiences within the framework of especially gender-based division of labor (Alkan, 2006; Fenster, 2005). Based on this reality, it is identified to be need for conducting a socio-spatial analysis that holistically addresses the identity performance, the organization of labor and various appearances of the body within public and private spheres. In this respect, gender perspective proposes a new paradigm to reveal the invisibility of women in the city through gender inequalities.

At this point, it is necessary to have a right-based approach in order to focus on women's access to urban services. It should not be forgotten that how different genders relates to the city results in different experiences of discrimination and inequalities at any time when certain

conditions such as being elderly, young and disabled are identified based on unequal gender relations and intersect with each other (Author, 2022). In this direction, access to urban welfare/social services is not only to "equally access to physical and social infrastructure in cities, in other words, provision of local public services" but also it is to provide and design of urban services in accordance with the needs of everyone including special needs of general, disabled or aged women and provides easy access (Akduran, Yakar-Önal ve Günlük-Şenesen, 2018, p.16-20). Therefore, it is necessary to develop an inclusive understanding for evaluating women's access to urban welfare/social services in accordance with the right-based relationship between the urban citizens, the city administration and the urban space.

That's why, the conceptual framework of the research is built upon fundamental norms, namely the Prohibition of Discrimination, Gender Equality, Respect for Human Dignity, Sustainability which are regulated in basic documents on fundamental international human rights and urban rights such as European Charter of Local Self-Governance (1985), European Urban Charter (2008) and Charter for Women's Right to the City (2004). It was conducted based on the mixed research design analyzing both quantitative and qualitative data in different ways, and focuses on the rights of Çankaya's women residents to access to urban social services. The most important reason to focus on Çankaya district is that it is the only municipality that has an equality unit among the district municipalities in Ankara and Çankaya Municipality has been preparing the second Local Equality Action Plan by the time this research was started.

Therefore, the main aim of this study is to develop an comprehensive understanding on women's access to urban welfare/social services issues and solutions.

Methodology

This research is based on the mixed research conducted in Çankaya, Ankara, based on the principles of feminist methodology. Therefore, it fits the transformative paradigm aiming to transform the lives of the groups experiencing gender discrimination and oppression, according to the definition by Mertens (2009). The main mix method question is designed to answer to how the rights to access to urban services of women residents of Çankaya could be achieved by regarding their satisfaction of the urban social services and their daily life experiences? Different tools in qualitative and quantitative research were used to collect and generate data, and conducted the analysis separately (Creswell, 2014). Ethical approval was obtained from Hacettepe University Ethical Commission prior to concluding the study.

As part of the quantitative phase, the household interviews with 167 resident who's gender statement is women from different neighborhoods of Çankaya carried out before the COVID-19 pandemic, between December 2019-March 2020. The data were collected via home visits in 34 neighborhoods of Çankaya, based on the sample determined by Turkey Statistics Institute (TurkStat). Quantitative research was mainly carried out in a sample of 657 households under harsh winter conditions. In 281 of these households, women directly refused to participate in the study. 209 households could not be reached, despite 3 household completed, due to the fact that either nobody was at home or nobody opened the door. Some of these households were demolished or were for rent or for sale. The ideas on their satisfaction of the urban social services gathered from household surveys were analyzed via SPSS. The analysis regarding how women use urban services was conducted based on their satisfaction with their household and building where they live as well as other non-house/building urban services; their satisfaction with institutions and organizations rendering welfare/social services in urban area,

and their suggestions for improving urban services in Çankaya district.

In the qualitative phase, on the other hand, semi-structured in-depth interviews with 21 women (regarding their gender statement) conducted to understand women's daily urban life experiences after the first lock-down measures taken due to the pandemic. All the in-depth interviews were conducted via online platforms such as Zoom and WhatsApp. Based on purposeful sampling (Creswell, 2014), the relevant intersectional aspects related to their age, and the disability (visual disability and orthopedic disability) were included because of their excluded position in urban policy literature. Of the women interviewed in-depth, 4 are 65 years old and over and 3 are under 30 years old. In addition, 2 physically disabled women and 3 visually impaired women were interviewed. It was not possible to meet with hearing impaired women on an online platform. A pseudonym was used to avoid revealing people's identity information. All the interviews were analyzed by using NVIVO 12 as separately. Within the qualitative analysis, the relation with the municipality and urban services and their experiences of using them was conducted.

In the mixed research dimension, the results of the quantitative and qualitative analysis were combined and correlated them with each other and reported within the framework of the integrated findings. This "multiple form of analysis is conceptualized as 'triangulation' or 'convergent validation in social sciences" (Berg and Lune 2016). It provides to develop an idea about the aspects where the meaning is diversified for different groups and for different dimensions of qualitative and quantitative findings, and to make sense of the power relations that determine reality. As a result, the mixed research findings obtained by the integrated analysis of the results from the quantitative and qualitative research were discussed in detail under two parts.

Findings

Findings of this research are presented into two part. First one is focused on Socio-Demographic characteristics of the participants and the other is on effective and accessible Urban Social Services for women in Çankaya.

Socio-Demographic Findings

According to the socio-demographic characteristics of women surveyed (Table 1), 22.9% of them are 65 years old or more. Women over the age of 65 usually have a regular income of their own, live alone or with another female household member and have chronic health problems. This data seem to be to be compatible with the statistics by TURKSTAT. According to the statistics by TURKSTAT (TUIK, 2018), 17.6% of Çankaya consists of elderly individuals over the age of 65. According to TURKSTAT data of 2019; considering that the proportion of the elderly population in Turkey is 9.1%, and 55.8% of the elderly population consists of women, the density of the elderly population in Çankaya is remarkable.

Similarly; 38.9% of the women surveyed are received undergraduate education and 33.4% of them are received high school education. The high level of education has reflected in the proportion of the women with an income (working income or pension) among research participants. It is also compatible with the TURKSTAT statistics (TUIK, 2018), in terms of socio-economic status, mainly those who have medium or high level of socio-economic power reside in Çankaya (%68,4). In terms of education level, 46.1% of those living in Çankaya have an undergraduate or higher education level.

Having a chronic health problem is the case for 4 out of every 10 women surveyed. Women are mostly suffering from age-related diseases such as blood pressure, heart diseases, orthopedic disorders and gynecological diseases specific to women. In addition, there are other health problems that women also mentioned such as internal diseases, respiratory diseases and psychological disorders. In this direction, it can be

said that certain measures need to be taken for the special needs of women in the intersection group of age, disability and health status by considering that the status of disability and health may go worse as we grow older.

Table 1. Socio-Demographic Characteristics of Women participating in the survey

Age Distribution	N	%
65 and over	41	(24,5)
Between 35-64	88	52.7
Between 18-34	38	(22,8)
Total	167	100
Educational Background		
Illiterate/No diploma/Primary School	27	(16,2)
Secondary school	18	(10,8)
High school	57	34.1
Undergraduate/Postgraduate	65	38.9
Total	167	100
Income Status		
Has income/work/retired	98	98
Has no income/is unemployed	69	69
Total	167	167
Health Status		
Chronic Health Problem Available	63	37.7
No Chronic Health Problem	104	62.3
Total	167	100
Disability Status		
The woman surveyed has disability	16	(9,6)
The woman surveyed has no disability	151	90.4
Total	167	100

Percentages for variables where the number of observations is below 50 are given in parentheses () to underline their interpretation.

These measures need to be identified through an understanding of independence in the care relations as 3 out of 10 women participating in the study are elderly, over 65 years old; 1 out of 10 women with disabilities and 2 out of 10 women live with a household member with chronic health problems. Approximately 3 out of every 10 women have children, most of whom are pre-school and school-age children (Table 2).

This data is important in terms of showing that it is necessary to consider the gender dimension of care relations in the development of urban services for the elderly, disabled and women with health problems living in Çankaya. In this respect, while developing urban services, it should be taken into account that both the elderly, disabled and those having a chronic disease as well as the women who live together with these people must enjoy their right to act independently in the urban space. At this point, the need for support services

for the care of pre-school and school-age children including children with disability or chronic illness is also noteworthy.

Table 2. Information about household composition of women participating in the survey

Gender of the household Composition	N	%
Women living alone	31	(18,6)
Women-only households	19	(11,4)
Households with at least one man over 18	117	70.1
Total	167	100
Ages of the household / aged 65 and over		
Individuals at the age of 65+ available	49	(29,3)
No individuals at the age of 65+ available	118	70.7
Total	167	100
Ages of the household / Children under 18		
Preschool-age children available	11	(6,6)
School-age children (5-14 years old) available	24	(14,4)
Children in adolescence (15-17 years old) available	9	(5,4)
No children	123	73.6
Total	167	100
Health Status of Household Members		
Women who was surveyed has a health problem	44	(26,3)
A member with health problems other than the woman surveyed	23	(13,8)
Another member with health problems alongside the woman surveyed	19	(11,4)
Nobody in the household with health problems	81	48.5
Total	167	100
Disability Status of Household Members		
Disability status of woman surveyed	16	(9,6)
A member with disability other than the woman surveyed	10	(6)
Another disabled member alongside the woman surveyed	1	(0,2)
No disabled member in the household	140	84.2
Total	167	100

Percentages for variables where the number of observations is below 50 are given in parentheses () to underline their interpretation.

In the qualitative dimension of the study, the subjects of the research are included because of their unique characteristics to understand the differentiated experiences of inequality, discrimination and struggle in accessing urban services in Çankaya. More detailed information on the characteristics of the research subjects is given in Table 3.

Table 3. Socio-demographic characteristics of the women participated in-depth interviews

	Age	Disability Status	Income Status	Educational Status	Health Chronic	Nation
W1	65	--	Regular	Und.graduate	Yes	Turkish
W2	33	Phys. disab.	Regular	Ph.d	No	Turkish
W3	38	Visuallydisab	Regular	Ph.d	No	Turkish
W4	65	--	Regular	Ph.d	Yes	Turkish
W5	53	--	Regular	Und.graduate	Yes	Turkish
W6	43	Visual. Disab.	Regular	Und.graduate	No	Turkish
W7	56	Visual. Disab.	Regular	High school	Yes	Turkish
W8	52	--	Regular	Und.graduate	Yes	Turkish
W9	42	--	Regular	Und.graduate	No	Turkish
W10	47	--	Irregular	Und.graduate	No	Turkish
W11	25	--	Regular	Und.graduate	Yes	Turkish
W12	37	--	Regular	Und.graduate	No	Turkish
W13	36	Phys. disab.	Regular	Ph.d	No	Turkish
W14	40	--	Regular	High school	Yes	Turkish
W15	65	--	Regular	Und.graduate	Yes	Turkish
W16	47	--	Regular	Und.graduate	No	Turkish
W17	41	--	Regular	High school	Yes	Turkish
W18	57	--	Regular	Und.graduate	Yes	Turkish
W19	26	--	Regular	Und.graduate	No	Turkish
W20	24	--	Regular	Und.graduate	No	Turkish
W21	71	--	Regular	Und.graduate	Yes	Turkish

Findings on effective and accessible Urban Social Services for women in Çankaya

Urban services determine the quality of urban life. This quality is determined by the fact that all citizens can access urban infrastructure and welfare/social services responding their daily life needs without facing inequality and discrimination. Together with the quantitative and qualitative data, findings of this research have clearly shown that both infrastructural problems about the households/apartments and the urban structure have led to inequality in access to urban welfare social services for women.

Regarding the infrastructural problems about the households/apartments, 7 in every 10 women from Çankaya find the structure of their buildings and the relevant facilities within their buildings insufficient. It is often mentioned about the infrastructure problems such as insufficient insulation systems of the buildings, old electricity and water installations, insufficient elevator systems, the building structures are found to be inadequate due to the entrances' being slippery, not suitable for ambulance as well as wheelchair or strollers. In addition, certain infrastructure services such as roads, streets, sidewalks (68,3% of women), street lighting (39,5%), overpasses (59,3% of women), green spaces/parks (56,9%),

venues for art and cultural activities (55,1% of women) and sports areas (41,9% of women) are also the main urban services that Çankaya women find inadequate. They stated that these places are not accessible and difficult to go or walk alone at certain times of the day due to insecure conditions. Within the framework of qualitative research, it is also defined as a "fear of being harmed" and having a "difficulty" especially by disabled and elderly women. At this point, it should be emphasized here that based on the results of both qualitative and quantitative research, Çankaya women demand safe and secure transportation including streets, bus stops and any means of transportation so that they can meet their daily basic needs (shopping for food or cloths, or social life).

In this framework, Çankaya residents have some criticisms and suggestions regarding Municipality services. One of the main sources of their criticism is that they have poor connection with Çankaya Municipality. Quantitative research results indicate that 4 out of 10 women in Çankaya either experienced a problem with the municipality or their problem was not/could not be solved due to certain factors including not reaching the relevant persons or departments, facing bureaucracy and language barriers and being ignored due to their age. When considering the 2019 data obtained from Çankaya Municipality upon request, this could be described as normal because there is no gender-based study conducted in Resolution Center of Çankaya Municipality, where public complaints are addressed. In this respect, women of Çankaya want to "have a voice" and "be heard" in urban management during the process of developing inclusive policies and practices for urban services. They think that basic principles such as being "free of charge", "accessible and inclusive", "safe and secure", "empowering", "healthy" and "right-based" should be taken as a basis for the urban welfare/social services to be developed.

Within the results of quantitative and qualitative research, the urban welfare/social services based on these principles that Çankaya women expect from Çankaya Municipality to develop can be summarized in seven subtitles.

Free and accessible health care services:

Regarding women's access to health care services, the women of Çankaya have stated that they mostly benefited from family health centers and municipal health services by identifying these services sufficient. However, certain limitation is identified in using especially state-driven health care services such as family health centers and public hospitals. Qualitative findings has shown that the limitation is because of the "afraid of being harmed" to go to state-driven hospitals mostly located in Ulus and because of the difficulty to access that hospitals by means of public transportation. In addition to this, the discriminative and negative experiences in access to family health centers could be possible especially for unmarried and young women. In case of pregnancy-related issues, sexually transmitted infections and gynecological diseases, women have hesitated to use the state-driven health care services due to the violations of privacy. Therefore women of Çankaya prefer private hospitals located within the borders of Çankaya. This is also related to their socio-economic position as middle-upper class citizens. In this framework, it seems very important to provide sexual health services by preventing stigma and enabling people to use these services. In this respect, women demand that the sexual health services provided by Çankaya Municipality should be developed in a way that includes diagnosis and follow-up mechanisms for many sexually transmitted infections such as HIV+, HPV and syphilis as well as other health problems such as cervical cancer and breast cancer. They also emphasized that it is important that the health services to be developed are free and accessible and supported by announcements/information circulated.

Inclusive welfare/social services for special needs of care: The urban welfare/social services that Çankaya women benefit the least include women-oriented services, nursing homes and elderly care services, children centers and special education centers. It is mostly because of the limited information of women about what kind of

services the Municipality provides. Those who have information about these services, on the other hand, have complained about the insufficient capacity of women shelters or special education and rehabilitation centers, home care services for elderly and disabled, child care centers, kindergartens and pre-schools belonging to the municipality. Because of the insufficient capacity of these welfare/social services they stated that they could not benefit from this service although they want to. In this respect, it is an important demand to make municipal services transparent and public. Another issue about these welfare/social services is the inclusiveness.

At this point, it is highly important for women with disabled children that kindergartens and pre-schools must offer inclusive services in which the special needs of the disabled children and mothers are taken into consideration. As stated by many women it is important to give an opportunity for the disabled children to "play together at a young age" and to support the disabled parents "for child care and accessibility services" especially when they "took [their] child to kindergarten ... [in] cold, icy days" (W6, age 43, visually-disabled). In addition to these, the disabled women of Çankaya, stating that it is very important to support especially visually-disabled and hearing-impaired people to improve their daily-life skills (such as cooking, ironing) for empower their "independent life". At this point, they have also emphasized that the mentally-disabled women are in the most disadvantageous position that need to be considered. According to the results of the quantitative research, it should be noted that 3 out of every 10 women in Çankaya live with an elderly person over the age of 65, 2 out of 10 women live with a disabled individual and 1 out of every 10 women with an individual having chronic health problems. In this context, it should be taken into account that the elderly, the disabled, urban citizens with chronic health problems as well as the women who live together with them have to be supported to move independently in the urban space. Within this context, the municipality is asked for taking certain measures to eliminate accessibility

problems because of inadequate facilities of the buildings and apartments. There is also highly critical information regarding the fact that the elderly people, in particular those living alone, have difficulty in meeting their cleaning and self-care needs due to their health conditions such as Alzheimer's disease or dementia. In this context, some women interviewed, made noteworthy suggestions for the wellbeing of their elderly neighbors saying that the municipalities must detect those elderly people who are living alone and provide psycho-social support as well as home care services, if necessary.

Finally, within the framework of social services proposed to be inclusive, women living in Çankaya have highly important suggestions regarding the development of shelters to address different needs. In this framework, W8 (age 52), underlining the importance of building shelters that are accessible, have tailor-made designs and are developed in line various services especially for women with disabilities as they are the most vulnerable group, also emphasized that these shelters including the services for the disabled should be offered.

Safe and secure public transport and walking areas: Based on the quantitative research results, it is found that half of the women in Çankaya stated that the public transportation services in their district are inadequate. The reason behind it is mainly explained as the lack of public transportation services, unsuitable routes, overcrowded and outdated means of transport. Qualitative research results also point to similar issues of dissatisfaction. In this respect, a more regular and diverse public transport system is asked for being developed with different types of vehicles. Offering various means and regular schedules of transport in the public transport system with the integration of "voice announcement", "warning systems" as well as the construction of indoor bus stops, which will ensure their accessibility is seen as important for disabled women. Other services underlined regarding this issue also include the fixed stops for public transport and whether there is accessible underpass/overpass nearby bus stops.

The relevant recommendations include important aspects that will provide accessibility for the elderly, children and the disabled, such as arranging the uphill streets, establishing special lanes and ramps for the disabled as well as cycling paths. Within the framework of qualitative research results, the disabled and elderly women frequently emphasized that these arrangements should be made in all areas of the city and in accordance with universal design standards. In addition, 4 out of every 10 women in Çankaya stated that the street lighting in their neighborhood is insufficient. When it is evaluate in line with the results of qualitative research showing that it is a security issue to make the streets safe to walk, it should be underlined that the request of women living in Çankaya to take measures in this regard is extremely important.

Inclusive employment policy and empowering women's entrepreneurship: According to the research findings, women living in Çankaya expect that the Municipality will prioritize the disadvantaged women groups in line with employment policies and take all necessary measures. In this context, W9 (age 42) stated that "employment opportunities should be created for women", and W10 (age 47) underlined the importance of "positive discrimination" practices in the process of developing these opportunities: At this point, many women have stated that the "regulations regarding the employment of the disabled" are also "need to be considered" when the social services is developed.

Accessible, free, inclusive sports/recreation areas and cultural activities: Women living in Çankaya generally request from the municipality "to increase the number of social places for children and young people", "to establish new spaces for women to get socialized such as ladies clubs", "to have more strict smoking controls in venues", "to make sports venues open for public" and "to establish spaces for the elderly/retired people to get socialized". Within the scope of qualitative research findings, there are many suggestions that sports services, in particular offered by the

Municipality, must be free, accessible and inclusive for the disadvantaged groups, especially for the disabled women.

In this context, it is stated that the number of places where culture and arts activities through with women with different characteristics come together to raise the awareness on discrimination must be increased on a local basis. Besides, women has demanded for activity hours and calendar need to be re-arranged based on different groups such as working people and non-working people, those with and without children, the retired and the young.

Services for a healthy environment and increasing accessible and safe green spaces with public toilets: Research findings has shown that problems such as environmental pollution caused by garbage, non-recyclable wastes and car exhausts; lack of green areas and not being able to prevent noise pollution in central areas are among the most "disturbing" issues for Çankaya women. Especially those who suffer from chronic asthma, such as W15 (age 65) argue that new arrangements need to be put into practice to prevent air and noise pollution. In this respect, many women have presented to increase green spaces in the city as a suggestion for this problem. Regarding to green spaces, many women has stressed that accessibility and safety of the parks with clean public toilets are important for all. In this direction, one out of every 10 women in Çankaya thinks that the hygiene and sanitary conditions of public toilets need to be improved. Another point that should be emphasized regarding public toilets is that "gender-neutral toilets" appeared to be a demand for the disabled because it is huge problem especially for the disabled children. Regarding this problem W2 has stated that "I think, that's why all options must be available [to] not force a woman who does not want to use the same toilet as men" (age 33, physically-disabled).

Animal rights services: The findings of the research have pointed to certain services that are demanded by women of Çankaya regarding

feeding, safety and sheltering of the animals who become a part of their lives as "a member of the family". In this respect, the basic demands of "building special routes and placing food pots for pets", "increasing the animal services", "protecting the stray dogs in the parks", "improving the number, quality and capacity of shelters" and "making social places more inclusive for animals" have been come to the fore.

Discussion and Conclusion

The purpose of this study was to develop a comprehensive understanding on women's access to urban welfare/social services issues and solutions for developing urban welfare/social services sensitive to gender needs of women. Within this aim, this article has identified that urban infrastructure and welfare/social services of Çankaya cannot respond to the gender needs of women living here and cause to their dissatisfaction about the existing urban services and municipal activities. At this point, it is seen that the dissatisfaction of the women living in Çankaya is not only related to themselves, but is generally related to the inability to meet the needs of the children, the elderly, the disabled or pets that they care about due to their gender responsibilities in care relations. This is very important to show that urban services developed without aiming to empower and emancipate women in their traditional gender relations defining the boundaries of private and public space will be "inadequate" for many residents of that city.

The results of the research also show that a new perspective should be develop that focuses on the transformation of gender relations within space rather than mainstreaming gender equality, as Moser (2016) emphasizes. In this direction, it is needed to transform gender relations from the private areas of the houses to the streets, underpasses, transportation systems, and from there to the welfare institutions that provide health and care services. As it is often stated in the literature, gender equality action plans and gender sensitive budgetings developed without

this perspective will not go beyond trying to include the needs of women in the existing urban structure, therefore they are either "inadequate" (Doan, 2010; Meadow, 2010; Spain, 2014) or "will continue to be considered as works that create discrimination" and "inequality" (Sánchez de Madariaga and Roberts, 2013, Beebeejaun, 2017). In this respect, when looking at the suggestions developed by the women living in Çankaya, the basic principles of urban welfare/social services that women focus on are very important to be considered. According to them, having "free of charge", "accessible", "inclusive", "safe and secure", "empowering", "healthy" and "right-based" urban infrastructure services and welfare/social services should be the priorities of any cities.

Thus, there is a need to develop new models that will hear the voice of women in urban planning and management. Taking measures to enable women to take part in decision-making positions by increasing the inclusion of women in local politics should be considered. There is also a need to develop participatory approaches that will make women's diversifying characteristics and differing needs visible. At this point, it should be noted that both quantitative and qualitative research results has emphasized that central and local government institutes must work in cooperation with civil society and academia to improve the accessibility of urban services. It has also been stated that collaborations to be developed with academia and civil society are very important in determining the needs of Çankaya residents with different characteristics who encounter accessibility problems in the city and planning urban services by taking these needs into account.

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Funding

This work was supported by the Bahri Savcı Human Rights Research Support Program of Human Rights Joint Platform in Turkey (grant number: NEAR-TS/2017/391-682, 2020).

Are Social Forums Withering Away ? ¹

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January 2023

Volume:20

Issue:51

DOI: 10.26466//opusjsr.1217846

Abstract

This study focuses on the Social Forums which were created in 2001 aiming to be the voice of anti-globalisation movement in a time of globalisation process against international organisations such as the WEF, the WTO, the IMF, the WB, and G7/G8 which are thought to be as pioneers, advocates and representatives of neo-liberal philosophy and understanding. After the existence of the World Social Forum-WSF, thematic forums, regional forums, and national and local forums were also created accordingly. All of the Social Forums have been developed as global action platforms that mobilize the masses around the world and reveal social principles against the globalisation order. This study aims to analyse and evaluate the effectiveness and transformation of social forums, especially the WSF taking the 21 years into account. This article argues that Social Forums formed a discourse, action and policy in their founding years, and nowadays they have lost their effectiveness and weakened especially in terms of mass participation, creating excitement and offering an alternative suitable to the motto "another world is possible". The method of this research consists of a literature review, conceptual analysis and the author's observations by participation in some of the Social Forums. This study compiles many non-academic elements such as the documents and statements published as a result of the social forums and the views of the leading activists of the social forums and considers them from the academic perspective.

Keywords: Globalisation, Neo-Liberalism, Anti-Globalisation Movements, Social Forums, World Social Forum.

Citation:

Yıldız, N. (2023). Are social forums withering away?. *OPUS–Journal of Society Research*, 20(51), 149-161.

Öz

Bu çalışma küreselleşme karşıtı hareketin öncüsü, savunucusu ve temsilcisi olduğu düşünülen DEF, DTÖ, IMF, DB ve G7/8 gibi uluslararası kuruluşlara karşı küreselleşme karşıtı hareketin sesi olmak amacıyla 2001 yılında oluşturulan Sosyal Forumlara odaklanmaktadır. Dünya Sosyal Forumu'nun DSF varlığından sonra tematik forumlar, bölgesel forumlar, ulusal ve yerel forumlar da buna uygun olarak oluşturulmuştur. Sosyal forumların tamamı, dünya çapında kitleleri harekete geçiren ve küreselleşme düzenine karşı toplumsal ilkeleri ortaya koyan küresel eylem platformları olarak geliştirilmiştir. Bu çalışma, özellikle DSF olmak üzere sosyal forumların etkinliğini ve dönüşümünü 21 yıllık süreci dikkate alarak analiz etmeyi ve değerlendirmeyi amaçlamaktadır. Bu makale, Sosyal Forumların kuruluş yıllarında bir söylem, eylem ve politika oluşturduğunu, günümüzde özellikle kitleler katılım, heyecan yaratma ve "başka bir dünya mümkün" mottosuna uygun bir alternatif sunması açısından etkinliğini kaybettiğini ve zayıfladığını iddia etmektedir. Bu araştırmanın yöntemi, literatür taraması, kavramsal analiz ve yazarın bazı Sosyal Forumlara katılarak yaptığı gözlemlerden oluşmaktadır. Bu çalışma, sosyal forumlar sonucunda yayımlanan belgeler ve açıklamalar gibi akademik olmayan pek çok unsuru ve sosyal forumların önde gelen aktivistlerinin görüşlerini derleyerek akademik bir bakış açısıyla ele almaktadır.

Anahtar Kelimeler: Küreselleşme, Neo-Liberalizm, Küreselleşme Karşıtı Hareketler, Sosyal Forumlar, Dünya Sosyal Forumu.

¹ This study is derived from Neşe YILDIZ's doctoral thesis titled "The Effect of New Global Policies Being Searched within the Axes of Social Forums on the Change of Trade Union Movement" completed under the supervision of Prof. Dr. Vedat BİLGİN.

Introduction

Neo-liberal policies being implemented in the globalization process have brought reactions and led to different analyses, searches, and approaches. The world witnessed anti-globalization movements like the 1994-Mexican Zapatista Movement, and 1999-Seattle WTO Protests, especially visa-a-vis the meetings of groups of international financial institutions like the WTO, the IMF, the WEF, the G7/G8 the WB. These social groups organised and came together in 2001 with the motto of “another world is possible” under the name and roof of “World Social Forum” to oppose economic globalization and combat social injustices and inequalities. The WSF was created by the mainly pioneer Brazilian organisations supporting anti-globalist movements (Şensever, 2003, p.11-12). The Social Forums indeed have created a platform where neo-liberal policies are targeted to tackle and the negative effects of these policies are intensely discussed and brought together by different segments ranging from the trade union and human rights movements to the women’s movements, as well as from the environmental movements to the anti-war groups.

Taking the strong globalisation tide into consideration, the foundations of the Social Forums were built on the opposition to neo-liberal globalization policies and its main actors such as the WEF (World Economic Forum), the WTO (World Trade Organisation), the IMF (International Monetary Fund), the WB (World Bank), and G7/G8 (Group 7/Group 8). The name of the “World Social Forums” duplicates the World Economic Forum in social terms. The WEF engages the foremost world political and business leaders to shape the world agenda. Social Forums have blamed Davos (the WEF) as a symbol of richness and wealth. In the meetings of the WEF in Davos-Switzerland, economic issues are prioritised, and social issues are ignored from the perspective of the Social Forums. The first years of the World Social Forums were held in Porto Alegre of Brazil as a symbol of inequalities and unfairness placing sole social concerns at the center of its agenda. On behalf of inequalities, the Social Forums wished to

be heard of its voice from Porto Alegre, claiming “another world is possible” (Şensever, p.27-30).

As time goes by, thematic, regional, and national forums have been established to focus on social issues widely across the globe. In the beginning years of the Social Forums, there was a big wave of expectation, hope, excitement, energy, and dynamism about them in stopping neo-liberal policies with the motto of “another world is possible”. Activists and representatives from various civil society organisations such as trade unions, women’s organisations, environmental movements, anti-war groups, and youths as well as academicians have been coming together in the forums where the issue and problem of inequalities are the main agenda.

The Social Forums created a big wave and bought hundreds of thousands of people in the beginning. But nowadays, Social Forums have difficulties in bringing crowds together and holding meetings with less participation.

This article analyses and evaluates the effectiveness and transformation of the Social Forums from their establishment till today in terms of their power concerning their participation, organization, and agenda arguing that the WSF is weakening. In this context, this study focuses on the question “are social forums withering away?” to find an answer.

The purpose of this study is to to analyse and evaluate the effectiveness and transformation of social forums, especially the WSF taking the 21 years into account. The activities of regional, thematic and national forums are mainly ignored.

The first originality of this study is that it compiles many non-academic elements such as the documents published as a result of the social forums, statements and the views of the leading activists of the social forums. Second, it considers them from the academic point of view. Third, it opens social forums, which are not discussed enough in the academic community, to discussion on an academic basis and provides a basis for further studies.

The Concept of Globalization: Definition and Dimensions

The concept of globalization has been discussed for years in terms of its definition, development, structure, dimensions, actors and effects. Many definitions of globalisation have been made by philosophers.

According to Bozkurt (2000), globalization has become a "magic" word used to express a change in almost every area of the world, from economy to politics, from social policy to culture, and has turned into a "cliche" used in a wide area. Giddens (2000), argues that the spread of the term globalization all over the world is a fact that proves the developments that are meant to be explained with it.

For Held & McGrew (2008), globalization refers to the expanding space, increasing volume, accelerating and deepening effect of interregional flow and social interaction patterns of social interaction. Similarly, Steger (2006) states that globalization creates, increases, expands, and intensifies social interdependencies and changes on a world scale and this process also creates social awareness. Munck (2003), who argues that globalization has become the common sense of our age, calls what happened as we enter the twenty-first century, the globalization revolution and describes this situation as a great shock in the lives of ordinary people around the world. In this direction, he thinks that the globalization project has replaced the modernization project by creating a paradigm change with economic, political, social, and cultural effects and paved the way for neoliberal globalization as the new dominant discourse.

While Falk (2002) states that globalization has become the label that describes the current era, good or bad, but most satisfactorily, Stiglitz (2002) highlights the economic aspect of globalization and defines globalization as the removal of barriers to free trade and greater integration of national economies.

These definitions show that globalisation has been attributed to many features like a "cliche" of everything, a revolution, a shock, a paradigm, awareness, a label of removing barriers, and the integration of countries.

The issue of when the globalization process started is frequently discussed in the literature.

Yılmaz (2004) states that globalization is not a new phenomenon, but a process that started in the 14th century but draws attention to the fact that today's globalization debate is a development that gained momentum with the collapse of the Soviet Union. He argues that the United States is the main actor in today's globalization era and that the driving force of globalization is the developments in the communication and information sector. Koray (2003), on the other hand, thinks that although being a process with various and complex aspects, it is necessary and inevitable to examine globalization from the point of view of the globalization of capitalism, and in this respect, globalization is a new phase of capitalism.

Stating that there are different models of globalization in the historical process, Amin (2007) states that globalization is not a new thing and argues that the world has always been global and that there are many successive models that lead to inequalities and polarizations at the global level and that constantly deepen them. According to him, in today's globalization model, very low development rates are experienced, poverty, inequality, unemployment, insecurity, and informalization are increasing, and this process constantly produces terrorism, racism, and wars, creating perhaps the most destructive and bloodiest globalization model in history.

This brings a line of anti-thinking in the following order such as worries about neo-liberal policies in the globalisation process, anti-globalisation movements against neo-liberalism, Social Forums as anti-globalisation movement, and further questioning the neo-liberalism in the Social Forums for a social agenda

Dimensions of Globalisation with Positive and Negative Concerns

It is generally discussed that dimensions of globalisation are in four points economic, political, cultural, and social field. It is accepted that one of the most important developments in the field of economic globalization is related to space and time. In today's globally competitive environment, geographical distance has relatively lost its importance in the production process by increasing the mobility of capital. Capital can shift

its investments without difficulty to countries with low production costs, the production process can be easily divided into parts and goes beyond defined places, it is difficult to reveal the true origin of a product, mergers of companies are in common, e-trade is increasing. In this process, it is seen that all kinds of goods and services are subject to global trade, and economic and financial activities are carried out without borders.

Political globalization, on the other hand, includes basic issues and dimensions such as democratization, regionalization, the effectiveness of international institutions and the influence of NGOs on the nation-state under the concept of the capacity and limits of the nation-state.

In this context, the problem-solving capacity of states and the debates on whether the nation-state has come to an end are very popular topics. Held (2008), while addressing the issue of sovereign legitimacy, points out that the legitimate state is now defined within the framework of issues such as human rights, democratic norms, international standards, new responsibilities and the development of governance systems. Keyman (2005) argues that the capacity of the state to solve problems has entered a crisis, it has lost its autonomy, especially within the global economic system, and has entered a certain crisis of legitimacy within the society. Similarly, according to Hall (1998), with globalization, the age of the nation-state is receding and national identities are returning to a very defensive and very dangerous form driven by aggressive racism. Against these approaches, which claim that nation states are facing great difficulties and their power has come to an end, there are also completely opposite approaches. Steger (2006), on the other hand rejects the approach that the nation-state has come to an end, although he states that in the globalization process, the nation-state faces difficulties while performing some of its traditional functions. Beyond that, Fukuyama (2005) who takes a very clear stance, calls on those who claim that nation-states are weakened to reveal what exactly will replace sovereign states, and states that if there is no clear answer to this, it is necessary to return to the sovereign nation-state and seek ways to

strengthen it. In the middle of these two extreme debates, there are more moderate approaches. For example, Munck (2003) argues that it is necessary to avoid the discussion of opposition or support for the nation-state and that it is necessary to see how complex and interdependent policies at all levels are today.

The cultural dimension constitutes another discussed dimension of globalization. Steger (2006), emphasizing cultural globalization, defines cultural globalization as the worldwide increase and spread of cultural flows, and states that today's cultural flows are largely created and directed by global media empires with powerful communication technologies.

There are very important debates and criticisms in the social dimension of globalization, and many contrasts are emphasized. Koray (2003) draws attention to the fact that many opposite elements coexist in the globalization process and highlights the social dimension of globalization. For her, globalizing capitalism produces ever-increasing wealth, on the one hand, and constantly increasing unemployment and poverty on the other. Despite the incredible increase in production and consumption, it cannot meet even the most basic needs of many people. It causes many inequalities at the global, regional and social levels. Munck (2003) draws attention to the paradoxical fact that even among those who benefit from globalization, concerns about the uncontrolled development of developments.

Buğra & Keyder (2006) state that globalization threatens the capacity of especially rich countries to maintain their established social security programs and pushes the gains of the welfare state into crisis. In this process, they draw attention to the emergence of a growing category of "new poverty" with the insecurity of employment and the elimination of old sectors with globalization, a social layer that tends to grow and consists of people who cannot find a permanent job, who are constantly in poverty.

Based on the classifications made by philosophers who try to explain globalization (Bozkurt, 2000; Giddens, 2000; Held and McGrew, 2008; Held, McGrew, Goldblatt, and Perraton,

2009), we see some theoretical approaches are put forward in the form of radicals, skeptics and transformationalists on the definition of globalization.

Radicals focuses on capitalism and technology as a driving forces of globalization, argues that global markets are destroying national borders and the age of the nation-state has ended (Held and McGrew, 2008, p.13; Giddens, 2000, p.21). According to skeptics, the concept of globalization itself is dubious. They use the concept of "internationalization" instead of globalization by asking the question "what is the global one" (Held and McGrew, 2008, p.11). Hirst and Thompson (2003) argue that the world economy is far from being truly global, trade, investment and financial movements are mostly concentrated in the triangle of Europe, Japan and North America and this dominance will continue. Transformationalists, another approach, emerge as a middle ground compared to radicals and skeptics. Giddens (2000) thinks that today's globalization has both a new and revolutionary aspect owing to the comprehensive level of world trade and more intensive level of finance and capital flows. In addition, globalization affects the private and personal aspects of life, both complex, contradictory and opposite processes coexist. Nations are losing some of the power they used to have.

From the conceptual discussions on the concept of globalization, it is seen that globalization has economic, political, cultural, and social aspects. It has many dimensions positive with benefits but it is also understood that especially neo-liberal policies have left their mark on globalization debates which refers to the risks and frustration of losing the authority of the state in many spheres, the crisis of legitimacy, crisis of national identities, increasing poverty, inequality, unemployment in security, informalisation, racism, terrorism and wars, destructive and boldest model of today's globalisation. In this context, it is very important to reveal neoliberal policies that constitute an important agenda in globalization debates.

Neo-Liberal Policies in the Globalisation Process

Across the world, there have been worries about neo-liberal policies in the globalisation process. Indeed neo-liberal policies, although their roots date back many years, emerged as a product of the developments experienced after the deepening of social state practices in Western Europe after the Second World War. The economic crisis that has been experienced since the 70s, technological innovations, demographic trends, developments in the structure of the workforce, and the change in the production paradigm as a result of these have caused the current social state practice to be questioned. In this globalisation process, neo-liberalism, which was built on the criticism of the welfare state, has become the dominant ideology in many parts of the world.

From the perspective of the neo-liberal approach, there are concerns and worries such as welfare state policies are objected to because it reduces freedoms, increase the role and powers of states and narrows the field of the individual, attaches value to concepts such as social protection and social security, neglect profitability, efficiency and competition, and increases bureaucracy.

Friedman (2008), who played an important role in the development of neo-liberalism, criticizes social policy practices because they caused the development of bureaucracy. He is against social security practices and minimum wage practices because it would cause employers to avoid employment and increase poverty, by raising wages in the sector in which they were organized. He also opposes trade unions because they reduce employment and make income unequal.

As neo-liberalism developed on this side, privatization of public enterprises; liberalization of trade and industry, tax reductions, tight control over the organized workforce, reduction of public expenditures, especially social expenditures, development of international markets, removal of controls on radical global financial flows (Steger, 2006, p.65; Falk, 2002, p.p 2-3) manifested itself in concrete steps.

These features of neo-liberalism cause many people to worry about the role and function of neo-liberalism because it harms social rights and the welfare state. For example, figures on the distribution of income in the world support these worries. UK-based international charity Oxfam

claimed that 2,153 billionaires are richer than 4.6 billion people, who make up 60 percent of the world's population. It was stated that the richest 1% of the world is twice as rich as 6.9 billion people (OXFAM International, 2020). The worries of neo-liberalism have led to the creation of anti-globalisation movements. These movements are mainly organised by Social Forums.

Anti-Globalization Movements Against Neo-Liberalism: Social Forums

In recent years, it is seen that there are searches against the neo-liberal globalization model, and alternatives are tried to be formulated. In this context; it attempted to develop approaches such as globalization from below (Brecher, Costello & Smith, 2002; Danaher, 2005; Munck, 2003 and Şensever, 2003), citizen globalization, humanitarian globalization (Amin, 2004), cosmopolitan democracy (Keane, 2005; Doğan, 2006; Falk, 2002; Held, 2008; Bohman, 2002; Murphy and Harty, 2003), third way (Giddens, 2000), global governance (Falk, 2002; Held-McGrew, 2004; Rosenau, 2004; Gallino, 2007), new global contract (Held ve McGrew, 2002; Steger, 2006), and global civil society (Kaldor, 2008).

It is seen that the approaches mentioned here are not completely independent from each other and their boundaries are clearly separated, and they are even used interchangeably from time to time. These alternative approaches reveal analyzes on addressing fundamental social problems, changing and transforming economic and political structures, scrutiny and development of social processes, and the role of social democratic actors such as trade unions and NGOs as new and important actors. Although these approaches could not completely balance and suppress neo-liberal domination, it is seen that they contain important alternative policies, principles, and elements, and at least surround, encompass and suppress neo-liberalism with the accumulation they have created.

While neo-liberal policies are being implemented widely and effectively without slowing down, many international organizations,

trade union movements, and the academic world draw attention to these issues and take steps to solve them in the face of social problems gaining a global dimension. While alternative globalization discussions are being carried out, the most attention is paid to this process. One of the developments that attracted attention was the "**Social Forum**" initiative, which acted with the motto "another world is possible".

The idea for the World Social Forum -WSF was initially proposed by Oded Grajew, the coordinator of the Brazilian Business Association for Citizenship (CIVES), and Francisco Whitaker of the Brazilian Justice and Peace Commission (CBJP) to Bernard Cassen, President of the Association for the Taxation of Financial Transactions for the Aid of Citizens (ATTAC) and Director of the Le Monde Diplomatique in 2000. Cassen recommended that the Forum would be held in Porto Alegre which would represent a break with all the values that Davos represents and that would have a symbolic meaning. Then Grajew and Whitaker launched an initiative with eight civil organizations in Brasil and created the Brazilian Organisation Committee with these organizations which is the first organ of the WSF. These Committees were supported by the local and central governments. An International Council as an organ of the WSF was created after the first WSF by Brazilian Organisation Committee. The WSF also has national mobilization committees to organise national and local social forums (Şensever, 2003, p.p. 32-35; Juris, 2005, p.258).

From 2001 to till, a total of 17 WSF was organised, and regional, national and local social forums were also created. Regional forums called European Social Forum, Asian Social Forum, Mediterranean Social Forum, Meddle East Social Forums, national forums like Italian Social Forum, Liverpool Social Forum, Istanbul Social Forum, thematic forums under the WSF like Local Government Forum, World Parliamentary Forum, World Education Forum, World Forum of Judges.

For the critics of globalisation, It is noteworthy and urgent that the neo-liberal globalization process includes many contradictory elements. On the one hand, ever-increasing wealth, on the other,

ever-increasing unemployment and poverty are observed. Despite an increase in production - consumption and unlimited circulation of capital at the same time the inability to meet even the most basic needs for a large number of people and the emergence of many inequalities at the global, regional and social levels are seen, there are many problems about in front of the circulation of labor (Koray, 2003, p.p. 51-57). While fundamental rights and freedoms increase within the framework of democratization in highly industrialized countries, obstacles and problems such as difficulties in the use of the most basic rights in many regions continue to exist.

These developments caused the anti-globalists to appear and come together laying the groundwork for the emergence of a concrete establishment like social forums from this anti-globalist group.

Various social movements such as the trade union movement, environmental movement, women's movement, human rights movement, youth movement, and anti-war movements, which initially emerged as an anti-globalization movement have come together in mainly Porto-Alegro since 2001 called the World Social Forums, especially in the demonstrations against neo-liberal international organizations like the WEF, the IMF, the WTO, and G7/G8.

For such movements there are excitement, hope and motivation created World Social Forums. The WSF has been a pioneer in the thematic, regional, and national Social Forums to be created. Social forums make their voices heard in every corner of the world, from Porto Alegre to Kenya, from Venezuela to India, from Sweden to Turkey, and from Greece to Senegal, with the slogan of "another world is possible" against the neo-liberal discourse. The existence of Social Forums strengthened the discourses of globalization from below and citizen globalization by providing mass support to the alternative globalization discussions in the literature.

The Social Forums contain features that will form the basis of the social agenda and calls are made to oppose neo-liberalism and capitalism and to seek and build a new alternative. Under the WSF, initiatives such as the World Social Forum Charter of Principles, World Social Forum

Manifesto, Bamako Initiative, Social Movements Assembly Report, Women's Network, Labor Network, Water Declaration, Global Action Against Poverty, Call for Decent World-Decent Life have been created and carried actions out accordingly.

Social Forums: Questioning the Neo-Liberalism for a Social Agenda

The Social Forums have been questioning neo-liberalism for reinstating a social agenda for all. They focus on many socio-political related issues varying from union rights, social security, and deregulation, to the closure of military bases internationally, and discrimination. These can be listed as follows: focusing social issues and underlining the importance of the globalization of social justice and solidarity; the right to work and social security of every person; the provision of gender equality; struggle of the trade unions; the right to organizing, collective bargaining and strike; the Tobin Tax against speculative activities and international companies; struggling arm sales and activities that cause greenhouse gases; fighting against all kinds of discrimination; supporting fair trade methods; rejecting the free trade methods of the WTO; struggling with privatizing the common goods of humanity, especially water; radically democratizing international institutions in a way that human rights and social and cultural rights will prevail; supporting food security and peasant agriculture of each country; taking of measures against the great danger of climate change and lubrication of the environment; guaranteeing the right to information and information; closure of military bases located outside borders.

The WSF has contributed to creating awareness in the fields of social policy such as social injustice, poverty, climate change, and unchecked finance. The WSF has made cooperations and possible alliances among the social movement from different geography and different interest groups. Thus, the WSF formed a basis for the democratic discussion of ideas, the formulation of proposals, sharing and exchanging experiences, and interlinking action.

Since its inception, the WSF has been a platform for meetings and dialogues for movements, social

organizations, grassroots associations, non-governmental organizations, organized community groups, and all anti-capitalists and alternative globalists.

The WSF was visible and active in the streets especially for anti-war actions before occupying Iraq by the United States. The WSF was also active in Tunis and supported the Arap Spring actions.

Are Social Forums Withering Away?

While Social Forums are appreciated for bringing together social organizations from different parts of the world, allowing experience sharing and creating demands, there are also many criticisms of social forums. The most interesting and remarkable aspect of the criticism is that basic criticisms come from the participants and pioneers of the Social Forums from the very beginning. According to them, the future of the WSF remains uncertain.

There are discussions and criticisms that social forums have been weakened and losing bond for years owing to problems in leadership, stable position of founders, finance of the Social Forums, the transformation of structure and perspective of international institutions, the unsettling rise of the anti-globalization right, decreasing political support for social forums, ignorance of social media, the indifference of the younger generation, only talks among social movements in social forums. These reasons are discussed and analysed below:

Problems in leadership and organisations:

Leadership and organizations in the social forums are discussed from the establishment of the WSF. According to Savio (2019), one of the most important dilemmas of the world social forums is the problems experienced at the point of leadership. He is saying that the WSF has never had a democratically elected leadership. After the first gathering in Porto Alegre, the Brazilian Organizing Committee invited organizations to create an International Council that today brings together about 120 organizations, networks, and social movements from around the world. The

Council does not have hierarchies, leaders, or coordinators, decisions are made by consensus. According to Savio, there is a long list and only one-third of its members are active. Despite repeated requests from participating organizations, the Brazilian founders have refused to revisit the Charter, defending it as an immutable text rather than a document of a particular historical moment. The International Council is organised into a multitude of working groups, which do not produce any concrete results and often do not even meet.

Disruptions in organizations constitute another apparent problem of social forums. According to Merwe (2022), most of the time, events are either canceled, postponed to another day and time, and/or faced with an unannounced change of location.

Another controversial issue relating to the WSF is the content. Rahmani (2015) urges that some content of activities was in contrast to the WSF principles. Some organisations in the WSF are supporting the World Bank and policies developed by European Union. Above all, the forum program was also sponsored by enterprises. Rahmani also complains about the strong presence of religious Islamist groups in the WSF.

Stable Position of Founders: Out of a fear of division, the Brazilian founders have thwarted efforts to allow the WSF to issue political declarations, establish spokespeople, and reevaluate the principle. Founders also have resisted calls to transcend the WSF's original mission as a venue for discussion and become a space for organizing. With the WSF spokespeople forbidden, the media stopped coming, since they had no interlocutors. Even broad declarations that would not cause a schism, like a condemnation of wars or appeals for climate action, have been prohibited. In response to this stance of the founders, a group that was among the founders of the WSF, calling themselves the international renewal group, proposes that the WSF should focus on issues of concern to the global community and that the International Council should adopt a transparent structure (Savio, 2019 and 2022). In

other words, today there is a split in the mind that organizes the WSF

Finance of the WSF: The World Social Forums are criticized for receiving funds from many international institutions and multinational companies. For example, the Brazilian oil company Petrobras supported some SWFs in Porto-Alegre, and Ford Foundation supported a lot of SWFs. For example, within the framework of the Sixth European Social Forum held in Istanbul, the banner hung in the hall at the Trade Union Forum meeting included the expression "with the financial contributions of the EU Commission". It is not known how much the EU Commission contributed through whom. Although the trade unions participating in the forum paid the entrance fee, hall rent, and translation fee, it is not known why such a contribution was received from the EU Commission.

Transformation of structure and perspective of international institutions: At the beginning of the WSF, enemies of Social Forums were the international financial institutions such as the WEF, the IMF, the WTO, and G7/G8. Therefore, international financial institutions, which created and nurtured social forums, and which the different groups under the Social Forum saw as enemies, began to differ significantly in their policies. Now, these institutions adopt and support the United Nations 2015 Sustainable Development Goals including 17 targets such as the end of poverty, zero hunger, gender equality, clean energy, sustainable cities, decent work, and life in water. As it is seen the demands and expectations of the WSF can be found among the 17 SDGs in the UN 2030 Agenda. It can be positively said the WSF has had an indirect role in influencing global development policies (Vargas, 2020, p.3).

New Movements without the Social Forums: The major denunciation and protest campaigns that have marked the last few years took place without the WSF. Occupy Wall Street, the 99% movement, the Arab Spring, Black Lives Matter, the #MeToo and even the environmentalist movement mobilized, demonstrated, denounced, demanded

and proposed, and occupied the public and media space 'in parallel' to the WSF. At each meeting of the WSF International Council, its members questioned, with a certain jealousy, the absence of the WSF in the organization of these campaigns (Brun, 2021).

The unsettling rise of the anti-globalization right: The unsettling rise of the anti-globalization right has scrambled many political assumptions and alliances. Savio (2019) sees the coming to power of right-wing governments in many parts of the world as a threat to social forums because these governments view global civil society as a competitor and an enemy, and that this approach could spell the end of social forums.

Decreasing political support for social forums: Although the concept of the Open Forum was seen as a key element by the first founders, it was emphasized that any deviation from this formula would lead to exclusions. To ensure this openness, 'party representation' and 'military organizations' are excluded according to the participation formula adopted. However, it is stated that this is not easy to achieve, because both parties and guerrilla movements participate in forums through their showcase organizations (Wallerstein, 2004). Savio (2019) put forwards that Social Forums are affected by political power in nation-states. For example, Right-wing president Jair Bolsonaro in Brazil has announced that he will forbid any support for the Forum, putting its future at grave risk. Holding a forum of such size requires significant financial support, and a government at least willing to grant visas to participants from across the globe. Because of that approach, the vibrant Brazilian civil society groups of 2001 are now struggling for survival.

Ignorance of social media and new media: In today's world, social media has become more important than conventional media. The anti-globalization movements/ social forums and the spread of the internet and social media coincide with almost the same period. Social forums used new media tools more effectively in terms of both their organizational forms and their activism in the

beginning. But Social forums couldn't continue this process as an advantage.

The WSF does not have a corporate website. The WSF's events and announcements are shared over different domains purchased every year, and different companies may purchase domains from previous years over time. Web addresses such as www.socialforum.org are used as online shopping stores today the WSF succeeded in gaining global visibility by expanding its sphere of influence and action network after the establishment lost its influence and visibility, especially in new media environments in 2007. In addition, it has been observed that the WSF does not have official social media accounts, which are regularly shared every year, and the developments about the organizations are conveyed. Although various posts were made through the social media accounts opened during the meeting times, the information flow did not continue after the meetings. Moreover, the number of followers of the aforementioned social media accounts of the WSF, which organized events with the active participation of many activists and non-governmental organizations, was limited to a few thousand people. Therefore, it can be said that the WSF does not have a continuous media usage practice (Pinar & Dağtaş, 2019, p.12, 14).

The WSF created an Internet Social Forum in the Tunis WSF in 2015. But it is seen that this website called Internet Social Forum is not enough active.

The indifference of the younger generation: Savio (2019) states that young people use social media channels and voice their problems through these platforms, but most of the young people, such as climate activists, have not even heard of the world social forums, and he recommends that the WSF develop more comprehensive concepts to include these young people.

Only talks among social movements in Social Forums: Social Forums are criticized for their working style and content. Menstruum (2022) is criticizing the Social Forums, but no one is listening to each other in the meetings, everybody is focusing on their concerns and no one cares

about the Forums. According to her, the WSF is indeed a living corpse. She urges that civil society should never be separated from the political world, the public is not only an exclusive task for the State, civil society has a responsibility to play. But she points out that 'civil society' itself has changed dramatically. Many movements have turned back to their national environment. Now it is not clear who wants a global movement, who wants a world social forum, who is still capable of thinking of the world as it is, and who wants to change it. Menstruum is refusing only talks among social movements but also demanding a good connection between political figures who are searching in the same way, some major academics and social movements. For this aim, she is recommending that Social Forums should redefine the goals of Forums.

Rahmani, (2015) puts forward that the WSF has never managed to be a forum for movements to express themselves. Only structured organisations can finance the travels of a few militants. There has been very little attention paid to the grassroots.

Decrease in the number of participants: Since its creation till date, a total of 17 WSF was organised from 2001 to 2022. In 2006, WSF was held in three centers in Caracas-Venezuela, Bamako-Mali, and Karachi- Pakistan. There wasn't any organised event of WSF in the years 2007, 2009, 2011, 2014, 2017, and 2019, but some decentralised affairs and activities supported by the WSF were held.

It is observed that the number of participants is decreasing. The WSF, in its founding years, held meetings with approximately 100 thousand participants each year – for example, this figure reached 150 thousand in 2005. But participation has been decreasing for many years. The last WSF included 10,000 registered participants, more than half of them from Brazil alone (Savio, 2022). The reduction in figures is not only in the WSF but also in the regional forums. Moreover, after 2010, European Social Forum as a regional forum almost stopped until 2022.

The decrease in the number of participants is the most concrete reflection of the indicators such as the decrease in the initial excitement, the

depletion of energy, the weakening of hope, and the fading of the expectation.

As it is seen, although Social Forums initially created a wave of expectation, glorious hope, and grand meetings under the motto of "another world is possible", as of today, Social Forums contain many problems, difficulties, and dilemmas such as its structure, financing, number of participants, ineffective meetings, ineffective use of social media, and decrease in political support.

Conclusion

This study aimed to analyse whether the social forums are losing the power. In this concept, the study evaluated the social forums, focusing on WSF, established in 2001 after the anti-globalization demonstrations in the 1990s achieving to bring hundred thousand participants.

After the existence of the social forums, the eighteen WSFs were held from 2001 to 2022. Within the six-year break, decentralised affairs and events were held. The WSF 2020 in Barcelona was canceled because of the coronavirus pandemic. After the first three meetings were held in Porto Alegre, the meetings moved out of Porto Alegre, to Mumbai, Bamako, Caracas, Karachi, Nairobi, Belem, Dakar, Tunis, Montreal, and Mexico.

In addition to the World Social Forums, thematic, regional, national, and local social forums were created as complementary and supportive. These kinds of forums almost did not exist in the period between 2010-2022. In 2022, small ripples began to appear to revive regional forums. It is understood that Social Forums aim to reach more people by spreading to different geographies, sharing the experiences of the participants, and motivating people all over the world to "another world is possible". Thus, people who did not participate in the WSF in a single center due to financial difficulties had the opportunity to make their words and voices heard at a more local and regional level.

On the agenda of all participatory groups of the WSF, primarily social issues and problems take place, social movements come together to form common platforms, and each social movement goes beyond its routine roles and activities and carries the interaction to a higher level.

NGOs participating in Social Forums try to raise awareness to the international public by revealing the dimensions of social problems with high-participation actions, and reactions, sometimes with anger, sometimes with colorful demonstrations and protest language, reminding political authorities of their responsibilities based on human rights and social rights, and in this way, it tries to influence the process of creating social policies. The fact that the Social Forums take place all over the world, that they do not confine themselves to only one geography, and that there are intense participants from both developed, developing, and poor countries, reveals the need for a "global social model" and "social world" all over the world and reflects the common demand of different social segments. At the beginning of the Social Forum process, Social Forum participants followed social issues with the energy and motivation, they got from the forums and showed sensitivity to the "social world".

With the innovative approach, positive atmosphere, and high participation figures of the Social Forums in their founding years, it would not be an exaggeration to say that social forums are losing their visibility today. Today, the number of participants has decreased from 100-150 thousand people to 10 thousand people.

It is discussed that social forums have been weakening, withering, and losing bonds for years owing to problems in leadership, stable position of founders, finance of the Social Forums, transformation of structure and perspective of international institutions, new movements without the Social Forums, the unsettling rise of the anti-globalization right, decreasing political support for social forums, ignorance of social media, indifference of the younger generation, only talks among social movements in the social forums, decrease in the number of participant.

Although each group participating in the Social Forums has a clear stance against neo-liberal globalization, it is difficult to say the Forums created alternative common solutions and consensus against problems. Today, it can be said that the popularity, excitement, and hope of Social Forums are decreasing.

Most of the criticism comes from the participants and pioneers of the Social Forums

from the very beginning. It seems that the shortcomings from the beginning have killed the excitement of the social forums over time. There are also many problems in information flows. In parallel, shared information by participant organization of Social Forums are very limited and insufficient. All these developments make the Social Forums invisible and out of sight. As a result of these reasons, it is clear that the popularity of Social Forums is reducing, Social Forums are withering away and the future of Social Forums remains uncertain.

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The Use of Media by Turkey's Generation Z as a Source for Political Information

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January 2023

Volume:20

Issue:51

DOI: 10.26466//opusjsr.1214406

Abstract

In the historical process, each generation has interpreted and organized the social life and the values of the society according to their own philosophy and style of life. Therefore, the influence of the Z generation, which constitutes the most crowded age group of the world population, has become more evident in politics as in every field. It has become more difficult to influence and direct the Z generation voters, who use technology much better than previous generations. One of the most important roles of the media in political communication is to inform the public about political issues and events. The public reaches the information they need to make informed political decisions through mass media. The findings of the research, which is the subject of this study, revealed how and to what extent the Z generation is affected by the media in the process of obtaining information on political issues in Turkey, and thus how the political parties will reach the Z generation through the media. In light of the research findings, it has also been revealed how political communication should evolve to reach the Z generation voters, which will have a decisive effect on the election results in the 21st century.

Keywords: Generations, Generation Z, Media, Political Communication, Politics.

Öz

Tarihsel süreçte her kuşak, toplumsal yaşamı, toplumun değerlerini, kendi yaşam felsefesine ve biçimine göre yorumlamıştır ve düzenlemiştir. Dolayısıyla, dünya nüfusunun en kalabalık yaş grubunu oluşturan Z kuşağının etkisi her alanda olduğu gibi siyasette de daha da belirginleşmiştir. Teknolojiyi önceki kuşaklardan çok daha iyi kullanan Z kuşağı seçmenini etkilemek ve yönlendirmek daha da zorlaşmıştır. Siyasal iletişimde medyanın en önemli rollerinden biri de siyasal konu ve olaylar hakkında kamuoyunu bilgilendirmektir. Halk, bilinçli siyasi kararlar verebilmesi için ihtiyaç duyduğu bilgiye kitle iletişim araçları sayesinde ulaşır. Bu çalışmaya konu olan araştırmanın bulguları, Türkiye'de Z kuşağının siyasi konularda bilgi edinme sürecinde medyadan nasıl ve ne ölçüde etkilendiğini, dolayısıyla siyasi partilerin Z kuşağına medya aracılığıyla nasıl ulaşacağını ortaya koymuştur. Araştırma bulguları ışığında özellikle 21. yüzyılda seçim sonuçlarında belirleyici etkiye sahip olacak Z kuşağı seçmene ulaşmak adına siyasal iletişimin nasıl evrilmesi gerektiği de ortaya konmuştur.

Anahtar Kelimeler: Kuşaklar, Z Kuşağı, Medya, Siyasal İletişim, Politika.

Citation:
Oral, U. (2023). The use of media
by Turkey's Generation Z as a
source for political information.
*OPUS– Journal of Society
Research*, 20(51), 162-173.

Introduction

The transfer of political culture to the next generation of citizens in a particular society is broadly called political socialization. As a result of political socialization, individuals gain knowledge about the political system and how it works. They internalize the political value system and ideology of the society and begin to understand its symbols and rituals. In other words, political socialization refers to a process in which individuals acquire knowledge, views, values and behaviors that lead to the shaping of their political identities (Papaoikonomou, 2017). Thus, individuals who are informed about the role of active and passive members of the government can participate in political and civic life (Owen, 2008). To define it in a few words, political socialization is the process by which an individual learns to be a citizen, that is, to be a participant in the political system (Albo & Friedman, 2011).

Mass Media

One of the dominant elements of the political socialization process is the media. The media play a key role in informing citizens politically. An individual gets information about political developments at the rate of the news he consumes (Boydston, 2013). The media, which includes and announces political issues, plays an active role in shaping public opinion by influencing the public's view of these issues and politicians. The attitude and approach that the media will adopt in the news it will give or in its comments on the events and issues it covers will inevitably affect the thoughts of many people (Fields, 2006). In general communication theory, the term media refers to any natural or technical means of communication that allows a message to be transmitted (Ada, 2021). Mass communication is communication that takes place at the mass level with the whole society. At the social level, it is a communicative phenomenon that takes place on a macro scale (Güngör, 2018). Today, when we talk about the media in general, we mean the mass media (Ada, 2021).

Mass media can be classified under three headings. The group of communication tools such as radio, television, newspaper and magazine is traditional mass media. Customized niche media is the group that includes media that aims to reach small or specific demographic audiences, such as television channels with a specific theme, exhibitions, and fairs. The third group is new media communication tools (Başal, 2018).

The concept of new media refers to digital and online technologies such as social media and mobile devices that have emerged with the intensive use of the internet all over the world. The internet has also prepared an environment for the differentiation of mass media in the virtual environment. With the advantage of being independent of space and time provided by the Internet, the new opportunities it provides to the media ensure the spread of new media all over the world. Internet media is a general name given to the types of media broadcasting over the internet. With the development of the internet, internet journalism emerged in the middle of the 20th century. In the beginning, it consisted of presenting printed newspapers to the public one-on-one via the internet, but then it came to a different position with the emergence of news portals (Aziz, 2016).

Social media are internet-based applications that are built on the ideological and technological foundations of Web 2.0 and where the user can create and sometimes change the content (Kaplan, & Haenlein 2010). The dizzying speed of the internet has caused the concept of media to evolve into different definitions today. Different denominations such as digital media, new media, social media have begun to define a new communication and media environment created by digital technologies, based on the computer and the internet (Zelan, 2014).

Relationship Between Media, Society, and Political Communication

Media is the general name given to all audio, visual, or both visual and auditory tools that convey all kinds of information to individuals and communities for three basic purposes such as

entertainment, information, and education (Başal, 2018). The issues that the public is interested in, focused on and talked about always emerge with the influence of the media. In other words, the media is the power that determines the agenda of society. As Bernard Cecil Cohen argues in his book "Press and Foreign Policy" (Cohen, 2015), the media is very successful in telling its audience what to think about.

Political developments that we live and face in every aspect of our daily life and forms of communication that aim to inform society on this issue are considered as political communication (Kılıçaslan, 2008). The factors that determine the success and impact of political communication are the belief in the source, the persuasive power of the source, knowing the characteristics of the audience, the content of the message and its correct transmission (Aziz, 2007). Political communication is a system that consists of various elements such as political actors, audiences, organizations that research the tendencies of the audience, organizations that determine and spread the content of political communication, organizations that ensure this spread, organizations that regulate and control the political communication process (Grishin, 2015).

Media affects society at different stages. The first of these is awareness. Then the second stage, the information acquisition stage, begins. In the third stage, there is attitude development. The fourth stage is the stage where attitudes change (Göker & Doğan, 2011). Media organizations influence voters with the news and articles they publish and can manipulate their decisions directly or indirectly (Şimşek, 2009). Therefore, the media should act impartially and fairly while informing the public and should give all parties and politicians the freedom to express their views equally and freely (Norris & Merloe, 2002).

In the election process, the media gives general information about the candidates to society. Even though there are those like Stuart Hall who oppose the assumption that the recipient audience is passive and argue that the messages sent go through some filters determined by the people contacted (Hall et al., 1980), voters form their own subjective opinions on the light of the information

and news presented to them in the media. The media can sometimes deliberately show a candidate or party as stronger and luckier than others in the elections. For example, if the results of opinion polls show that a candidate or party has a better chance than others, the public tends to accept this assessment (Chandrappa, 2014). Especially during the election period, the media can also make a special effort to prevent the public from thinking and questioning. For example, sometimes the media does not give particularly accurate information. In other words, the political behaviour of society can be organised and shaped as the media wants it to be (Kılıçaslan, 2008). But the manipulative effect of the media can sometimes disturb society and cause reactions. Society may also compare its knowledge and values with the viewpoint imposed by the media. This attention and sensitivity are associated with trust in the media (Maigret, 2014).

Generations

The concept of generation goes back to the Latin origins of the word fathering. Etymologically, it is derived from the Greek word genesis (Corsten, 1999). Although the concept of generation, especially the Z generation, has been the subject of many scientific studies in recent years, the question of the generation phenomenon is much older. In his work, Mannheim defined the concept of generation as a group of people of a certain age who experienced important historical events at a certain time (Mannheim, 1952). When we say generation, we mean those who were born on the same dates or periods, and the masses who shared common economic and social events in their own time (Çelik & Gürcüoğlu, 2016). The developments that people experience and witness when they grow up have a direct impact on the way they perceive the social world. The segments of society who lived in different periods of history have differentiated from their parents in terms of culture and values they have adopted as a result of the social influences they have experienced. This thesis is also effective in shaping the generation phenomenon (Alwin & McCammon, 2003).

In recent years, as a result of technological developments that have taken place at a dizzying speed, generations can differ even in a very short time. Although some dictionaries define the generation as 25-30 years, which is when babies grow up to become adults and have children of their own (Cambridge Dictionary), even 20 years is sometimes considered a long time when describing two different generations. Therefore, we can say that today's generations differ sociologically rather than biologically (McCrinkle & Wolfinger, 2009). Therefore, while naming generations, it is necessary to consider the mentality, psychology, ideas, and experiences of the people of that generation (Zemke et al., 2013).

Elements such as economic balances, experiences gained as a result of social events, and value judgments that dominate historical processes are decisive and effective criteria in the way social groups called generations perceive the world (Pitt et al., 2009). According to Auguste Comte, who offered a different perspective with his research on the concept of generation between 1830 and 1840, generations differentiate and evolve in history. Each generation transfers its savings to the next generation, and this ensures the emergence of social progress (Comte, 1974).

The Silent Generation, Baby Boomers, Generations X and Y

The generation also called the silent generation or traditionalists includes those born before 1946. Their silence is a result of the psychological pressures and depressive effects of the first world war. The silent generation, which attached great importance to the concept of family, showed a respectful attitude toward authority, and gave great importance to social security, especially to the assurances in the field of health (Sprague, 2008).

Chronologically, the silent generation was followed by the Baby Boomers, who were born between 1946 and 1965. After the Second World War, with the end of the economic chaos and people looking to the future with hope again, the baby birth rates in western countries exploded and the generation took its name from this

development. Factors such as widespread educational opportunities, increased government subsidies, and technological innovations have made the Baby Boomer generation a successful generation with high living standards (Gaidhani et al., 2019). Unlike the silent generation, the Baby Boomer generation, which rejects authority, attaches importance to individualism and personal pleasures. It is a generation that invented the credit card, that does not care much about saving money for retirement and does not hesitate to use bank loans (Sandeen, 2008).

After the Baby Boomer Generation, the world met the X Generation, born between 1966-1980. With the influence of industrialization, the X generation shared a period in which national welfare, media, and communication developed, consumption increased and social changes took place faster, especially in western countries (Katz, 2017). American and British researchers Charles Hamblett and Jane Deverson played an important role in naming this generation X, based on young people's views on concepts such as racism, gay rights, and hippie culture in the light of their research on adolescents of that period (Levickaite, 2010), and North American writer Douglas Coupland popularized the term (Possamai, 2016). The members of Generation X, whose self-confidence and passion for independence were higher than their predecessors, nevertheless preferred to be loyal to their work, learning from the experiences of their parents who had experienced financial difficulties (Shragay & Tziner, 2011).

Generation Y generally includes those born between 1981-1995. Among the dominant characteristics of the Y generation, also known as Millennials or digital natives, values such as feeling special and important, being hopeful for the future, loyalty to the family, and conservatism come to the fore (Bayramoğlu, 2018). Generation Y, who grew up with digital technologies and the internet, adapted very quickly to this new order and played a role in the realization of a transformation in business life and social relations (Islam et al., 2011). 60% of Generation Y are the children of working parents. At the same time, their parents, who do not want to bring too many

children into the world, have made a special effort to raise the Y generation youth in prosperity, protect them constantly, and guide them (Weston, 2006).

And Generation Z

Although its beginning is stated with different dates in different studies, Generation Z, which is considered to be born between 1995 and 2015, has also been defined by names such as iGeneration, Gen Tech, Gen Wii, Net Gen, and Digital Natives in different studies (Prawitasari, 2018). The members of the Z generation were born directly into the digital age, the internet age. Especially for the Z Generation because of living together with social media, 'hashtag generation' is also referred to (Semiller & Grace, 2016). In this respect, they differ from previous generations. Individuality, freedom, and technological speed are very important for the Z generation, who use technology at the most advanced level (Goessling, 2017). Generation Z, who have no experience of living without the internet, have always grown up in an environment where they can access information as powerfully and easily as possible (Menendez et al., 2020).

The members of Generation Z, which is a generation with a highly materialistic orientation, come to the forefront as a group with high creative power, loving differences, goal-oriented thinking, and giving importance to flexibility (Çetin & Karalar, 2016). They want to reach important points in their careers as soon as possible. The members of Generation Z, who know the importance of globalization and are interested in learning foreign languages, dare to do their jobs easily in different countries (Dolot, 2018).

Generation Z differs from previous generations with its pragmatic and realistic personality. They are more entrepreneurial and more social than previous generations. They adapt quickly to new technologies and are willing to improve themselves (Seymen, 2017). Generation Z is focused on quickness rather than accuracy, as it develops in an age where speed is prominent. It focuses on quickness rather than accuracy (Nicholas, 2019). An innovative and confident generation, Generation Z is well-educated, liberal-

minded, and open to emerging social trends (Milotay, 2020).

The Share of Generation Z in the World and Turkey's Population

The results of the last general census carried out in the USA showed that with a population of 80 million, Generation Z left behind Generation Y and constituted the most populous segment of American society (Thach, 2019). According to Bloomberg, as of 2020, Generation Z members are the largest generation, accounting for 32 percent of the world's population (Spitznagel, 2020). According to population data in 2019, approximately 12.6 million (18.8%) of the 66.8 million people in the UK belong to Generation Z (Milotay, 2020). According to 2017 statistics, Generation Z constitutes approximately 17.6 percent of Canada's total population (Patel, 2018).

If we look at the share of the Z generation in Turkey's population, according to the address-based population registration system data of 2019, the population of the Z generation is 20.6 million people in Turkey, where approximately 85 million people live. According to a study, Generation Z comprised 23% of the population of Istanbul, the most populous city in Turkey, 5 years ago, but today this rate has approached 30% (Orun, 2020). It is predicted that the number of Generation Z members expected to vote in the elections to be held in 2023 in Turkey will reach 7 million (Özdemir, 2020). This means that in the elections expected to be held in 2023, Generation Z voters, who are expected to reach 12% of the total electorate, will have large voting power and political sanction (Zeyrek, 2020).

The Method of the Research and the Selection of the Sample

This research, the findings of which are the subject of this article, was carried out in January 2020 to determine the influence of the media on the process of obtaining information on political issues by the members of the Z generation in Turkey. The research consisted of two stages, theoretical and practical. In the first stage, the literature on the

subject was scanned, the results of the studies in this field or similar features were examined, and as a result, a detailed framework on the subject was presented. In the second stage, data collection was carried out in the light of this theoretical framework.

This research is a quantitative research. Online survey technique was used as data collection tool. The survey consists of 20 questions, including demographic questions. The questionnaire form consists of two parts. In the first part, there are questions about the demographic characteristics of the participants. In the second part, questions about the perception of politics of the Z generation and how they use the media while being informed about political issues are included. In the study, which lasted two and a half months, 360 participants, all of them from generation Z, answered questions to determine the influence of the media on their political views. Participation in the evaluation was on a voluntary basis. Since it will not be possible to reach all members of the Z generation living in Turkey, the data was collected from a specific sample from the population using a survey technique. Convenience sampling, one of the non-random sampling methods, was preferred as the data collection method.

In order to reflect the findings of the study in which the simple random sampling technique was applied, interviews were conducted with the members of the Z generation living in different geographical regions. The research was carried out with 360 Z generation members studying at universities in 7 provinces of Turkey (İzmir, Kars, Şanlıurfa, Giresun, Antalya, Aydın, Samsun) reflecting different demographic characteristics. As of the date of the research, according to the official figures of YÖK (YÖK, 2022), a total of 363,000 university students are studying in these seven provinces that make up the sample. Therefore, the sample constitutes one thousandth of the population on average. The proportions of the data collected from the provinces were determined according to the number of students in the province. It is estimated that the sample obtained by the representative sampling method used in the research accurately represents the universe it belongs to. The findings of the research

were evaluated and interpreted in the light of the results and ratios obtained throughout the survey.

The distribution of the Z Generation members participating in the research according to their gender was 58% female and 42%, male. Only the members of the Z generation who obtained voter status were included in the sample. Since in Turkey, by law, voters must be at least 18 years old (Supreme Election Council, 2022), young people born in 1997, 1998, 1999, and 2000 who participated in the elections were interviewed during the research process. In Turkey, the last national general election was held on Sunday, 31 March 2019. (Supreme Election Council, 2022) While determining the age limit of the participants, care was taken to ensure that they voted in the 2019 elections. Thus, those born in 2000 have established the age limit. As a result of this criterion, the distribution of respondents according to their year of birth was as follows: "41% born in 2000, 29% born in 1999, 14% born in 1998, and 16% born in 1997."

Findings

Participation in Elections

Participation in elections shows the belief of the society in the political institution and the system. If the voters in a country are careful to vote, democracy is alive in that country, on the contrary, if the rate of voters is low, this indicates a decrease in the belief of the people in democracy (Solijonov, 2016). In the research, first of all, the relationship of the Z generation with the ballot box and therefore with the election was questioned. 89% of the young people of the Z generation who participated in the research stated that they voted in the elections, and 11% stated that they did not. In the local elections of 31 March 2019 in Turkey, the overall vote rate was 84.6% (Supreme Election Council, 2022). This finding shows that the voting rate and sensitivity of Generation Z in political elections in Turkey are higher than the national average.

The findings of the study revealed that the interest of Generation Z in Turkey towards elections is partially reflected in their relationships with their friends. In another question of the

research, Generation Z members were asked whether they talked about political issues in their conversations with their friends. 64% of the respondents to this question stated that they talk occasionally, while 22% stated that they talk frequently. The rate of those who said they never talk remained at 14%. This shows that, 86% of Generation Z members in Turkey also talk about political issues; that is, they are not indifferent to political events.

Media and Generation Z.

So, how do the Z generation in Turkey, who tend to talk about politics and therefore follow political developments, meet their need to be aware of political developments? 83% of the respondents to this question emphasized that what they read and learn from the media is effective. 12% said that their families' suggestions and guidance were effective. 4% of the respondents underlined that the prevailing general opinion on social media is effective in the formation of their political views. 1% said they were impressed by the opinions of their friends. This finding shows that the Z generation is not much affected by the suggestions of those around them or even their families. In addition, the influence of what they read and see in the media is the most important determinant in the generation of Z's knowledge and opinions on political issues.

The Ineffectiveness of Traditional Media

Of course, although the members of Generation Z in Turkey state that they have information on political issues through the media, it is important to reveal their media perception at this point. Media is a very comprehensive concept. Which mass media does Generation Z prefer? The findings of the research revealed how appropriate the definition of "Internet generation" for Generation Z is. When asked which media they prefer to be informed about politics, 47% of the respondents answered "Social media sites". "Internet media" comes second with 29%. In other words, 76% of Generation Z is politically informed through internet-based media.

This finding shows how effective internet news sites and social media are in shaping the political views of Generation Z in Turkey. However, the same finding also showed that Generation Z has abandoned traditional media. For example, the rate of those who say that they follow the political developments on television is 18%, the rate of those who state that they are informed through newspapers is 2%, and the rate of those who state that they follow politics of the country through magazines is only 1%. It is a remarkable finding that even though "radio" is among the answer options for this question in the research, not a single participant answered "radio". This finding shows that the influence of traditional print media in determining the political wings of Generation Z in Turkey is extremely low. While answering the same question, the fact that the rate of those who say they learn about political developments while chatting with their friends is 3% reveals that conversations with friends are more effective than newspapers in forming the political views of Generation Z in Turkey.

Generation Z and The Television

According to the research findings, while the effect of printed media such as newspapers and magazines in the formation of the political opinions of Generation Z in Turkey has decreased, it is also seen that television is not very effective in this context. The rate of those who state that they follow political developments on television is 18%. 30% of Generation Z members, who were asked whether they watched the political discussion programs broadcast on television, said "yes, I do". The rate of those who say that they do not miss it is 6%. However, 31% stated that they did not watch and 8% stated that they never watched it. The rate of those who say "I watch sometimes" is 25%.

Political Ads and Generation Z

In addition to the finding in the research that traditional media has lost its influence on the Z generation in Turkey, it is revealed that the advertisements given to the mass media during the election periods are also not effective. 22% of the

members of the Z generation who answered the research questions stated that they were not affected by the political advertisements they saw in the mass media. 62% of them stated that they were "absolutely not affected".

The rate of those who say that political advertisements in mass media are effective in their preferences is 9%. The rate of those who say they are "definitely affected" is 3%, and the rate of those who say they are partially affected is 4%. This result shows that the advertisements given by the political parties to the mass media, especially within the scope of the election campaigns, do not have any effect on the formation of the political opinions of 84% of the Z generation.

Influential Factors In The Political Decisions Of Generation Z

Generation Z members who participated in the survey were asked which factors were determinants of their political preferences. The programs and projects of the parties are at the forefront with 65%. The rate of those who voted according to the leader is 19%. The rate of those who state that they decide according to the candidates nominated by the parties is 10%. 6% of the respondents stated that they are undecided. This result revealed that the "leader-focused" advertising campaign would not be effective on Generation Z voters in Turkey.

Another important finding of the research, especially in the field of political communication, is that 73% of the young people who answered the questions tended to share a post that caught their attention on their social media accounts. In other words, Generation Z is not only the one who receives the news but also the one who spreads it. This makes the communication of political parties with Generation Z even more important. As this result shows, positive or negative news can reach thousands of people at once.

Discussion

The findings of this study, which questioned the influence of the media on the political decisions of the Z generation in Turkey, show that the media

preferences of Turkish youth in this age group are similar to their peers living in different countries. For example, according to Vision Critical's research, Generation Z in Canada watches 10% less television than their predecessors, the Millennials. In the same research, when asked whether they would prefer television or online channels such as Netflix if they had to make a choice, none of the Canadian members of Generation Z stated that they would prefer television (Critical, 2016).

The approach of Generation Z to print media in Indonesia is not different from that of Generation Z in Turkey. According to a study conducted in Indonesia, the rate of members of Generation Z who read print newspapers dropped to 1.7% (Susanti & Albab, 2020). According to the results of YPulse's research on young people's consumption habits, the rate of social media in the information process of Generation Z was determined as 50% (YPulse, 2020). Especially for American Generation Z members, social media is the primary source of political news. In America, too, Gen Z is more influenced by social media than any other generation, but they're probably more skilled at using it. For example, while misinformation spreads easily on the Internet, young people are much less likely to believe false information than older people (Simonson, 2021). A study by XYZ University in the United States shows that Generation Z prefers social media in communication, as in the research that is the subject of this paper. Gen Z loves to connect with people from all over the world through social media. 34% of Gen Z connect online with friends in other states and 13% with friends in other countries (Sladek & Grabinger, 2016). This shows that internet-based media is the general preference of Generation Z not only in Turkey but also in other countries. The findings of the studies reveal that the relationship of the Z generation with the media is parallel in different countries and cultures.

Conclusion

Today, the media is one of the leading factors in informing society, shaping its views, and forming public opinion. The media, which has the power to

manipulate the voters as well as inform them, has a decisive influence on the election results and thus on the success of political parties.

Generation Z, which constitutes the most crowded part of the world's population, shapes social life according to its values. Although the values of the members of Generation Z living in different countries differ due to cultural differences, research has revealed that they have common interests such as social media, the internet, and technological developments.

Especially in the last ten years, the Z generation have been revising the media-society relationship according to their lifestyle and habits. Especially with smartphones becoming a part of life, Generation Z has chosen to perform all kinds of interactions in this way, which has led to the development and growth of digital communication and new media. The media has also turned to digital platforms as a necessity of the age, and as a result, the power of mass media such as newspapers, magazines, and radio, known as traditional media, to form public opinion, especially for the Z generation, has decreased considerably.

The rate of Generation Z in Turkey's population is increasing day by day. And as Generation Z breaks the age limit and gains voter status, its power becomes even more evident. From one election to the next, new voters are added to the existing voters, and almost all of these newly added voters come from Generation Z. Therefore, all political parties in Turkey are trying to reach them to be successful in the elections and to prepare projects that can meet their expectations and thus get their votes.

For effective communication, the correct selection of the channel to which the message will be transmitted is as important as the message sent. As Rumi emphasized in his motto "No matter how much you talk, what you say is only what the listener can understand", if people choose the wrong channels in communication, their messages will remain in the air. This situation has become more evident in political communication, especially in recent years. Political parties that want to reach the voters and convey their message

correctly should choose the right channel to reach their target audience.

As in other countries, a political party that aspires to the votes of Generation Z, which has a large voting potential in Turkey, must first analyze the Z generation well and use the media they prefer. Generation Z in Turkey is interested in politics and is enthusiastic about participation in elections. However, this generation, which is almost dependent on digital technologies, follows political developments through internet-based mass media and social media. Therefore, as before, parties trying to convey a message to Generation Z through traditional media will have chosen the wrong channel and only blink in the dark. On the other hand, generation Z, who is keen on questioning and analyzing, is not affected by political advertisements in the mass media, according to research findings. In other words, campaign advertisements that cover newspaper pages and television screens with huge budgets do not have a decisive effect on the political views of Generation Z in Turkey.

In Turkey, Generation Z is relatively less affected by the classical electoral manipulation techniques of political parties. They can be more effective than the main opposition party when they spread news they find wrong. Therefore, an honesty-based attitude should always be preferred in the interaction of political parties with Generation Z.

Another choice that is as important as the channel of communication is the target audience. It will be more effective to reach different target audiences through different channels, especially in political communication. In light of this fact, politicians who can improve their digital communication skills will be at an advantage when communicating with Generation Z voters. Therefore, employing social media managers who speak the same language as Generation Z in the propaganda units of political parties will also provide positive results in political communication.

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