II. BİLİMİN IŞIĞINDA ULUSLARARASI MULTİDİSİPLİNER ÖĞRENCİ KONGRESİ

28-30 Kasım 2024 ANKARA

PROCEEDINGS BOOK



EDITOR

Asst.Prof.Dr.Aslı KAYA

ISBN: 978-625-6997-48-6

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

November 28-30, 2024 Ankara/TÜRKİYE

PROCEEDINGS BOOK

EDITOR IN CHIEF

Asst. Prof. Dr. Aslı KAYA

ISBN: 978-625-6997-49-3

by

AKADEMİK PAYLAŞIM PLATFORMU PUBLISHING HOUSE®

All rights of this book belong Akademik Paylaşım Platformu Publishing House
Authors are responsible both ethically and jurisdically
APP Publications – 2024©

Issued: 12.12.2024

CONGRESS ID

CONGRESS TITLE

2nd INTERNATIONAL MULTIDISCIPLINARY

DATE and PLACE

November 28-30, 2024 Ankara/TÜRKİYE

ORGANIZATION

UBS-Institute of International Scientific Research and Strategy Development Association, Akademik Paylaşım Platformu Eğitim Ltd.Şti.,Ankara,Türkiye

CONGRESS CHAIRS

Asst. Prof. Dr. Aslı KAYA

EDITOR IN CHIEF

Asst. Prof. Dr. Aslı KAYA

CONGRESS ORGANIZERS

Uluslararası Bilimsel Araştırma ve Strateji Geliştirme Derneği
Usbilim Uluslararası Hakemli Sosyal Bilimler Dergisi
International Journal of Health and Applied Science

PARTICIPANT COUNTRIES (9):

Sweden, United Kingdom, Japan, Tunisia, Spain, Cyprus, Türkiye

NUMBER OF PARTICIPANTS (63):

(Türkiye- 53, Other Countries- 10)

NUMBER OF ACCEPTED PAPERS (28):

(Türkiye- 22, Other Countries- 6)

PRESENTATION

Oral presentation

EVALUATION PROCESS

All applications have undergone a double-blind peer review process

ISBN: 978-625-6997-48-6

ORGANIZING COMMITTEE

Assoc. Prof. Dr. Can YARDIMCI
Afyon Kocatepe Üniversitesi, Türkiye

Dr. Ender ÖZEREN
Dicle Üniversitesi, Türkiye

Dr. Keshab Sandra MANDAL
Kolkata, İndia

Dr. Veysel GÖÇER
Milli Eğitim Bakanlığı

Dr. Zeynep YILMAZ ŞİMŞEK
Bingöl Üniversitesi Fen Edebiyat Fakültesi

SCIENTIFIC BOARD MEMBERS

Prof.Dr.Ainur NOGAYEVA, L.N.Gumilev Avrasya Milli University (Kazakistan) -Erzincan Binali Üniversitesi (Türkiye)

Prof. Dr.Yücel GELİŞLİ, Gazi University, / Türkiye

Prof.Dr.Almaz Ülvi BİNNATOVA, Azərbaycan Milli Elmlər Akademiyası

Prof.Dr.Arzu KARACA, Munzur University

Prof.Dr.Gülizar Sümer ÇAKIR, İnönü University

Prof.Dr.Naci ŞAHİN, Yozgat Bozok University

Prof.Dr.Recep YÜCEL, Kırıkkale University

Prof.Dr.Şebnem YÜCEL, Yücel-Selçuk University

Prof. Dr. Selçuk BALI, Selçuk University

Prof.Dr. Sinem SOMUNOĞLU İKİNCİ, Bursa Uludağ University

Prof. Saber Mohamed Abd-Allah, Reproductive Biology & Genetics Society, Singapore

Prof.(Dr.) Mwafaq M. DANDAN, Aljouf University, Kingdom of Saudi Arabia

Prof.(Dr.)Basim ALHADİDİ, Albalqa Applied University, Jordan

Prof.(Dr.)Ashraf M. A. AHMAD, Princess Sumya University for Technology, Amman

Prof.(Dr.)Raymond KOSALA, The Loseph Wibowo Center for Advanced Learning, Jakarta, Indonesia

Prof.Dr.Yaşar Hamza OCAK, Kütahya Dumlupınar University

Prof.Dr.Wen-Lin YANG, Dean, National University of Tainan, Taiwan

Prof. Dr. Müjdat AVCI, Osmaniye Korkut Ata University

Assoc. Prof. Dr. Ali ARSLANOĞLU, Sağlık Bilimleri University

SCIENTIFIC BOARD MEMBERS

Assoc. Prof. Dr. Aytekin ZEYNALOVA, Bakü Devlet University

Assoc. Prof. Dr. Fahri ÖZSUNGUR, Mersin University

Assoc. Prof. Dr. Fatma KÖPRÜLÜ, Yakın Doğu University

Assoc. Prof. Dr. Gizem Erdoğan AYDIN, İzmir Demokrasi University

Assoc. Prof. Dr. Melda Medine SUNAY, Bursa Teknik University

Assoc. Prof. Dr. Mesut BULUT, Atatürk University

Assoc. Prof. Dr. Abdulkadir KIRBAŞ, Atatürk University

Assoc. Prof. Dr. Hilal YILDIRIR KESER, Bursa Teknik University

Assoc. Prof. Dr. Murteza HASANOĞLU, Azerbaycan Cumhuriyeti Devlet Başkanlığına bağlı Devlet İdarecilik Akademisi

Assoc. Prof. Dr. Mustafa Can SAMIRKAŞ, Mersin University

Assoc. Prof. Dr. Rukiye Mehtap ÖZLÜ, Tokat Gaziosmanpaşa University

Assoc. Prof. Dr. Said Alpagut ŞENEL, Sivas Cumhuriyet University

Assoc. Prof. Dr. Sevgi SÜMERLİ SARIGÜL, Kayseri University

Assoc. Prof. Dr. Süleyman Emre ÖZCAN, Celal Bayar University

Assoc. Prof. Dr. Ergün AKTÜRK, Atatürk University

Assoc. Prof. Dr. Yeşim Üstün AKSOY, Yakındoğu University

Assoc. Prof. Dr. Zeliha TEKİN, Muş Alparslan University

Assoc. Prof. Dr. Zeynep KÖSE, Hasan Kalyoncu University

Assoc. Prof. Dr. H.Burçin HENDEN ŞOLT, Zonguldak Bülent Ecevit University Alaplı MYO Mimarlık ve Şehir Planlama Bölümü

SCIENTIFIC BOARD MEMBERS

Assoc. Prof. Dr. Ülhak ÇİMEN, Atatürk University

Assoc. Prof. Dr. Ali Servet ÖNCÜ, Atatürk University

Dr. Muhammad Faisal, University Sarawark Malaysia

Dr. Nida GÜNSAN

Asst. Prof. Dr. Ahmet ERKASAP, İstanbul Gedik University

Asst. Prof. Dr Aydın BAĞDAT, Sakarya Uygulamalı Bilimler University

Asst. Prof. Dr Azamat MAKSÜDÜNOV, Kırgızistan - Türkiye Manas University

Asst. Prof. Dr Reşit Aldemir, Van Yüzüncüyıl University

Dr. Pankaj THAKUR, Arba Minch, Ethiopia

Dr. Hoang Anh TUAN, Ho Chi Minh city University of Transport, Vietnam

Dr. Dodo Yakub AMİNU, Senior lecturer, University Sains Islam Malaysia

Dr. Sunny JOSEPH, HOD, Dept. of Mathematics, K. E. College, Kottayam, Kerala, India

Dr. Dipti Patra, National Institute of Technology, India

Dr.Volkan KARACAOĞLAN, Zonguldak Bülent Ecevit University Eczacılık Fakültesi Farmasötik Toksikoloji

Dr. Mohd SAFİ DAR – Toxicology- Sri Satya Sai University of Technology and Medical Sciences, Sehore- Madhya Pradesh, India

Dr. Mohd Helmy Abd Wahab, Universiti Tun Hussein Onn Malaysia

Dr. Poonam VYAS, J K Lakshmipat University, Jaipur, Rajasthan, India

Dr. Ahmed A. ELNGAR, Beni-Suef University, Egypt

SCIENTIFIC BOARD MEMBERS

Dr. Ahmad R. ALBATTAT, Management and Science University, Shah Alam, Malaysia

Dr. Arunachalam KALİRAJAN, Senior Lecturer,DMI St. Eugene University, Zambia

Dr. Yagyanath RİMAL, School of Engineering, Pokhara University, Nepal

Asst. Prof. Dr. Jale COŞKUN, İstanbul Aydın University

Asst. Prof. Dr. Damla YILMAZOĞLU, Üsküdar University

Asst. Prof. Dr. Dilek ALMA SAVAŞ, Bitlis Eren University

Asst. Prof. Dr. Dilek ESEN, Dokuz Eylül University

Asst. Prof. Dr. Duygu ULUDAĞ, Nişantaşı University

Dr. Choen KRAİNARA, Office of the National Economic & Social Development Board, Bangkok, Thailand

Dr. Nihar Ranjan MİSHRA, Asst. Professor, Social Anthropology, NIT, India

Dr. Hussein Hussein ZİDAN, Assistant Professor, Directorate General of Diyala, Baqubah, Iraq

Dr. Aliyu Ahmad WARRA, Centre for Entrepreneurial Development, Federal University, Gusau, Nigeria

Dr. Yang ZİTONG, China

Asst. Prof. Dr. Berfin Göksoy SEVİNÇLİ, Bitlis Eren University

Asst. Prof. Dr. Burcu AKDENİZ, Dumlupınar University

SCIENTIFIC BOARD MEMBERS

Asst. Prof. Dr. Ömer Faruk ÖZGÜR, Düzce University

Asst. Prof. Dr. Fazilet NOHUT, Bolu Abant İzzet Baysal University

Asst. Prof. Dr. Hakkı ÇILGINOĞLU, Kastamonu University

Asst. Prof. Dr. İlker İbrahim AVŞAR, Osmaniye Korkutata University

Asst. Prof. Dr. İpek ÖZENİR, Hatay Mustafa Kemal University

Asst. Prof. Dr. Mehtap DEMİR, Kırklareli University

Asst. Prof. Dr. Meltem ARAT, Dokuz Eylül University

Dr. M.Kürşad DURSUN, Artvin Çoruh University

Asst. Prof. Dr. Muhammed Serhat SEMERCİOĞLU, Gümüşhane University

Asst. Prof. Dr. Mustafa KAZAK, Afyonkarahisar Sağlık Bilimleri University

Asst. Prof. Dr. Nazlı NALCI ARIBAŞ, İnönü University

Asst. Prof. Dr. Onur DURUKAL, Aydın Adnan Menderes University

Asst. Prof. Dr. Osman KARACAN, Kastamonu University

Asst. Prof. Dr. Salih AYDIN, Artvin Çoruh University

Asst. Prof. Dr. Sefa CEYHAN, İstanbul Nişantaşı University

Asst. Prof. Dr. Seher Meral ULUÇ, Munzur University

Asst. Prof. Dr. Selçuk Yasin YILDIZ, Sivas Cumhuriyet University

Asst. Prof. Dr. Selin Aygen ZETTER, Akdeniz University

Asst. Prof. Dr. Semiha KILIÇARSLAN, Malatya Turgut Özal University

Dr. Cebrail YAKIŞIR, Diyanet İşleri Başkanlığı, Ankara, Türkiye

UBSDER

Çankaya - Ankara

06-139-180

Konu: Kongre Düzenleme Kurulu 05.10.2024

Sayı:2024/003

İLGİLİ KURUMA

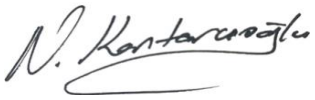
İçişleri Bakanlığı tarafından tahsis edilen 06-139-180 tescil kodu ile Tüzel kişiliğe sahip olan Uluslararası Bilimsel Araştırma ve Strateji Geliştirme Derneği, 5253 sayılı kanuna uygun olarak "Bilimsel Araştırmalar ve Akademik Çalışmalar" alanında ulusal ve uluslararası düzeyde faaliyetlerini yürütmektedir.

Kurumumuzun Yönetim Kurulu 05.10.2024 tarihinde saat 14:00'da "Bilimsel Çalışmalarda Strateji Geliştirme" görüşmeleri ile "Bilimsel Kongreler Düzenlenmesi" gündemleri ile toplanmış ve alınan 9 nolu karara istinaden aşağıda detayları yazılı olan bilimsel etkinliğin düzenlenmesine ve etkinliğe ilişkin akademisyenlerin resmi olarak görevlendirilmesine oy birliği ile karar verilmiştir.

Bilgi ve gereğini arz ederim.

Dr. Nadire KANTARCIOĞLU

UBSDER Başkanı



Etkinlik Adı : BİLİMİN IŞIĞINDA 2. ULUSLARARASI MULTİDİSİPLİNER ÖĞRENCİ KONGRESİ

Etkinlik Tarihi: 28-30 Kasım, 2024 Ankara/Türkiye

KONGRE BAŞKANI

Asist Prof. Dr. Aslı KAYA

İstanbul Gelişim Ünversitesi, Türkiye

DÜZENLEME KURULU ÜYELERİ

Assoc. Prof. Dr. Can YARDIMCI, Afyon Kocatepe Üniversitesi, Türkiye

Dr. Ender ÖZEREN, Dicle Üniversitesi, Türkiye

Dr. Keshab Sandra MANDAL, Kolkata, İndia

Dr. Veysel GÖÇER, Milli Eğitim Bakanlığı

Dr. Zeynep YILMAZ ŞİMŞEK, Bingöl Üniversitesi Fen Edebiyat Fakültesi

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

28-30 November 2024, ANKARA

CONGRESS PROGRAM

Metting Link:
https://us06web.zoom.us/j/2043525402?pwd=x2em0LpxLrjiHOZiUP6kgzQi8wRYO1.1&omn=81306966133
Meeting ID: 204 352 5402
Passcode: 303030

PARTICIPANT COUNTRIES (7):
Sweden, United Kingdom, Japan, Tunisia, Spain, Cyprus, Türkiye

ÖNEMLİ, DİKKATLE OKUYUNUZ LÜTFEN / IMPORTANT, PLEASE READ CAREFULLY

Önemli, Dikkatle Okuyunuz Lütfen

- ✓ Kongremizde Yazım Kurallarına uygun gönderilmiş ve bilim kurulundan geçen bildiriler için online (video konferans sistemi üzerinden) sunum imkanı sağlanmıştır.
- ✓ Online sunum yapabilmek için **https://zoom.us/join** sitesi üzerinden giriş yaparak "Meeting ID or Personal Link Name" yerine ID numarasını girerek oturuma katılabilirsiniz.
- ✓ Zoom uygulaması ücretsizdir ve hesap oluşturmaya gerek yoktur.
- ✓ Zoom uygulaması kaydolmadan kullanılabilir.
- ✓ Uygulama tablet, telefon ve PC'lerde çalışıyor.
- ✓ Her oturumdaki sunucular, sunum saatinden 15 dk öncesinde oturuma bağlanmış olmaları gerekmektedir.
- ✓ Tüm kongre katılımcıları canlı bağlanarak tüm oturumları dinleyebilir.
- ✓ Moderatör – oturumdaki sunum ve bilimsel tartışma (soru-cevap) kısmından sorumludur.

Dikkat Edilmesi Gerekenler- TEKNİK BİLGİLER

- ✓ Bilgisayarınızda mikrofon olduğuna ve çalıştığına emin olun.
- ✓ Zoom'da ekran paylaşma özelliğine kullanabilmelisiniz.
- ✓ Kabul edilen bildiri sahiplerinin mail adreslerine Zoom uygulamasında oluşturduğumuz oturuma ait ID numarası gönderilecektir.
- ✓ **Katılım belgeleri kongre sonunda tarafınıza pdf olarak gönderilecektir**
- ✓ Kongre programında yer ve saat değişikliği gibi talepler dikkate alınmayacaktır

IMPORTANT, PLEASE READ CAREFULLY

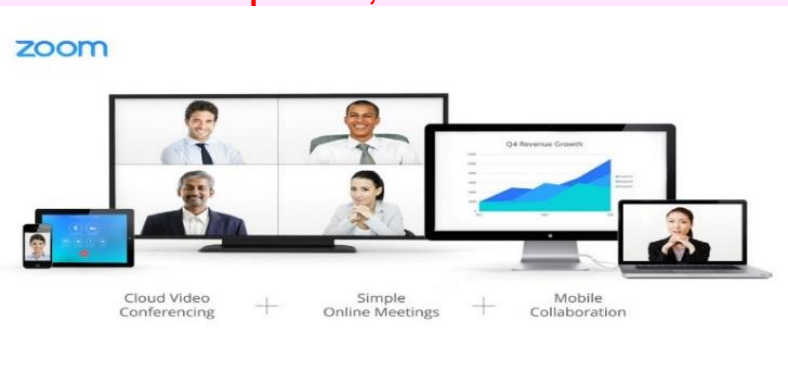
- ✓ To be able to attend a meeting online, login via **https://zoom.us/join** site, enter ID "Meeting ID or Personal Link Name" and solidify the session.
- ✓ The Zoom application is free and no need to create an account.
- ✓ The Zoom application can be used without registration.
- ✓ The application works on tablets, phones and PCs.
- ✓ The participant must be connected to the session 15 minutes before the presentation time.
- ✓ All congress participants can connect live and listen to all sessions.
- ✓ Moderator is responsible for the presentation and scientific discussion (question-answer) section of the session.

Points to Take into Consideration - TECHNICAL INFORMATION

- ✓ Make sure your computer has a microphone and is working.
- ✓ You should be able to use screen sharing feature in Zoom.
- ✓ **Attendance certificates will be sent to you as pdf at the end of the congress.**
- ✓ Requests such as change of place and time will not be taken into consideration in the congress program.

Before you login to Zoom please indicate your name_surname and HALL number,

exp. Hall-1, Hakan ÖZTÜRK



Meeting ID: **204 352 5402**

Passcode: **303030**

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

ONLINE

30.11.2024	SESSION -1/HALL-1
ANKARA	Ankara Local Time: 10:00

Zoom Meeting ID: 204 352 5402 **Zoom Passcode:** 303030

HEAD OF SESSION: Nisanur YÜCEL

Author(s)	Affiliation	Title
Selma GÜLKAN GENÇAL Prof. Dr. Elçin BALCI	Erciyes Üniversitesi, Saglık Bilimleri Enstitüsü, Halk Saglığı Anabilim Dalı Erciyes Üniversitesi, Halk Saglığı Anabilim Dalı	SAĞLIK ÇALIŞANLARININ COVİD-19 KORKUSU ve İŞ-AİLE ÇATIŞMA DURUMLARININ İNCELENMESİ INVESTIGATION OF HEALTH WORKERS' FEAR OF COVID-19 AND WORK-FAMILY CONFLICT SITUATIONS
Prof. Dr. Elçin BALCI Havva Sude DOĞAN	Erciyes Üniversitesi, Halk Saglığı Anabilim Dalı Erciyes Üniversitesi, Saglık Bilimleri Enstitüsü, Halk Saglığı Anabilim Dalı	KAYSERİ'DE YAŞAYAN ENGELLİ ÇOCUĞU OLAN EBEVEYNLERİN DEPRESYON DÜZEYİ VE ETKİLEYEN FAKTÖRLER DEPRESSION LEVEL AND AFFECTING FACTORS OF PARENTS WITH DISABLED CHILDREN LIVING IN KAYSERİ.
Didem Aybike Haspolat Prof. Dr. Neriman İnanç	Nuh Naci Yazgan Üniversitesi, Beslenme ve Diyetetik Ana bilim Dalı	EOSINOPHILIC ESOPHAGITIS AND NUTRITIONAL THERAPY
Nisanur YÜCEL	Üsküdar Üniversitesi / Sağlık Bilimleri Fakültesi	NURSING CARE IN A PATIENT WHO INGESTED RAT POISON (ZINC PHOSPHIDE): CASE REPORT

All participants must join the conference 10 minutes before the session time.
Every presentation should last not longer than 10-12 minutes.
Kindly keep your cameras on till the end of the session.

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

ONLINE

30.11.2024	SESSION -1/HALL-2
ANKARA	Ankara Local Time: 10:00

Zoom Meeting ID: 204 352 5402 **Zoom Passcode:** 303030

HEAD OF SESSION: Adelina FLOREA

Author(s)	Affiliation	Title
Abdulrahman Abdulraqeb Abdulwahab ALI Sufian ARAIM Asst. Prof. Dr. Arzu SERT-ÖZEN	Istanbul Gelisim University, Department of Business Administration	THE IMPACT OF REMOTE WORK ON JOB SATISFACTION AND WORK-LIFE BALANCE OF ARAB FEMALE EMPLOYEES: A PERSONALITY TRAIT PERSPECTIVE
Mary Semande AKAPO Çağlanur ŞENYURT Gizem YILGIN Büşra DEMİR	Istanbul Gelisim University, Department of Business Administration	ANTECEDENTS AND CONSEQUENCES OF GENDER DISCRIMINATION TOWARDS WOMEN AT WORK
Adelina FLOREA Alexandra IOJA Patricia GUI	Istanbul Gelisim University, Department of Business Administration	TEAM CREATIVITY AND INNOVATION
Ahmet JAMA Afnan KHAN Mohamed BAH Abdelkarim MAGZOUB	Istanbul Gelisim University, Department of Business Administration	EMOTIONAL INTELLIGENCE AND CAREER RELATED OUTCOMES

All participants must join the conference 10 minutes before the session time.
Every presentation should last not longer than 10-12 minutes.
Kindly keep your cameras on till the end of the session.

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

ONLINE

30.11.2024	SESSION -1/HALL-3
ANKARA	Ankara Local Time: 10:00

Zoom Meeting ID: 204 352 5402 **Zoom Passcode:** 303030

HEAD OF SESSION: Mohammed MUDRIK

Author(s)	Affiliation	Title
Abdullah Ismael IBRAHIM Omar Serri CHARIF Tujan ELOSTA Melike AKKUŞ	Istanbul Gelisim University, Department of Business Administration Istanbul Gelisim University,International Trade And Finance	IMPACTS OF SOCIAL MEDIA ON MENTAL HEALTH
İrem SERDIROĞLU Mohammed MUDRIK Fatima ALCHOR	Istanbul Gelisim University, Department of International Trade and Finance Istanbul Gelisim University, Department of Business Administration	ENVY IN THE WORKPLACE: ANTECEDENTS AND CONSEQUENCES OF ENVY IN THE WORKPLACE
Ahmed BESHR Aydanur AYDIN Ethar IBRAHIM Asem MOHAMMED	Istanbul Gelisim University, Department of Business Administration Istanbul Gelisim University, English Language and Literature Gelisim University, Department of Political Since and International Relations	DIGITAL TRANSFORMATIONAL LEADERSHIP: A LITERATURE REVIEW
Hamzeh YOUNIS Mohamad ABED Mustafa RIYAHI Ahmad ABDELAZIZ	Istanbul Gelisim University, Department of Logistics Management	THE CONSEQUENCES OF EQUALITY AND DIVERSITY IN THE WORKPLACE

All participants must join the conference 10 minutes before the session time.
Every presentation should last not longer than 10-12 minutes.
Kindly keep your cameras on till the end of the session.

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

ONLINE

30.11.2024	SESSION -1/HALL-4
ANKARA	Ankara Local Time: 10:00

Zoom Meeting ID: 204 352 5402 **Zoom Passcode:** 303030

HEAD OF SESSION: Lütfullah ÇAKALLI

Author(s)	Affiliation	Title
Lütfullah ÇAKALLI Assoc. Prof. Dr. Elmas SALAMCI Anıl KAHYA	Gazi Üniversitesi, Mühendislik Fakültesi, Makine Mühendisliği Bölümü Türk Havacılık ve Uzay Sanayii A.Ş.	SANDVİÇ YAPILARIN HAVACILIKTA KULLANIMI, ANALİZ VE TEST SÜREÇLERİ USE OF SANDWICH STRUCTURES IN AEROSPACE: ANALYSIS AND TESTING PROCESSES
Asst. Prof. Dr. Semra KİYE Elif DEMİR	Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD Anabilim Dalı	BELİREN YETİŞKİNLERDE AİLE YAŞAM DOYUMUNUN YORDAYICILARI OLARAK BİLİŞSEL ESNEKLİK ve PSİKOLOJİK İYİ OLUŞ COGNITIVE FLEXIBILITY AND PSYCHOLOGICAL WELL-BEING AS PREDICTIVES OF FAMILY LIFE SATISFACTION AMONG EMERGING ADULTS
Asst. Prof. Dr. Semra KİYE Elif DEMİR	Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD Anabilim Dalı	BELİREN YETİŞKİNLERDE AİLE AİDİYETİ İLE AİLE YAŞAM DOYUMU ARASINDAKİ İLİŞKİNİN İNCELENMESİ INVESTIGATING THE RELATIONSHIP BETWEEN FAMILY SENSE OF BELONGING AND FAMILY LIFE SATISFACTION IN EMERGING ADULTS
Betül DAYIOĞLU Ebrar ÖZTÜRK	Sakarya Uygulamalı Bilimler Üniversitesi Lisansüstü Eğitim Enstitüsü	HASTANE ORGANİZASYONUNDA DOKTOR VE HEMŞİRE YAKLAŞIMLARI: TAKIM ÇALIŞMASININ ÖNEMİ DOCTOS AND NURSE APPROCHES IN HOSPITAL ORGANIZATION: THE IMPORTANCE OF TEAMWORK
Noveen raza MİR Zainap SALEH Sadaf FAİZİ Susan SADİKİ Abdullah SALEH	Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences	ROLE OF EMOTIONAL INTELLIGENCE IN MANAGING STRESS AMONG FEMALE EMPLOYEES AT WORKPLACE ORGANIZATION CULTURE AS A MEDIATOR

All participants must join the conference 10 minutes before the session time.
Every presentation should last not longer than 10-12 minutes.
Kindly keep your cameras on till the end of the session.

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

ONLINE

30.11.2024	SESSION -1/HALL-5
ANKARA	Ankara Local Time: 10:00

Zoom Meeting ID: 204 352 5402 **Zoom Passcode:** 303030

HEAD OF SESSION: Res. Asst. Mustafa Gökberk ERTAN

Author(s)	Affiliation	Title
Ömer Canani ÜNAL Assoc. Prof. Dr. Sinan YILMAZ	Zonguldak Bülent Ecevit Üniversitesi Sosyal Bilimler Enstitüsü Zonguldak Bülent Ecevit Üniversitesi İktisadi ve İdari Bilimler Fakültesi	ENDÜSTRİ 4.0'DAN TOPLUM 5.0'A GEÇİŞ SÜRECİNDE KONVANSİYONEL TİCARETİN ELEKTRONİK TİCARETE DÖNÜŞÜMÜ TRANSFORMATION OF CONVENTIONAL COMMERCE TO E-COMMERCE IN THE TRANSITION PROCESS FROM INDUSTRY 4.0 TO SOCIETY 5.0
Aişe Sümeyye KÜÇÜKALİ Müzeyyen BULAN	İstanbul Gelişim Üniversitesi, İktisadi, İdari ve Sosyal Bilimler Fakültesi	ORGANIZATIONAL ONENESS: DOES ONENESS BELIEFS STRENGTHEN WORK OUTCOMES?
Res. Asst. Mustafa Gökberk ERTAN	Kapadokya Üniversitesi, Siyaset Bilimi ve Kamu Yönetimi	KENTSEL DAYANIŞMA MEKAN'I OLAN MAHALLE'NİN KÜRESELLEŞME KARŞISINDAKİ DÖNÜŞÜMÜ TRANSFORMATION OF THE NEIGHBORHOOD, A PLACE OF URBAN SOLIDARITY, IN THE FACE OF GLOBALIZATION
Ogün YÜKSEL	Zonguldak Bülent Ecevit University	BOLU SANCAĞI'NA BAĞLI EREĞLİ KAZASI'NDAKİ KESTANECİLER DİVANI'NIN SOSYOEKONOMİK DURUMU THE SOCIOECONOMIC STATUS OF KESTANECİLER DİVANI İN EREĞLİ KAZASI OF BOLU SANCAĞI
Ogün YÜKSEL	Zonguldak Bülent Ecevit University	BOLU SANCAĞI'NA BAĞLI EREĞLİ KAZASI'NDAKİ DİVAN VE KÖYLERİN SOSYOEKONOMİK DURUMLARI THE SOCIOECONOMIC STATUS OF DIVANS AND VILLAGES IN EREĞLİ KAZASI OF BOLU SANCAĞ I

All participants must join the conference 10 minutes before the session time.
Every presentation should last not longer than 10-12 minutes.
Kindly keep your cameras on till the end of the session.

2nd INTERNATIONAL MULTIDISCIPLINARY STUDENT CONGRESS IN THE LIGHT OF SCIENCE

ONLINE

30.11.2024	SESSION -1/HALL-6
ANKARA	Ankara Local Time: 10:00

Zoom Meeting ID: 204 352 5402 **Zoom Passcode:** 303030

HEAD OF SESSION: Rami DARWISH

Author(s)	Affiliation	Title
Rami DARWISH	Integrated Transport Research Lab-ITRL at the Royal Institute of Technology- KTH, Sweden	CONTRACT DESIGN: A KEY FOR ADOPTING DISCONTINUOUS INNOVATIONS IN SOCIO-TECHNICAL SUSTAINABILITY TRANSITIONS
Victor Birikorang DANQUAH	M.B.A. in Energy Management from the University of Aberdeen, United Kingdom	EVALUATION OF SUSTAINABLE BUSINESS MODEL INNOVATION IN INCREASING THE PENETRATION OF RENEWABLE ENERGY IN THE GHANA POWER SECTOR
Anwar KASHGARI	Tokyo Institute of Technology, Japan	. IMPLICATIONS ABOUT THE IMPACT OF COVID-19 ON INTERNATIONAL TRADE IN SAUDI ARABIA
Aref MAALEJ Marwa FAKHFAKH Wael Ben AMIRA	University of Sfax, National School of Engineers of Sfax, Laboratory of Electromechanical Systems (LASEM), Sfax, Tunisia	STUDY OF THE EFFECT OF ROTATION ON THE DEFORMATION OF A FLEXIBLE BLADE ROTOR
Angel Pérez SÁNCHEZ	Independent Researcher, Spain	CONSIDERATION OF MAGNETIC LINES OF FORCE AS MAGNETS PRODUCED BY PERCUSSION WAVES
Y. Hadjichristou A. Swiny M. Georgiou	Architecture Department of the University of Nicosia Giorgalla, Engomi, Nicosia 2409, Cyprus	CRISIS IN/OUT, EMERGENT, AND ADAPTIVE URBAN ORGANISMS

All participants must join the conference 10 minutes before the session time.
Every presentation should last not longer than 10-12 minutes.
Kindly keep your cameras on till the end of the session.

2nd INTERNATIONAL MULTIDISCIPLINARY

November 28-30, 2024 Ankara/TÜRKİYE

CONTENT

CONFERENCE ID	I
ORGANIZING COMMITTEE	II
SCIENTIFIC BOARD MEMBERS	III
PHOTO GALLERY	IV
PROGRAM	V
CONTENT	VI

	İSİM/SOY İSİM ÜNVAN	ÜNİVERSİTE	BİLDİRİ	SAYFA NUMARASI
1.	Selma GÜLKAN GENÇAL Prof. Dr. Elçin BALCI	Erciyes Üniversitesi, Saglık Bilimleri Enstitüsü, Halk Saglığı Anabilim Dalı Erciyes Üniversitesi, Halk Saglığı Anabilim Dalı	SAĞLIK ÇALIŞANLARININ COVİD-19 KORKUSU ve İŞ-AİLE ÇATIŞMA DURUMLARININ İNCELENMESİ INVESTIGATION OF HEALTH WORKERS' FEAR OF COVID-19 AND WORK-FAMILY CONFLICT SITUATIONS	1-2
2.	Prof. Dr. Elçin BALCI Havva Sude DOĞAN	Erciyes Üniversitesi, Halk Saglığı Anabilim Dalı Erciyes Üniversitesi, Saglık Bilimleri Enstitüsü, Halk Saglığı Anabilim Dalı	KAYSERİ'DE YAŞAYAN ENGELLİ ÇOCUĞU OLAN EBEVEYNLERİN DEPRESYON DÜZEYİ VE ETKİLEYEN FAKTÖRLER DEPRESSION LEVEL AND AFFECTING FACTORS OF PARENTS WITH DISABLED CHILDREN LIVING IN KAYSERİ.	3-4
3.	Didem Aybike Haspolat Prof. Dr. Neriman İnanç	Nuh Naci Yazgan Üniversitesi, Beslenme ve Diyetetik Ana bilim Dalı	EOSINOPHILIC ESOPHAGITIS AND NUTRITIONAL THERAPY	5-6

4.	Nisanur YÜCEL	Üsküdar Üniversitesi / Sağlık Bilimleri Fakültesi	NURSING CARE IN A PATIENT WHO INGESTED RAT POISON (ZINC PHOSPHIDE): CASE REPORT	7
5.	Abdulrahman Abdulraqeb Abdulwahab ALI Sufian ARAIM Asst. Prof. Dr. Arzu SERT-ÖZEN	Istanbul Gelisim University, Department of Business Administration	THE IMPACT OF REMOTE WORK ON JOB SATISFACTION AND WORK-LIFE BALANCE OF ARAB FEMALE EMPLOYEES: A PERSONALITY TRAIT PERSPECTIVE	8-13
6.	Mary Semande AKAPO Çağlanur ŞENYURT Gizem YILGIN Büşra DEMİR	Istanbul Gelisim University, Department of Business Administration	ANTECEDENTS AND CONSEQUENCES OF GENDER DISCRIMINATION TOWARDS WOMEN AT WORK	14-21
7.	Adelina FLOREA Alexandra IOJA Patricia GUI	Istanbul Gelisim University, Department of Business Administration	TEAM CREATIVITY AND INNOVATION	22-27
8.	Ahmet JAMA Afnan KHAN Mohamed BAH Abdelkarim MAGZOUB	Istanbul Gelisim University, Department of Business Administration	EMOTIONAL INTELLIGENCE AND CAREER RELATED OUTCOMES	28-31

ISBN: 978-625-6997-48-6

9.	Abdullah Ismael IBRAHIM Omar Serri CHARIF Tujan ELOSTA Melike AKKUŞ	Istanbul Gelisim University, Department of Business Administration Istanbul Gelisim University,International Trade And Finance	IMPACTS OF SOCIAL MEDIA ON MENTAL HEALTH	32-35
10.	Hamzeh YOUNIS Mohamad ABED Mustafa RIYAHI Ahmad ABDELAZIZ	Istanbul Gelisim University, Department of Logistics Management	THE CONSEQUENCES OF EQUALITY AND DIVERSITY IN THE WORKPLACE	36-41
11.	Lütfullah ÇAKALLI Assoc. Prof. Dr. Elmas SALAMCI Anıl KAHYA	Gazi Üniversitesi, Mühendislik Fakültesi, Makine Mühendisliği Bölümü Türk Havacılık ve Uzay Sanayii A.Ş.	SANDVİÇ YAPILARIN HAVACILIKTA KULLANIMI, ANALİZ VE TEST SÜREÇLERİ USE OF SANDWICH STRUCTURES IN AEROSPACE: ANALYSIS AND TESTING PROCESSES	42-56

ISBN: 978-625-6997-48-6

12.	Asst. Prof. Dr. Semra KİYE Elif DEMİR	Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD Anabilim Dalı	BELİREN YETİŞKİNLERDE AİLE YAŞAM DOYUMUNUN YORDAYICILARI OLARAK BİLİŞSEL ESNEKLİK ve PSİKOLOJİK İYİ OLUŞ COGNITIVE FLEXIBILITY AND PSYCHOLOGICAL WELL-BEING AS PREDICTIVES OF FAMILY LIFE SATISFACTION AMONG EMERGING ADULTS	57-59
13.	Asst. Prof. Dr. Semra KİYE Elif DEMİR	Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD Anabilim Dalı	BELİREN YETİŞKİNLERDE AİLE AİDİYETİ İLE AİLE YAŞAM DOYUMU ARASINDAKİ İLİŞKİNİN İNCELENMESİ INVESTIGATING THE RELATIONSHIP BETWEEN FAMILY SENSE OF BELONGING AND FAMILY LIFE SATISFACTION IN EMERGING ADULTS	60-61
14.	Betül DAYIOĞLU Ebrar ÖZTÜRK	Sakarya Uygulamalı Bilimler Üniversitesi Lisansüstü Eğitim Enstitüsü	HASTANE ORGANİZASYONUNDA DOKTOR VE HEMŞİRE YAKLAŞIMLARI: TAKIM ÇALIŞMASININ ÖNEMİ DOCTOS AND NURSE APPROCHES IN HOSPITAL ORGANIZATION: THE IMPORTANCE OF TEAMWORK	62-67

ISBN: 978-625-6997-48-6

15.	Noveen raza MİR Zainap SALEH Sadaf FAİZİ Susan SADİKİ Abdullah SALEH	Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences	ROLE OF EMOTIONAL INTELLIGENCE IN MANAGING STRESS AMONG FEMALE EMPLOYEES AT WORKPLACE ORGANIZATION CULTURE AS A MEDIATOR	68-69
16.	İrem SERDIROĞLU Mohammed MUDRIK Fatima ALCHOR	Istanbul Gelisim University, Department of International Trade and Finance Istanbul Gelisim University, Department of Business Administration	ENVY IN THE WORKPLACE: ANTECEDENTS AND CONSEQUENCES OF ENVY IN THE WORKPLACE	70-75
17.	Ömer Canani ÜNAL Assoc. Prof. Dr. Sinan YILMAZ	Zonguldak Bülent Ecevit Üniversitesi Sosyal Bilimler Enstitüsü Zonguldak Bülent Ecevit Üniversitesi İktisadi ve İdari Bilimler Fakültesi	ENDÜSTRİ 4.0'DAN TOPLUM 5.0'A GEÇİŞ SÜRECİNDE KONVANSİYONEL TİCARETİN ELEKTRONİK TİCARETE DÖNÜŞÜMÜ TRANSFORMATION OF CONVENTIONAL COMMERCE TO E-COMMERCE IN THE TRANSITION PROCESS FROM INDUSTRY 4.0 TO SOCIETY 5.0	76-77

ISBN: 978-625-6997-48-6

18.	Aişe Sümeyye KÜÇÜKALİ Müzeyyen BULAN	İstanbul Gelişim Üniversitesi, İktisadi, İdari ve Sosyal Bilimler Fakültesi	ORGANIZATIONAL ONENESS: DOES ONENESS BELIEFS STRENGTHEN WORK OUTCOMES?	78
19.	Res. Asst. Mustafa Gökberk ERTAN	Kapadokya Üniversitesi, Siyaset Bilimi ve Kamu Yönetimi	KENTSEL DAYANIŞMA MEKAN'I OLAN MAHALLE'NİN KÜRESELLEŞME KARŞISINDAKİ DÖNÜŞÜMÜ TRANSFORMATION OF THE NEIGHBORHOOD, A PLACE OF URBAN SOLIDARITY, IN THE FACE OF GLOBALIZATION	79-80
20.	Ogün YÜKSEL	Zonguldak Bülent Ecevit University	BOLU SANCAĞI'NA BAĞLI EREĞLİ KAZASI'NDAKİ KESTANECİLER DİVANI'NIN SOSYOEKONOMİK DURUMU THE SOCIOECONOMIC STATUS OF KESTANECİLER DİVANI İN EREĞLİ KAZASI OF BOLU SANCAĞI	81-82
21.	Ogün YÜKSEL	Zonguldak Bülent Ecevit University	BOLU SANCAĞI'NA BAĞLI EREĞLİ KAZASI'NDAKİ DİVAN VE KÖYLERİN SOSYOEKONOMİK DURUMLARI THE SOCIOECONOMIC STATUS OF DIVANS AND VILLAGES IN EREĞLİ KAZASI OF BOLU SANCAĞI	83

ISBN: 978-625-6997-48-6

22.	Rami DARWISH	Integrated Transport Research Lab- ITRL at the Royal Institute of Technology- KTH, Sweden	CONTRACT DESIGN: A KEY FOR ADOPTING DISCONTINUOUS INNOVATIONS IN SOCIO-TECHNICAL SUSTAINABILITY TRANSITIONS	84
23.	Victor Birikorang DANQUAH	M.B.A. in Energy Management from the University of Aberdeen, United Kingdom	EVALUATION OF SUSTAINABLE BUSINESS MODEL INNOVATION IN INCREASING THE PENETRATION OF RENEWABLE ENERGY IN THE GHANA POWER SECTOR	85
24.	Anwar KASHGARI	Tokyo Institute of Technology, Japan	. IMPLICATIONS ABOUT THE IMPACT OF COVID-19 ON INTERNATIONAL TRADE IN SAUDI ARABIA	86
25.	Aref MAALEJ Marwa FAKHFAKH Wael Ben AMIRA	University of Sfax, National School of Engineers of Sfax, Laboratory of Electromechanical Systems (LASEM), Sfax, Tunisia	STUDY OF THE EFFECT OF ROTATION ON THE DEFORMATION OF A FLEXIBLE BLADE ROTOR	87
26.	Angel Pérez SÁNCHEZ	Independent Researcher, Spain	CONSIDERATION OF MAGNETIC LINES OF FORCE AS MAGNETS PRODUCED BY PERCUSSION WAVES	88

ISBN: 978-625-6997-48-6

27.	Y. Hadjichristou A. Swiny M. Georgiou	Architecture Department of the University of Nicosia Giorgalla, Engomi, Nicosia 2409, Cyprus	CRISIS IN/OUT, EMERGENT, AND ADAPTIVE URBAN ORGANISMS	89
28.	Ahmed BESHR Aydanur AYDIN Ethar IBRAHIM Asem MOHAMMED	Istanbul Gelisim University, Department of Business Administration Istanbul Gelisim University, English Language and Literature Gelisim University, Department of Political Since and International Relations	DIGITAL TRANSFORMATIONAL LEADERSHIP: A LITERATURE REVIEW	90-98

ISBN: 978-625-6997-48-6

SAĞLIK ÇALIŞANLARININ COVİD-19 KORKUSU ve İŞ-AİLE ÇATIŞMA DURUMLARININ İNCELENMESİ*

Selma GÜLKAN GENÇAL
Erciyes Üniversitesi, Saglık Bilimleri Enstitüsü, Halk Saglığı Anabilim Dalı
ORCID ID: https://orcid.org/0000-0002-5780-0530

Prof. Dr. Elçin BALCI
Erciyes Üniversitesi, Halk Saglığı Anabilim Dalı
ORCID ID: https://orcid.org/0000-0003-3203-198X

***Bu çalışma Erciyes Üniversitesi Sağlık Bilimleri Enstitüsü Yükseklisans Programı için Selma GÜLKAN GENÇAL tarafından Prof.Dr. Elçin BALCI danışmanlığında yapılan "Nevşehir İli Kozaklı İlçesine Bağlı Sağlık Kurumlarında Çalışan Personelin Covid-19 Korkusu ve İş-Aile Çatışma Durumlarının İncelenmesi" adlı yüksek lisans tez çalışmasından elde edilmiştir.*

Özet

Sağlık kurumları kesintisiz hizmetin sunulduğu, aynı anda birçok farklı meslek mensubunu bünyesinde barındıran yapılar olup; salgın hastalık durumlarında hastalıkla mücadalede sağlık çalışanları en önemli rolleri üstlenmektedirler.

Covid-19 pandemisi ve sonrasında yaşanan gelişmeler, sağlık başta olmak üzere pek çok açıdan dünyayı etkisi altına almıştır. Pandemi nedeniyle sağlık çalışanları normal şartlardaki çalışma koşullarından farklı birçok problemle karşı karşıya kalmışlardır. Sağlık çalışanlarının korkularının başında da enfeksiyon riski yüksek yerde çalışıyor olmak ve farkında olmadan enfeksiyonun yayılmasına neden olma ihtimalleri gelmektedir. Çalışanların aynı zamanda ebeveyn, çocuk ya da eş gibi ailevi sorumlulukları da bulunmaktadır. İş ortamı dışındaki bu roller, özellikle pandemi gibi yoğun çalışma temposu yaşanan dönemlerde sağlık çalışanlarının zaman zaman iş ve aile sorumlulukları arasında denge kurmalarını zorlaştırmaktadır. İş-aile çatışması, çalışanların hem iş performanslarını, hem de aile içi ilişkilerini olumsuz etkileyebilmektedir.

Bu çalışmanın amacı Covid-19 pandemisi sürecinde hastanede çalışan sağlık çalışanlarının Covid-19 korkusu ve iş-aile çatışması durumlarını incelemektir.

Araştırma Nevşehir İli Kozaklı İlçesi'ne bağlı sağlık kurumlarında çalışan 215 personel ile yapılmıştır. Araştırmanın verileri, Ahorsu ve ekibi tarafından geliştirilen Covid-19 Korku Ölçeği ile Netemeyer ve ekibi'nin İş-Aile Çatışması Ölçeği kullanılarak oluşturulan anket, kişilere aydınlatılmış onam alındıktan sonra uygulanmıştır. Araştırmanın etik izni Erciyes Üniversitesi Etik Kurulu'ndan alınmıştır. Verilerin analizinde frekans, aritmetik ortalama, standart sapma ve yüzdelik gibi tanımlayıcı istatistiklerin yanı sıra, Mann-Whitney U, Kruskal-Wallis ve Pearson Korelasyon testleri kullanılmış olup, $p<0.05$ anlamlılık sınırı olarak kabul edilmiştir.

Çalışmaya katılanların %50'si 23-37 yaş aralığında, yaş ortalaması 35,45±9,25 yıl, %53'ü kadın, %57,7'si evli, %58,1'i çocuk sahibi, %37'si hekim, %27,7'si hemşire, %63,3'ü Covid-19 hastalığıyla ilgili hizmet içi eğitim almış, %68,8'i Covid-19 geçirmemiştir. Katılımcıların %53,5'i sigara içmediğini, %23,3'ü 65 yaş ve üzeri bir yakını ile beraber yaşadığını ifade etmiştir. Covid-19 Korkusu Ölçeği genel ortalama 2,17±0,82, İş-Aile Çatışması Ölçeği genel ortalaması 2,23±0,93 olarak belirlendi. Covid-19 korkusu ve iş-aile çatışması arasında pozitif yönlü ve anlamlı bir korelasyon ($r(213)=0.383$, $p<0.01$) bulunmuştur. Bu sonuç, Covid-19 korkusundaki artışın iş-aile çatışması düzeyini de artırabileceğini göstermiştir.

Sonuç ve Öneriler

Sağlık çalışanlarının sosyal hayatları üzerinde olumsuz etkileri olan Covid-19 pandemisi hem hastalıkla ilgili korkuyu hem de pandeminin yarattığı koşulların getirdiği iş-aile çatışmasını artırmıştır. Kişilere pandemi gibi yoğun çalışma temposunda yaşayacakları stres ve korkuyla baş etme yolları öğretilebilir.

Anahtar Kelimeler: Sağlık Çalışanı, Covid-19, Covid-19 Korkusu, İş-Aile Çatışması

KAYSERİ'DE YAŞAYAN ENGELLİ ÇOCUĞU OLAN EBEVEYNLERİN DEPRESYON DÜZEYİ VE ETKİLEYEN FAKTÖRLER*

Havva Sude DOĞAN
Erciyes Üniversitesi, Saglık Bilimleri Enstitüsü, Halk Saglığı Anabilim Dalı
ORCID ID: https://orcid.org/0009-0005-4294-3167

Prof. Dr. Elçin BALCI
Erciyes Üniversitesi, Halk Saglığı Anabilim Dalı
ORCID ID: https://orcid.org/0000-0003-3203-198X

*****Bu çalışma Havva Sude DOĞAN tarafından Prof. Dr. Elçin BALCI danışmanlığında Erciyes Üniversitesi Sağlık Bilimleri Enstitüsü'nde savunulacak "Kayseri'de Yaşayan Engelli Çocuğu Olan Ebeveynlerin Depresyon Düzeyi ve Etkileyen Faktörler" adlı yüksek lisans tez çalışmasından elde edilmiştir.

ÖZET

Bu çalışma, Kayseri'de engelli çocuğa sahip ebeveynlerin depresyon düzeylerini ve etkileyen faktörleri belirlemek amacıyla yapılmıştır. Araştırma, Eylül-Aralık 2022 tarihleri arasında Kayseri il merkezinde gerçekleştirilmiş olup, evrenini Kayseri Kocasinan ve Melikgazi Rehberlik Araştırma Merkezleri (RAM) ile Milli Eğitim Bakanlığı'na bağlı özel eğitim okullarına kayıtlı 18 yaş üstü 140 katılımcı oluşturmuştur. Çalışma, tanımlayıcı ve kesitsel nitelikte olup, örneklem seçilmeden tüm evren üzerinden yapılmıştır. Araştırmada, sosyodemografik özelliklerin belirlendiği soruların sorulduğu form ve depresyon düzeylerini ölçmek için Beck Depresyon Ölçeği (BDÖ) kullanılmıştır. Katılımcıların %87'si kadın, yaş ortalaması 42.00 (25.00-65.00) yıl olarak belirlenmiş, %95'inin evli olduğu saptanmıştır. Eğitim düzeylerine göre, %30.70 lise mezunu, %24.30 ilkokul mezunudur. Beck depresyon puanları 0.00 ile 49.00 arasında değişmiş ve ortanca değer 10.00 olarak hesaplanmıştır. Ebeveynlerin %95'inde depresyon tanısı bulunmazken, tanı alanların %71.40'ı tedavi görmektedir. Depresyon düzeyi minimal olanlar %47, hafif düzeyde olanlar %30 oranında tespit edilmiştir. Beck depresyon puanları ile depresyon tanısı alma durumu azalan eğitim düzeyi; artan engelli çocuk sayısı, kronik hastalık varlığı, evdeki engelli birey sayısı ile artmaktadır ($p<0.05$). Sonuç olarak; engelli çocuğa sahip eğitim düzeyi düşük ebeveynlere gelişimsel eğitimler verilebilir, engelli çocuğa sahip ebeveynlerin depresyon düzeylerini azaltmak için terapi seansları uygulanabilir; engelli çocuk sayısı fazla olan ebeveynlerin bakım desteğinin artırılması planlanabilir.

Anahtar Kelimeler: Depresyon düzeyi, Engelli Çocuk, Engel, Ebeveyn, Beck Depresyon Envanteri.

ABSTRACT

This study aims to determine the depression levels of parents with disabled children in Kayseri and the factors affecting these levels. The research was conducted between September and December 2022 in the central district of Kayseri, involving a population of 140 participants aged 18 and older, registered at the Kayseri Kocasinan and Melikgazi Guidance and Research Centers (RAM) and special education schools under the Ministry of National Education. The study is descriptive and cross-sectional, conducted without sample selection, encompassing the entire population. A questionnaire was administered to assess sociodemographic characteristics, and the Beck Depression Inventory (BDI) was utilized to measure depression levels. Of the participants, 87% were female, with a mean age of 42.00 years (range: 25.00-65.00), and 95% were married. When examining educational levels, 30.70% were high school graduates, and 24.30% were elementary school graduates. Beck depression scores ranged from 0.00 to 49.00, with a median value of 10.00. While 95% of the parents did not have a depression diagnosis, 71.40% of those diagnosed were receiving treatment. It was found that 47% of the participants had minimal depression, while 30% had mild depression. Beck depression scores increased with decreasing education levels, an increasing number of disabled children, the presence of chronic illnesses, and a higher number of disabled individuals in the household ($p<0.05$). In conclusion, developmental education programs can be provided for parents with lower educational levels who have disabled children. Therapy sessions can be implemented to reduce the depression levels of these parents, and increased caregiving support can be planned for parents with a higher number of disabled children.

Keywords: Depression Level, Child with Disabilities, Disability, Parent, Beck Depression Inventory.

EOSINOPHILIC ESOPHAGITIS AND NUTRITIONAL THERAPY

Didem Aybike HASPOLAT
Nuh Naci Yazgan Üniversitesi, Beslenme ve Diyetetik Ana bilim Dalı
ORCID ID: 0000-0003-0064-2663

Prof. Dr. Neriman İNANÇ
Nuh Naci Yazgan Üniversitesi, Beslenme ve Diyetetik Ana bilim Dalı
ORCID ID: 0000-0001-5026-4133

ÖZET

Eozinofilik özofajit, yemek borusunda kronik bir enflamasyon olup, yemek borusunun astarında eozinofiller adı verilen beyaz kan hücrelerinin anormal birikimi ile karakterizedir. Bu durum genellikle yutma güçlüğü, yemeklerin takılması, göğüs ağrısı ve reflü benzeri semptomlara neden olur. EoE'nin tedavisinde beslenme önemli bir rol oynar. Belirli gıdalar, hastalarda enflamasyonu tetikleyebilir. Bu nedenle, diyet modifikasyonları yaygın bir tedavi yöntemidir. Eliminasyon diyetleri eozinofilik özefajitte önemli rol oynar. En çok tercih edilen yöntem 6 gıda alerjeninin 8 hafta boyunca diyetten elimine edilmesiyle olmaktadır. Eozinofilik özofajit, yaşam kalitesini önemli ölçüde etkileyen kronik bir hastalıktır. Beslenme, EoE'nin yönetiminde kritik bir rol oynar. Elemental diyetler, empirik eliminasyon diyetleri ve test tabanlı eliminasyon diyetleri, hastaların semptomlarını yönetmede önemli araçlardır. Bu diyetler, doğru şekilde uygulandığında, hastaların semptomlarını hafifletebilir ve yaşam kalitelerini artırabilir. Ancak, her hasta için en uygun yaklaşımın belirlenmesi, bir diyetisyen rehberliğinde yapılmalıdır. Bu derleme niteliğinde çalışma sonuçlarına göre 6-FED eliminasyon diyetinin önerildiği, 6-8 hafta eliminasyon diyeti uygulanabileceği; diyet yanında kombine tedavi olarak PPI'ların uygulanması süreci güçlendirebileceği gösterilmiştir. Ayrıca uzun süreli diyette devamlılık 6-FED diyetlerinde zor olabileceği; alerji testleri ve elementel diyetlerin önerilmediği ve Besinlerin diyete geri konma sürecinin 8-12 hafta olması gerektiği belirtilmiştir (Besin reaksiyonlarına karşı).

Anahtar Kelimeler: Eliminasyon, 6-FED, Eozinofilik özofajit, yemek borusu, enflamasyon, yutma güçlüğü

ABSTRACT

Eosinophilic esophagitis (EoE) is a chronic inflammation of the esophagus characterized by an abnormal accumulation of white blood cells called eosinophils in the esophageal lining. This condition typically causes symptoms such as dysphagia, food impaction, chest pain, and reflux-like symptoms. Nutrition plays a significant role in the treatment of EoE, as certain foods can trigger inflammation in patients. Therefore, dietary modifications are a common therapeutic approach. Elimination diets are particularly important in managing eosinophilic esophagitis. The most commonly preferred method involves eliminating six major food allergens from the diet for eight weeks. Eosinophilic esophagitis is a chronic condition that significantly affects the quality of life. Nutrition is critical in managing EoE, with elemental diets, empiric elimination diets, and test-based elimination diets serving as essential tools for managing patients' symptoms. When properly implemented, these diets can alleviate symptoms and improve quality of life. However, determining the most suitable approach for each patient should be conducted under the guidance of a dietitian. According to the results of this review study, a 6-FED elimination diet is recommended, and an elimination diet can be applied for 6-8 weeks. It has been shown that combining the diet with PPIs as part of the treatment can enhance the process. Additionally, long-term adherence to the 6-FED diet may be challenging. Allergy tests and elemental diets are not recommended, and the reintroduction of foods into the diet should occur over a period of 8-12 weeks (to address food reactions).

Keywords: Elimination, 6-FED, Eosinophilic esophagitis, esophagus, inflammation, dysphagia

FARE ZEHRİ (ÇİNKO FOSFÜR) İÇEN HASTADA HEMŞİRELİK BAKIMI: OLGU SUNUMU

NURSİNG CARE IN A PATIENT WHO INGESTED RAT POISON (ZINC PHOSPHIDE): CASE REPORT

Nisanur YÜCEL
Üsküdar Üniversitesi, Sağlık Bilimleri Fakültesi

ÖZET

Hasta 10 aylık kız ve fare zehri içtiği için acil servise başvurduğu belirtilmiştir. İlk değerlendirme sırasında kusma, kanama veya aktif bir şikayet bulunmadığı için tetkik vetedavi amacıyla müşahede takipleri için hastaneye yatırılmıştır. Hemşireler, hastanın fizyolojik, duygusal, psikolojik ve sosyal ihtiyaçlarını göz önünde bulundurarak tedavi planınıoluşturarak aileyede desteğini sağlayacaktır. Fare zehri tüketimi ciddi sağlık riski oluşturabileceğinden, hastanın yakından izlenmesiyle gerekli tedavilerin zamanında uygulanması büyük önem taşımaktadır. Bu durumda, Gordon'un Fonksiyonel Sağlık Örüntüleri Modeli kullanılarak hastanın detaylı değerlendirmesi ve uygun hemşirelik bakım planının oluşturulması amaçlanmaktadır. Hemşirelik bakım planı, hastanın, ailenin ihtiyaçlarına göre özelleştirilecek ve sürekli olarak değerlendirilip güncellenecektir. Bu süreçte, ailenin bilgilendirilmesi, eğitilmesi de önemli bir rol oynayacaktır.

Anahtar Kelimeler: Fare Zehri, Hemşirelik Bakımı, Gordon'un Fonksiyonel SağlıkÖrüntüleri Modeli

ABSTRACT

A 10-month-old girl has been admitted to the emergency department after ingesting rat poison. During the initial evaluation, no vomiting, bleeding, or active complaints were observed, so the patient was hospitalized for observation and further diagnostic and treatmentpurposes. Nurses will develop a care plan by considering the patient's physiological, emotional, psychological, and social needs, while also providing support to the family. Since ingesting rat poison poses a serious health risk, close monitoring of the patient and timely administration of necessary treatments are crucial. In this case, Gordon's Functional Health Patterns Model will be used to assess the patient in detail and to create an appropriate nursingcare plan. The nursing care plan will be tailored to meet the needs of the patient and the family and will be continuously evaluated and updated. In this process, educating and informing the family will also play an important role.

Keywords: Rodenticide, Nursing Care, Gordon's Functional Health Pattern Model

THE IMPACT OF REMOTE WORK ON JOB SATISFACTION AND WORK-LIFE BALANCE OF ARAB FEMALE EMPLOYEES: A PERSONALITY TRAIT PERSPECTIVE

Abdulrahman Abdulraqeb Abdulwahab ALI
Istanbul Gelisim University, Department of Logistics Management
ORCID ID: https://orcid.org/0009-0002-5486-0658

Sufian ARAIM
Istanbul Gelisim University, Department of Logistics Management
ORCID ID: https://orcid.org/0009-0001-7878-7363

Asst. Prof. Dr. Arzu SERT-ÖZEN
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0000-0002-5743-4075

ABSTRACT

This study explores the impact of remote work on job satisfaction and work-life balance among female employees, particularly in the context of their personality traits. The COVID-19 pandemic has accelerated the adoption of remote work, compelling organizations to adapt to new work environments and practices. While remote work offers flexibility and autonomy, which can enhance job satisfaction, its effects are nuanced and influenced by individual differences. Research indicates that remote work can improve job satisfaction by providing greater schedule flexibility and meeting psychological needs, such as autonomy and competence. However, the relationship between remote work and job satisfaction is mixed, with some studies suggesting a curvilinear relationship where satisfaction increases with remote work only up to a certain point. Personality traits also play a crucial role; those high in conscientiousness and openness may experience greater job satisfaction and work-life balance in remote settings, while individuals high in extraversion or agreeableness may face challenges related to isolation and lack of social interaction. In patriarchal contexts, such as the Arab world, women encounter unique barriers that can affect their work experiences. This study emphasizes the importance of recognizing these challenges and tailoring remote work practices to support female employees effectively. By understanding the interplay between remote work, personality traits, and the specific challenges faced by women, organizations can develop strategies to enhance job satisfaction and work-life balance, ultimately fostering a more inclusive and productive work environment. Continued research in this area is vital to ensure that remote work policies are equitable and responsive to the diverse needs of employees.

Keywords: Female Employees, Job Satisfaction, Remote Work, Work-life Balance, Digitalization

INTRODUCTION

In recent years, digital transformation has become a prominent topic in the business world. While acknowledging its importance, business leaders have often hesitated to make substantial changes, instead focusing on small projects and waiting for the "right moment" for transformation. However, the COVID-19 pandemic, which emerged in late 2019 and was declared a global health emergency in early 2020, forced companies to quickly adapt to new realities. Government-mandated office closures aimed at controlling the spread of the virus made remote work, once a rare practice, essential for business continuity (Savić, 2020).

The rise of remote work has transformed organizational practices, driven by digital technologies and mobile devices that facilitate communication and collaboration. Remote work has led to lasting changes in company policies and, in some cases, work culture, as seen with companies like Google, Twitter, and Facebook, which now offer varying levels of permanent remote work. However, keeping pace with rapid technological advancements has compelled companies to adopt new principles, such as granting employees greater autonomy over their work settings (Aleem, 2023).

The patriarchal, collectivist, and masculine nature of the Arab world, particularly in Saudi Arabia, poses significant challenges to the careers of Arab women. Workplace culture issues, such as employer bias, discrimination, stereotyping, and limited training opportunities, as key barriers (Madsen, 2010). Women often face negative perceptions regarding their professional capabilities and commitment, along with difficulties in building workplace relationships and accessing mentoring support. Additionally, societal factors contribute to these challenges, including work-family role conflicts, cultural and religious gender codes, and limited career advancement opportunities. Women also encounter barriers related to informal networking exclusion and insufficient family support for equal opportunity in the workplace (Al-Asfour, 2017).

Some studies indicated that personality traits are a matter of remote work (Gavoille & Hazans, 2022; Parra et al., 2022). Extraversion, agreeableness, openness to experience, conscientiousness, and neuroticism represent distinct personality traits that shape individual behaviors and social interactions. Extraverts are energetic, and action-oriented, and thrive in social settings, drawing attention with their enthusiasm. Agreeable individuals prioritize harmony, demonstrating politeness, trust, and a self-sacrificial nature to ensure others' happiness. Those high in openness are imaginative and creative, often expressing sensitivity to art and engaging in unconventional thought. Conscientious individuals exhibit responsibility, organization, and ambition, achieving success through diligence. Conversely, individuals with high neuroticism experience heightened emotional instability, often feeling anxious or insecure, which may hinder social interactions (Britwum, 2022).

Therefore, considering the studies above, remote work can help Arab female employees with work-life balance and job satisfaction. Furthermore, personality traits such as

conscientiousness and openness to experience of Arab female employees may enhance the relationship between remote work and job satisfaction and work-life balance.

Q1: How does remote working affect the job satisfaction and work-life balance of female employees?

Q2: How does remote working affect the job satisfaction and work-life balance of female employees based on their personality traits?

THEORETICAL BACKGROUND

The impact of remote work on employee job satisfaction and work-life balance

Studies suggest that remote work positively impacts job satisfaction by offering greater schedule flexibility and enhancing work-life balance, which improves employees' quality of life, happiness, and motivation (Charalampous et al., 2019; Kazekami, 2020; Irawanto et al., 2021; Olanipekun et al., 2021). Remote work also meets psychological needs like autonomy and competence, further boosting satisfaction (Brunelle & Fortin, 2021). While some research shows that salary and benefits are significant factors in job satisfaction (Basak & Govender, 2015), others, like Hsiao and Lin (2018), indicate that salary alone does not strongly affect satisfaction (Battisti, 2022).

The impact of remote work on employee job satisfaction and work-life balance of female employees based on their personality traits

Locke (1976) defines job satisfaction as a positive emotional state arising from evaluating one's job. The relationship between remote work and job satisfaction is based on the idea that remote work offers flexibility and autonomy, helping employees balance work and personal demands (Virick, DaSilva, & Arrington, 2010).

Research presents mixed conclusions about telecommuting's impact on job satisfaction. Some studies indicate a linear relationship, where increased remote work correlates with higher satisfaction (Dubrin, 1991; Guimaraes & Dallow, 1999), while others suggest that more remote work can lead to lower satisfaction (Cooper & Kurland, 2002; Pinsonneault & Boisvert, 2001).

Golden (2006) found a curvilinear (inverted U-shaped) relationship, showing that job satisfaction increases with remote work up to a certain point, after which it declines. Their study of 321 professional employees supported this curvilinear relationship, indicating that moderate telecommuting enhances job satisfaction, but excessive remote work can harm employee relations. They recommend limiting telecommuting to a few days per week to balance flexibility with necessary social interactions (Schall, 2019).

Gavoille and Hazans (2022) identified that personality traits such as openness to experience and conscientiousness are positively associated with productivity among female employees in remote work settings. Conversely, extraversion is negatively linked to a preference for teleworking, suggesting that individuals with high extraversion may face challenges in adapting to the social isolation inherent in remote work environments. Parra et al. (2022) found

that neuroticism is a significant predictor of remote work exhaustion, whereas agreeableness and conscientiousness serve as protective factors, helping individuals better cope with the demands of remote work. In the light of the previous studies, we propose that:

P1: Remote work is positively associated with job satisfaction of female employees based on a) openness to experience b) conscientiousness and c) agreeableness.

P2: Remote work is negatively associated with job satisfaction of female employees based on a) neuroticism b) extraversion

P3: Remote work is positively associated with the work-life balance of female employees based on a) openness to experience b) conscientiousness and c) agreeableness.

P4: Remote work is negatively associated with the work-life balance of female employees based on a) neuroticism b) extraversion

CONCLUSION

The shift to remote work during the COVID-19 pandemic has notably impacted employee experiences, especially for women balancing work and personal responsibilities. This study highlights that remote work can enhance job satisfaction and work-life balance, but its effectiveness varies based on individual personality traits. Those high in conscientiousness and openness tend to adapt better, while highly extroverted individuals may need additional social support to combat isolation. The specific challenges women face in patriarchal environments emphasize the importance of inclusive remote work practices. Understanding the relationship between personality traits and remote work can help organizations better support their employees, enhancing job satisfaction and work-life balance. Continued research is essential to ensure that remote work policies are effective and equitable in a changing workplace.

REFERENCES

Abric, J. C. (1976). *Jeux, conflits et représentations sociales* (Doctoral dissertation, éditeur non identifié).

Al-Asfour, A., Tlaiss, H. A., Khan, S. A., & Rajasekar, J. (2017). Saudi women's work challenges and barriers to career advancement. *Career Development International*, *22*(2), 184-199.

Aleem, M., Sufyan, M., Ameer, I., & Mustak, M. (2023). Remote work and the COVID-19 pandemic: An artificial intelligence-based topic modeling and a future agenda. *Journal of Business Research*, *154*, 113303.

Basak, S. K., & Govender, D. W. (2015). Theoretical framework of the factors affecting university academics' job satisfaction. *The International Business & Economics Research Journal (Online)*, *14*(2), 317.

Battisti, E., Alfiero, S., & Leonidou, E. (2022). Remote working and digital transformation during the COVID-19 pandemic: Economic–financial impacts and psychological drivers for employees. *Journal of Business Research*, *150*, 38-50.

Bell, R. L., & Martin, J. S. (2012). The relevance of scientific management and equity theory in everyday managerial communication situations. *Journal of Management Policy and Practice*, *13*(3), 106-115.

Britwum, F., Amoah, S. O., Acheampong, H. Y., Sefah, E. A., Djan, E. T., Jill, B. S., & Aidoo, S. (2022). Do extraversion, agreeableness, openness to experience, conscientiousness and neuroticism relate to students academic achievement: the approach of structural equation model and process macro. *Int. J. Sci. Manag. Res*, *5*, 64-79.

Brunelle, E., & Fortin, J. A. (2021). Distance makes the heart grow fonder: An examination of teleworkers' and office workers' job satisfaction through the lens of self-determination theory. *Sage Open*, *11*(1), 2158244020985516.

Carraher, S. M. (2011). Turnover prediction using attitudes towards benefits, pay, and pay satisfaction among employees and entrepreneurs in Estonia, Latvia, and Lithuania. *Baltic Journal of management*, *6*(1), 25-52.

Charalampous, M., Grant, C. A., Tramontano, C., & Michailidis, E. (2019). Systematically reviewing remote e-workers' well-being at work: A multidimensional approach. *European journal of work and organizational psychology*, *28*(1), 51-73.

Cooper, C. D., & Kurland, N. B. (2002). Telecommuting, professional isolation, and employee development in public and private organizations. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, *23*(4), 511-532.

DuBrin, A. J. (1991). Comparison of the job satisfaction and productivity of telecommuters versus in-house employees: a research note on work in progress. *Psychological reports*, *68*(3_suppl), 1223-1234.

Gavoille, N., & Hazans, M. (2022). Personality traits, remote work and productivity. *Remote Work and Productivity (September 29, 2022)*.

Gerhart, B. A., Milkovich, G. T., & Murray, B. (1992). Pay, performance, and participation.

Golden, T. D. (2006). The role of relationships in understanding telecommuter satisfaction. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, *27*(3), 319-340.

Guimaraes, T., & Dallow, P. (1999). Empirically testing the benefits, problems, and success factors for telecommuting programmes. *European Journal of Information Systems*, *8*(1), 40-54.

Hsiao, J. M., & Lin, D. S. (2018). The impacts of working conditions and employee competences of fresh graduates on job expertise, salary and job satisfaction. *Journal of Reviews on Global Economics*, *7*, 246-259.

Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from home: Measuring satisfaction between work–life balance and work stress during the COVID-19 pandemic in Indonesia. *Economies*, *9*(3), 96.

Joia, L. A., & Leonardo, L. F. (2023). The COVID-19 Pandemic and the Digital Transformation of Workplace: The Social Representation of Home-Office. *Sustainability*, *15*(20), 14987.

Kazekami, S. (2020). Mechanisms to improve labor productivity by performing telework. *Telecommunications Policy*, *44*(2), 101868.

Kim, J., & Wiggins, M. E. (2011). Family-friendly human resource policy: Is it still working in the public sector?. *Public Administration Review*, *71*(5), 728-739.

Locke, E. A. (1976). The Nature and Causes of Job Satisfaction. In M. D. Dunnette (Ed.), Handbook of Industrial and Organizational Psychology (pp. 1297-1343). Rand McNally.

Madsen, S. R. (2010). The experiences of UAE women leaders in developing leadership early in life. *Feminist Formations*, *22*(3), 75-95.

Mahler, J. (2012). Managing virtual public organizations. In *Citizen 2.0: Public and Governmental Interaction through Web 2.0 Technologies* (pp. 65-85). IGI Global.

Olanipekun, L. O., Sokefun, E., & Akinlabi, N. A. (2021). Remote work and employee work-life balance in the global south: The Nigerian experience. *Texas Journal of Multidisciplinary Studies*, *1*, 94-105.

Overmyer, S. P. (2011). *Implementing telework: Lessons learned from four federal agencies* (pp. 8-15). Arlington, VA: IBM Center for the Business of Government.

Parra, C. M., Gupta, M., & Cadden, T. (2022). Towards an understanding of remote work exhaustion: A study on the effects of individuals' big five personality traits. *Journal of business research*, *150*, 653-662.

Pinsonneault, A., & Boisvert, M. (2001). The impacts of telecommuting on organizations and individuals: A review of the literature. *Telecommuting and virtual offices: Issues and opportunities*, 163-185.

Savić, D. (2020). COVID-19 and work from home: Digital transformation of the workforce. *Grey Journal (TGJ)*, *16*(2), 101-104.

Schall, M. A. (2019). *The relationship between remote work and job satisfaction: The mediating roles of perceived autonomy, work-family conflict, and telecommuting intensity* (Master's thesis, San Jose State University).

Virick, M., DaSilva, N., & Arrington, K. (2010). Moderators of the curvilinear relation between extent of telecommuting and job and life satisfaction: the role of performance outcome orientation and worker type. *Human relations*, *63*(1), 137-154.

ANTECEDENTS AND CONSEQUENCES OF GENDER DISCRIMINATION TOWARDS WOMEN IN THE WORKPLACE

Mary Semande AKAPO
Istanbul Gelişim Üniversitesi, Department of Business Administration.
ORCID NO: 0009-8790-2245

Çağlanur ŞENYURT
Istanbul Gelişim Üniversitesi, Department of Business Administration.
ORCID NO: 0009-0003-64757803

Gizem YILGIN
Istanbul Gelişim Üniversitesi, Department of Business Administration.
ORCID NO: 0009-0006-2523-7188

Büşra DEMİR
Istanbul Gelişim Üniversitesi, Department of Business Administration.
ORCID NO: 0009-0009-55686437

ABSTRACT

Historically, rigid gender roles have limited women's participation in the workforce, categorizing them as less economically valuable and perpetuating stereotypes that hinder their career progression. This has led to the emergence of discrimination. Discrimination refers to the failure to evaluate individuals equally and fairly due to characteristics such as religion, language, race, gender, ethnicity, and political views. Consequently, individuals may be treated unfairly or differently, even when no substantial differences exist between them. Gender discrimination, one of the most prevalent types of discrimination in the labor market, occurs on two levels. The first level involves the distinction between "men's" and "women's" jobs that women encounter upon entering the workforce; at this stage, issues like aesthetic labor and appearance-based discrimination often come to the fore. The second level includes discrimination experienced after recruitment, in areas such as compensation, promotion, and assignment to lower-status jobs. Women's inability to advance in this process contributes to the "glass ceiling" effect. Furthermore, the psychological costs of discrimination, including mobbing, significantly impact women's mental health, leading to stress, anxiety, and decreased job satisfaction. This study therefore aims to foster more inclusive and equitable environments for women by examining both the antecedents and consequences of gender discrimination in the workplace, thereby raising awareness of these issues.

Keywords: Gender discrimination, glass ceiling, mobbing

INTRODUCTION

In patriarchal societies, women face various inequalities in both public and private sectors, which are especially noticeable in the workplace. Even when women attain education, pursue careers, and reach managerial positions, systemic discrimination continues to exist (Güvenel Karaduman, Ergun, 2017). This inequality stems from deeply rooted gender biases and has negative effects on women's lives, preventing them from achieving their full potential. However, as women represent half of the population, they hold significant potential to contribute to the workforce. Ensuring equal working conditions for women not only benefits them on an individual level but also promotes societal progress and national development (Terzioğlu, Aksöz, 2022). Despite advancements in gender equality, workplace discrimination against women remains a critical concern. The origins of this discrimination can be traced back to historical biases, cultural norms, and institutional structures that reinforce inequality. Such factors can lead to both subtle and overt discrimination, adversely impacting women's career growth and overall well-being. Addressing these issues necessitates a comprehensive approach that includes policy reforms, changes in organizational culture, and proactive efforts to combat stereotypes (Heilman, M. E., 2012).

The consequences of discrimination are profound, affecting both individuals and organizations. Women who face discrimination often experience lower job satisfaction, heightened stress, and a lack of professional fulfillment (Catalyst, 2020). For organizations, ignoring gender discrimination can result in decreased productivity, less innovation, and higher turnover rates. Women continue to confront challenges in the workforce across both private and public domains due to persistent gender inequalities. The term “glass ceiling” describes the invisible barriers that prevent women from advancing into leadership roles, suggesting that while promotions may happen, they often occur during crises, placing undue responsibility for failures on women. These concepts are essential for understanding the obstacles and disparities women encounter in the business environment (Karakuş Umar, 2021).

This introduction emphasizes the urgent need to investigate the causes and effects of gender discrimination in the workplace to foster more inclusive and equitable environments for women (Schmitt et al., 2002).

THE ANTECEDENTS OF GENDER DISCRIMINATION TOWARDS WOMEN IN THE WORKPLACE

Historically, societal roles have been rigidly defined by gender, with men seen as the primary earners and women as caregivers (Smith, R. 2019). This division dates back to pre-industrial labor systems, where men engaged in physically demanding jobs outside the home while women managed household responsibilities, leading to the perception that women's contributions were economically less significant (Smith, R. 2019). The Industrial Revolution exacerbated this divide, as men moved into factory work, relegating women to low-paying or unpaid domestic roles, which limited their economic independence (Johnson, P. 2020). Gender discrimination has also contributed to significant wage gaps. The belief that women's work is inherently less valuable became widespread during the 20th century, supported by labor policies that categorized certain jobs as "female" and low-paying (Green, D. 2017). Currently, studies reveal that women continue to earn less than men for similar positions, with an average gender

pay gap of approximately 16%, even when they possess equal or higher education levels (National Bureau of Economic Research, 2023).

Today, modern gender discrimination in the workplace is further complicated by intersectional factors like race, ethnicity, and socioeconomic status. For instance, women of color often face additional discrimination, earning lower wages and encountering more barriers to advancement than their white peers (Williams, S. 2022). This highlights the necessity for workplace policies that tackle various forms of inequality to create a truly equitable environment (Williams, S. 2022).

Discrimination in the workplace can manifest in many ways related to race, ethnicity, religion, sexual orientation, disability, and gender. Specifically, socially constructed gender roles contribute to the disparities experienced by women (İştar, 2012; Güner et al., 2011; Çelik, Akar Şahingöz, 2018).

Women, who are often underrepresented in the workforce, also encounter negative attitudes from male colleagues. Some men choose not to collaborate with women or actively disregard them (Seymen, 2004). Additionally, employers often apply biased evaluations based on gender; men's successes are attributed to skill or luck, whereas women's achievements are dismissed as mere luck or a lack of talent (KSSGM, 1999). This dynamic reinforces existing gender inequalities (Kartal, Çoban, 2018).

The term "glass ceiling" describes the unseen barriers that hinder women's promotion in the workplace (Kocacık and Gökkaya, 2005; Çelik et al., 2016). Factors such as child-rearing responsibilities, household duties, perceived inadequacies in knowledge or experience, and stereotypes about emotionality often prevent women from ascending to higher positions (Griffin, 1993; Kartal, Çoban, 2018).

The glass ceiling also refers to the trend of appointing women to less desirable positions instead of men, particularly during organizational crises (Ryan et al., 2010). Researchers have noted that women are frequently assigned roles typically filled by men when companies are struggling (Kulich et al., 2015; Alhas, 2016). This phenomenon is influenced by negative stereotypes associated with women. When stock prices rise, male managers are more likely to be appointed, while women are favored when prices fall (Mulcahy and Linehan, 2013). Thus, the glass ceiling represents a pattern where women are positioned in leadership roles during high-risk situations, often during crises (Alhas, 2020).

Women who encounter the glass ceiling aspire to higher management roles but may not realize the risk of job loss stemming from discriminatory practices. This can jeopardize their economic independence. Furthermore, negative behaviors like mobbing, intimidation, and harassment can undermine female managers, leading them to shy away from pursuing senior roles. Although such behaviors are often perpetrated by men, it is women who bear the brunt of the consequences. Research indicates that women are more frequently victims of mobbing, and such actions are predominantly executed by male colleagues (Namie, 2000; Ryan and Haslam, 2005). Mobbing poses a significant issue with detrimental effects on both individuals and organizations, jeopardizing the well-being of employees and society. Initially characterized by Heinz Leymann, mobbing refers to systematic, hostile, and unethical treatment directed at an

employee by one or more individuals within the workplace. Leymann (1996) describes mobbing as a form of psychological abuse that leaves victims feeling powerless.

The exclusion of women from professional environments due to their gender contributes to adverse workplace conditions and fosters negative attitudes among colleagues, leading to mobbing. This results in women being in vulnerable positions, feeling inadequate, and being relegated to subordinate status. A study in Antalya investigated the mobbing and gender-based discrimination faced by female journalists in local print media. Through semi-structured interviews with male and female journalists, the study revealed that women often cope with these challenges in isolation. The findings underscore the harmful impacts of gender inequality and mobbing on women's careers (Koloğlu, 2019).

The mobbing experienced by women in the workplace can be particularly devastating. For instance, research by Singh and Sebastian (2018) in Gujarat, India, found that women's entrepreneurial opportunities are often linked to their fathers' and relatives' business activities. This situation is less about choice and more about familial connections. Traditional attitudes discourage women from seeking employment outside their family circles, limiting their networking opportunities. In a patriarchal culture that favors male leaders, women in managerial positions are often integrated into this framework.

THE CONSEQUENCES OF GENDER DISCRIMINATION AGAINST WOMEN IN THE WORKPLACE

Gender discrimination against women in the workplace is often based solely on their gender rather than their individual skills or job performance (Demir, 2011: 766). This form of discrimination is more commonly directed at women worldwide, making it difficult for them to access equal opportunities and subjecting them to additional biases in the professional environment (Şalvarcı Türeli, Dolmacı, 2013).

Factors such as wage increases and promotions are commonly used to assess whether women experience discrimination in the workplace. These comparisons help illuminate the extent of gender inequalities that persist in professional environments (Şalvarcı Türeli, Dolmacı, 2013). Although women's participation in the workforce has grown globally, male-dominated workplace structures persist, and men often retain greater professional privileges (Ragins, Townsend & Mattis, 1998). For example, a 2014 report by Hegewisch and Hartmann from the Institute for Women's Policy Research revealed that in the U.S., women working full-time earned only 76.5% of what men earned, highlighting a significant wage gap. Additionally, many women are employed in lower-paying fields; from 1972 to 2012, nearly all preschool teachers, dental assistants, and nurses were women, while their representation in high-paying fields such as engineering and law was between 10-20%. In Turkey, data from the Turkish Statistical Institute (TÜİK, 2016) similarly shows persistent wage inequality and employment disparities, with women often earning less than men even at equivalent education levels (Akbaş, Korkmaz, 2017).

Stereotypes play a considerable role in fostering workplace discrimination, as employers often perceive women as less committed to their careers due to family obligations, considering them less reliable than men (Martin, 2019). This bias contributes to women being offered lower wages, facing limited advancement opportunities, and being excluded from leadership roles

(Lee, 2020). The ongoing impact of such stereotypes reinforces the "glass ceiling," limiting women's access to top positions despite equal qualifications (Lee, 2020).

As a result, women often face greater obstacles in advancing their careers due to systemic discrimination. The "glass ceiling" in many organizations restricts women from rising to leadership positions, leading to an underrepresentation of women in such roles, despite having equal or superior qualifications (Eagly & Carli, 2007). This lack of advancement opportunities discourages women from pursuing high-level career goals (Catalyst, 2020).

The wage gap remains a visible effect of workplace gender discrimination, with women earning roughly 82 cents for every dollar men make for similar work, a disparity that has both immediate and long-term financial effects for women, impacting their savings and investment potential (U.S. Bureau of Labor Statistics, 2022; Blau & Kahn, 2017). Additionally, gender discrimination can severely impact women's mental health, increasing stress, anxiety, and feelings of inadequacy. Women who experience discrimination are more likely to suffer from psychological distress, including depression, due to a challenging and emotionally hostile work environment (Fitzgerald et al., 1997; Kabat-Farr & Cortina, 2012).

Gender discrimination also negatively affects workplace productivity. When women feel undervalued or hindered in their careers, they are less motivated, which can reduce organizational performance (Cook & Glass, 2014). A diverse and inclusive environment fosters creativity and innovation, benefiting organizational outcomes (Robinson & Dechant, 1997).

Discriminatory practices lead many women to leave their jobs, causing high turnover rates and increasing the costs of recruitment and training for companies (McKinsey & Company, 2020). Losing skilled women also deprives organizations of valuable perspectives. Moreover, companies known for gender discrimination may suffer reputation damage, making it difficult to attract talent and retain customers, as consumers today are more aware of corporate ethics and may avoid companies with discriminatory practices (Weathersby, 2018).

Addressing mobbing (workplace harassment) is critical in tackling discrimination. As the difficulty in proving mobbing is often due to a lack of witnesses, employees need support systems to share their experiences. Awareness training should be implemented, and labor inspectors' authority should be expanded to address mobbing within labor laws. For those who lose their jobs due to mobbing, reinstatement after a rehabilitation process should be an option. Prevention policies on mobbing and discrimination should be established to create a fairer workplace culture, and open communication channels should be fostered to strengthen employees' connection to their organizations (Şalvarcı Türeli, Dolmacı, 2013).

Public institutions and businesses should consider affirmative action to harness the talents of female employees and support family-work balance. The absence of women in senior management limits national development, as women's involvement in leadership positions enhances productivity and innovation while strengthening an organization's or country's image. Women's skills, such as intuition, empathy, and communication, are valuable in the professional world, yet many women are not given opportunities to leverage these abilities. Despite having similar human capital characteristics as men, the glass ceiling hinders women from progressing up professional hierarchies and benefiting from social capital. The representation of women in

management is essential for a country's democratization, sustainable development, and commitment to human rights. This inclusivity is necessary to realize the potential of diverse perspectives. The glass ceiling should be addressed as a social issue, not only at the organizational level. Collaboration among stakeholders and proactive political measures are essential for eliminating gender discrimination. This issue affects not only the discriminated group but also society as a whole, underscoring the need for a collective effort to achieve equality (Utma, 2019).

CONCLUSION

Gender discrimination remains a widespread issue that limits women's ability to advance in their careers and negatively impacts their overall well-being. Despite progress in gender equality, many women continue to face barriers due to ingrained stereotypes and structural biases in both public and private sectors. These obstacles are evident in unequal pay, limited access to leadership roles, and the psychological toll of workplace harassment, such as mobbing. Such challenges not only affect individual women but also reduce organizational efficiency and hinder broader societal progress.

To address these issues, organizations must adopt comprehensive strategies that promote fairness and inclusivity. This includes implementing unbiased recruitment, evaluation, and promotion processes, as well as offering training to reduce unconscious biases and create supportive workplace cultures. Governments and institutions also have a role in enforcing laws that protect women from discrimination and harassment, ensuring safe and equitable work environments.

Building workplaces that value diversity and equality benefits everyone. Inclusive organizations are more innovative, productive, and respected. By empowering women to fully participate and succeed in the workforce, we can drive economic growth, enhance social equity, and promote sustainable development. Addressing gender discrimination is not just about fairness—it's a crucial step toward creating a more inclusive and thriving society.

REFERENCES

Akbaş, G., & Korkmaz, L. (2017). Women managers: Efforts to rise under the shadow of invisible obstacles. Business and Human Journal , 4 (2), 73-86.

ALBAR, B. Ö. (2019). Kadınlara yönelik ayrımcılık. *Sosyal Araştırmalar ve Davranış Bilimleri*, *5*(8), 274-286.

Alhas, F. İ. D. A. N. (2020). Cam uçurum mu? Mobbing mi? Bilinmeyene yolculuk. *Sosyal Bilimler Elektronik Dergisi/Electronic Journal of Social Sciences*, *4*(6), 26-45.

Blau, F. D., & Kahn, L. M. 2017. The gender wage gap: Extent, trends, and explanations. Journal of Economic Literature, 55(3), 789-865.

Catalyst. 2020. Women in the Workforce: Global. From Catalyst.org.

Cook, A., & Glass, C. 2014. Above the glass ceiling: When are women and racial/ethnic minorities promoted to CEO?. Strategic Management Journal, 35(7), 1080-1089.

Çelik, M., & Şahingöz, S. A. (2018). İş yaşamında cinsiyet ayrımcılığı: Kadın aşçılar örneği. *Journal of Tourism & Gastronomy Studies*, *6*(Special Issue 3), 370-383.

Eagly, A. H., & Carli, L.L. 2007. Through the labyrinth: The truth about how women become leaders. Harvard business press.

Fitzgerald, L. F., Drasgow, F., Hulin, C. L., Gelfand, M. J., & Magley, V. J. 1997. Antecedents and consequences of sexual harassment in organizations: A test of an integrated model. Journal of Applied Psychology, 82(4), 578.

Gender and Wage Inequality: A historical Perspective. Journal of Labor Economics. Green, D. 2017.

Gender roles in pre-industrial societies. Historical studies journal. Smith, R. 2019.

Heilman, M. E. (2012). Gender stereotypes and workplace bias. *Research in organizational Behavior*, *32*, 113-135.

Intersectionality in the Workplace: Challenges and Solutions. Journal of sociology. Williams, S. 2022.

Kabat-Farr, D., & Cortina, L. M. (2012). Selective incivility: Gender, race, and the discriminatory workplace. In *Gender and the dysfunctional workplace*. Edward Elgar Publishing.

Karaduman, C. G., & Ergun, A. (2018). ERKEK EGEMEN İŞ ORTAMLARINDA KADIN YÖNETİCİLERİN DENEYİMLERİ VE STRATEJİLERİ. *Sosyoloji Araştırmaları Dergisi*, *21*(2), 114-143.

Karakuş, E. (2021). Türkiye'de İş Hayatında Yönetimde Kadın Olmak: Cam Tavan ve Cam Uçurum Kavramları Üzerine Nitel Bir Araştırma| Being a Woman in Management in Business Life in Turkey: A Qualitative Study on Concepts Glass Cliff and Glass Ceiling. *Akdeniz Kadın Çalışmaları ve Toplumsal Cinsiyet Dergisi*, *4*(2), 244-264.

Kartal, M., & Çoban, O. (2018). Emek piyasasında kadın çalışanlara yönelik cinsiyet ayrımcılığı: Kahramanmaraş tekstil sektörü örneği. *Selçuk Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, (39), 67-81.

Koloğlu, H. (2019). Mobbing and struggle methods against women journalists working in local print media: Antalya example.

McKinsey & Company. 2020. Diversity wins: How inclusion matters. From McKinsey.com

National Bureau of Economic Research. 2023. Gender Wage Gap in Modern Labor.

Robinson, G., & Dechant, K. 1997. Building a business case for diversity. Academy of Management Perspectives, 11(3), 21-3.

Schmitt, M. T., et al. (2002) – Emphasizing the need to investigate causes and effects of workplace discrimination.

Terzioğlu, A., & Aksöz, F. (2022). Çalışma Hayatında Cinsiyet Ayrımcılığı ve Türk İş Hukukunda Kadınları Korumaya Yönelik Düzenlemeler. *Çalışma ve Toplum*, *1*(72), 267-298.

The Glass Ceiling Effect in Modern Corporations. Business Ethics Quarterly. Lee, A. 2020.

The Industrial Revolution and Gender Inequality. Economic History Review. Johnson, P. 2020.

Türeli, N. Ş., & Dolmacı, N. (2013). İş yaşamında kadın çalışana yönelik ayrımcı bakış açısı ve mobbing üzerine ampirik bir çalışma. *Ekonomi ve Yönetim Araştırmaları Dergisi*, *2*(2), 83-104.

Utma, S. (2019). KADINA YÖNELİK CİNSİYET AYRIMCILIĞI VE CAM TAVAN SENDROMU. *Sosyal ve Beşeri Bilimler Dergisi*, *11*(1), 44-58.

Weathersby, G. 2018. Corporate social responsibility and brand reputation. Journal of Brand Management, 25(4), 377-390.

Workplace Stereotypes and Their Effects on Gender Equality. Journal of Organizational Behavior. Martin, H. 2019.

TEAM CREATIVITY AND INNOVATION

Adelina FLOREA
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0002-8242-6488

Alexandra IOJA
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0003-0076-3585

Patricia GUI
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0009-1637-9370

ABSTRACT

Creativity and innovation in a team are two fundamental elements that intertwine and lead to satisfactory results for all team members. Their importance is immense, enhancing competitiveness in the processes of creating new services or products. The existence of obstacles or challenges with these concepts is inevitable, but more important of course is how they are resolved in a timely manner and in a manner that does not affect team productivity. This research paper aims to define and highlight the most important aspects regarding the concepts of creativity and innovation, placing this study in the context of a team, a team that can find its place in any field of research or work.

As a result of this study, we can mention the following: the concepts of creativity and innovation were explained in terms of their application, given their importance in developing and strengthening a team. It is essential that team members are aware of the distinction between the two; thus, it will be easier for them to subsequently apply and use them during their work. These two concepts are of major importance in terms of adapting to change and solving problems; they also diversify perspectives and strengthen the team. The challenges and obstacles that may arise are multiple and require special attention from the team leader and also from the other members, precisely in order not to allow the failure to achieve the proposed objectives. Conflicts, stress and negative emotions can affect collaboration and create tense situations. Also, communication problems can often be reasons why the efficiency and productivity of the team are slowed down, thus reducing innovation. Resistance to change is one of the most interesting and discussed barriers to innovation and creativity in teams, because it stops the creative process from evolving, since not all team members accept change.

Keywords: Team creativity, innovation, conflict

INTRODUCTION

This research paper aims to define and highlight the most important aspects regarding the concepts of creativity and innovation, placing this study in the context of a team, a team that can find its place in any field of research or work. While creativity refers to the ability to generate new ideas, concepts, being an exclusively human characteristic (Chivu, 2021), innovation complements it, takes them over and finds their utility in the creation of products or services (InnovatingSociety, 2020).

Both concepts viewed from the perspective of a team are extremely important from the point of view of process evolution and contribute to improving the quality of life in society. A higher degree of creativity and innovation increases the chances that the result of the team's work will be extremely useful. The fundamental role of creativity and innovation present in a team is to solve tasks/situations/problems in an appropriate and timely manner. Also, these two also have the role of increasing competitiveness, something that creates an advantage over the competition. (Charpentier, 2022).

Over time, it has been proven that innovation is not only useful to consumers of products or services, but also to production teams, creating for them a pleasant, relaxed work environment and also can even reduce production costs (Demircioglu, 2023).

The final chapter of this research identifies what the challenges and obstacles are when it comes to team creativity and innovation.

DEFINITIONS AND ROLE OF THE CONCEPTS OF CREATIVITY AND INNOVATION

Creativity and innovation

For a more accurate understanding of the defining terms, I deemed it necessary to conduct research and consult relevant sources to clarify the meanings of the words "Creativity" and "Innovation" within the scope of this topic, as well as their roles (Reiter et al., 2012).

The Cambridge English Dictionary (2024), provides the following definition of creativity: '*the ability to produce original and unusual ideas, or to make something new or imaginative*'. At the same time, the same source defines the term innovation as: '*the development of new products, designs, or ideas*'.

As a result, the author Amabile (1988, p. 126) defines creativity as being '*the production of novel and useful ideas by an individual or small group of individuals working together*'.

While the author Cropley (2019) presents a more general definition of creativity, he specifies that when focusing on the individual, creativity can be described as '*an aspect of thinking, as a personality constellation, and as an interaction in a specific environment between thinking, personal properties, motivation, and feeling*'. In brief, this definition emphasizes that creativity is a complex phenomenon, influenced by various factors, and goes beyond mere mental capacity.

Regarding the concept of innovation, it was first used by the Austrian economist Schumpeter in his book *The Theory of Economic Development*, published in 1912 (Schumpeter, 2021).

The most recent and comprehensive definition of the concept of innovation is presented by the author Jain (2023) as *'the process of bringing about new ideas, methods, products, services, or solutions that have a significant positive impact and value'*.

The role of creativity and innovation is to generate and apply new ideas, which are crucial for driving economic development, enhancing competitiveness, and ensuring adaptability in an ever-changing environment. Creativity fosters originality, while innovation takes these ideas and turns them into practical solutions that enhance products, services, or processes (Jain, 2023).

The following sections and subsections will provide a more detailed and comprehensive exploration of this topic.

The role of creativity and innovation in the team

Creativity and innovation, especially in a team, are of great importance today when it comes to professional life because these two aspects are vital for improving and increasing the competitiveness of organizations (e.g., Amabile, 1988; Anderson et al., 2014; Bledow et al., 2009). In other words, while creativity refers to the generation of ideas, innovation also includes the implementation of these ideas (Amabile, 1988; Anderson et al. 2014).

An individual's identity and personality have long been validated as influential on people's creative effectiveness (Mumford and Gustafson, 1988). As teams have increasingly come to be identified as essential to the creative mission (Gilson et al., 2015). Furthermore, conversations have begun to consider how the profile of personality attributes in a team environment might affect both the creativity of individuals within a group and the team as a collective unit. However, at present, only a limited amount of research has taken into account the link between personality and team creativity (Reiter et al., 2012), suggesting that it is time for a design of what we mean when we talk about team, personality, and creativity.

Creativity, the basis of innovation, is not just a matter of generating fresh ideas. On the other hand, creativity is about generating authentic, high-quality, complex solutions (Mumford and Gustafson, 2007). Producing viable solutions to problems that require creative thinking depends on four critical phenomena. The first is the knowledge brought to the problem-solving task (Ericsson and Charness, 1994). The second is the specific types of skills used in problem-solving (Hunter et al., 2008). Third, the performance of the elaboration operations that underlie the generation of original, high-quality solutions to problems (Mumford et al., 1991). Fourth, the tricks used in carrying out these procedures with respect to the relevant knowledge structures (Scott et al., 2005).

Originally included as a psychological concept, innovation self-efficacy was introduced by the American psychologist Bandura. Innovation self-efficacy refers to people's judgments about their abilities to successfully perform a particular task. Innovation self-efficacy is a prominent part of the creativity and innovation process of organizations and has a high influence on determining this cause. Innovation self-efficacy improves innovation performance by motivating and helping employees to be highly engaged.

CHALLENGES AND OBSTACLES TO TEAM CREATIVITY AND INNOVATION

Some examples of challenges identified in the team would be the following: resistance to change, lack of trust, interpersonal conflicts, poor management, time and resource pressure (Bus et al., 2004).

Trust in a team is essential in organizational research, illustrating a person's tendency to trust other people and the mutual perception of trust between team members (Costa et al., 2011). Existing research indicates that trust in the team can increase job satisfaction, reduce professional stress, facilitate information exchange, stimulate innovation in the team and reduce internal conflicts (Ren and Shen, 2024).

Research has demonstrated an unfavorable association between interpersonal conflict in the workplace and safety behaviors (Wang et al., 2020). Sampson et al. (2014), have associated interpersonal conflict with organizational safety outcomes, particularly in high-hazard industries. Negative emotions, which are a frequent consequence of interpersonal conflict, play a critical role; negative emotional responses may explain the association between conflict and safety outcomes (Ju et al., 2016; Sliter et al., 2011).

Innovation is a key element in delivering a stable and continuous competitive advantage to businesses (Capaldo and Messeni Petruzzelli, 2015; Chen et al., 2018). It provides organizations with the resources needed to deliver in-demand, useful, attractive and beneficial services to customers (Brentani, 2001; Michalakopoulou et al., 2023; Warren et al., 1989). Thus, service innovation is defined as the process of creating practices that bring value not only to customers, but also to employees, business owners, alliance partners and communities. The critical nature of service innovation for organizational survival is highlighted by Chen et al., (2016), noting that innovation not only improves the efficiency of service production and reduces operational costs (Mansury and Love, 2008), but also stimulates transformation within the business through innovative services (Maguire et al., 2012).

However, organizations, whether privately or publicly owned, often face various challenges that can hinder their innovation initiatives. These obstacles, which can arise at any stage of the innovation process, have the potential to significantly block an organization's progress in achieving its strategic objectives (Cinar et al., 2019). They are recognized in the academic literature as barriers, constraints, inhibitors, difficulties, and problems these challenges highlight the complexity of promoting innovation within organizations (Cinar et al., 2019). Having recognized these challenges, it is crucial to investigate them in detail to understand them, which requires a deeper analysis than simply identifying and classifying them. Significant differences have been found in how employees perceive creativity and innovation. Furthermore, Moonesar et al. (2019) found a discrepancy between innovative initiatives suggested by employees and the degree of support these initiatives received from senior management.

Without rewards that encourage proactive and customer-oriented behaviors, employees are less willing to prioritize customer satisfaction or engage in activities that anticipate their future needs. Therefore, improving internal coordination and communication is essential to support more effective team collaboration and mutual understanding, which leads to more active participation in innovation processes. (Maqdliyan and Setiawan, 2023). This approach to simplifying challenges, such as internal marketing for new services, requires a clear strategy regarding team structure and leadership. Applying team role frameworks, such as the one proposed by Belbin (2012), can lead to more effective process management and provide useful recommendations for creating an environment in which innovation and customer orientation are valued and supported.

CONCLUSION

Through this research, the definition of creativity and innovation in the team was achieved, their usefulness and role within a team was highlighted, regardless of the field in which it operates. Creativity at the level of a team refers to the competence of its members to offer new ideas, to create them by using and stimulating imagination. Innovation, moreover, refers to the implementation of these ideas and their use for the benefit of consumers. During the creative process, some challenges may arise that slow down or stop the creativity of the team members, but if they are solved in time, they do not create great imbalances. These two concepts provide satisfaction to consumers and increase competitiveness in the market and thus lead to positive results for all users of products or services.

REFERENCES

Amabile, Teresa (1988). „A model of creativity and innovation in organizations", Research in Organizational Behavior. Vol. 10, p. 126.

Belbin, R. M., & Brown, V. (2022). Team Roles at Work (3-lea ed). *Routledge.*

Bledow, R., Frese, M., Anderson, N., Erez, M., & Farr, J. (2009). A Dialectic Perspective on Innovation: Conflicting Demands, Multiple Pathways, and Ambidexterity. *Industrial and Organizational Psychology*, *2*(3), 305–337.

Charpentier, L. (2022). Council Post: The Importance Of Unleashing Creativity And Innovation In Your Team. *Forbes.*

Chen, K.-H., Wang, C.-H., Huang, S.-Z., & Shen, G. C. (2016). Service innovation and new product performance: The influence of market-linking capabilities and market turbulence. International Journal of Production Economics, 172, 54–64.

Cropley, A. (2019). Definitions of Creativity. În Encyclopedia of Creativity (pp. 315–322).

Brentani, U. (2001). Innovative versus incremental new business services: Different keys for achieving success. Journal of Product Innovation Management, 18(3), 169–187.

Demircioglu, M. A. (2023). Public sector innovation: Sources, benefits, and leadership. *International Public Management Journal*, *27*, 1–31.

Gabriela, C. A. (2021). CREATIVITY - MAIN FACTOR IN DEVELOPING THE COMPETENCE OF LEARNING TO LEARN.

Gilson. (2015). The Oxford Handbook of Creativity, Innovation... - *Google Academic*. (f.a.).

Hundeling, M., & Rosing, K. (2020). The Role of Affect and Its Regulation for Creativity and Innovation. În C. S. Daus, L.-Q. Yang, R. Cropanzano, & V. Martínez-Tur (Ed.), *The Cambridge Handbook of Workplace Affect* (pp. 131–145). *Cambridge University Press.*

InnovatingSociety. (2020). Totul Despre Inovare—Procesul de Inovare, Abordări și Tipuri de Inovare. *InnovatingSociety*.

INNOVATION. (2024)| English meaning. *Cambridge Dictionary.*

Litchfield, R. C., Gilson, L. L., & Shalley, C. E. (2017). Can Teams Have a Creative Personality? G. J. Feist, J. C. Kaufman, & R. Reiter-Palmon (Ed.), *The Cambridge Handbook of Creativity and Personality Research* (pp. 354–371). *Cambridge University Press*.

Mansury, M. A., & Love, J. H. (2008). Innovation, productivity and growth in US business services: A firm-level analysis*. Technovation*, 28(1), 52–62.

Maqdliyan, R., & Setiawan, D. (2023). Antecedents and consequences of public sector organizational innovation. Journal of Open Innovation: Technology, Market, and Complexity, 9(2), 100042.

Mumford, M. D., & Gustafson, S. B. (1988). Creativity syndrome: Integration, application, and innovation. *Psychological Bulletin*, *103*(1), 27–43.

Mumford, M. D., Hunter, S. T., & Byrne, C. L. (2009). What Is the Fundamental? The Role of Cognition in Creativity and Innovation. *Industrial and Organizational Psychology*, *2*(3), 353–356.

Nick J. (2023.), What is Innovation? Definition, Types, Examples and Process. *IdeaScale.*

Puente-Díaz, R., & Cavazos-Arroyo, J. (2017). The influence of creative mindsets on achievement goals, enjoyment, creative self-efficacy and performance among business students. *Thinking Skills and Creativity*, *24*, 1–11.

Reiter-Palmon, R., Wigert, B., & Vreede, T. de. (2012). Chapter 13 - Team Creativity and Innovation: The Effect of Group Composition, Social Processes, and Cognition. În M. D. Mumford (Ed.), *Handbook of Organizational Creativity* (pp. 295–326). *Academic Press.*

Ren, L., & Shen, H. (2024). The relationship between servant leadership and team innovation performance: Mediating effect of self-efficacy. *Heliyon*, *10*(6).

Chen I. (2016). Scopus preview - Document details - Examining the linkage between creative self-efficacy and work engagement. *Scopus*.

Ana Cristina Costa & Neil Anderson. (2010). Scopus preview - Document details - Measuring trust in teams: Development and validation of a multifaceted measure of formative and reflective indicators of team trust. *Scopus.*

Capaldo & Messeni P. (2015). Scopus preview - Document details - Origins of knowledge and innovation in R&D alliances: A contingency approach. Scopus.

Scopus preview - Document details - Task conflict and relationship conflict in top management teams: The pivotal role of intragroup trust. (f.a.). *Scopus.*

Cinar et al. (2019). Scopus preview—Scopus—Document details—A systematic review of barriers to public sector innovation process.

The Oxford Handbook of Innovation. (2009). | *Oxford Academic.*

Schumpeter, J.A. (2021). The Theory of Economic Development (1st ed.). *Routledge.*

Xin, Z., Hai, S., Ni, Y., Zhou, B., & Guo, T. (2024). Work drains them, family heals them: How and when interpersonal conflicts at work drive unsafe behavior in the high-risk industry? *Safety Science*, *178*, 106629.

EMOTIONAL INTELLIGENCE AND CAREER RELATED OUTCOMES

Ahmet JAMA
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0001-1477-2824

Afnan KHAN
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0008-9475-1396

Mohamed BAH
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0001-1704-8065

Abdelkarim MAGZOUB
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0003-4636-2365

Abstract
Emotional Intelligence (EI) plays a crucial role in shaping career outcomes, profoundly impacting areas such as decision-making, job satisfaction, adaptability, and employee retention. This study examines how high EI enhances career satisfaction by enabling individuals to navigate workplace challenges effectively, reducing the likelihood of career abandonment and fostering adaptability in ever-evolving work environments. By cultivating resilience, EI supports individuals in managing stressors more effectively, which contributes to building fulfilling, long-term career paths. Additionally, high EI promotes proactive learning, allowing employees to continually develop skills relevant to their roles and better manage transitions and uncertainties within their careers. Moreover, emotionally intelligent individuals tend to build and maintain high-quality interpersonal relationships, which are essential for fostering a positive and collaborative professional environment. These relationships, strengthened by empathy, communication skills, and emotional regulation, contribute to overall job satisfaction and facilitate smoother collaboration and teamwork. Through these combined influences, EI not only underpins individual career success but also contributes to a positive workplace culture that benefits both employees and organizations.

In sum, this study underscores the potential of EI as a critical determinant of long-term career success and employee well-being in the workplace, emphasizing its importance for sustainable career development and overall job satisfaction.

Keywords: Career adaptability, career decision making, career satisfaction, career abandonment intention, Emotional intelligence.

Introduction

Emotional Intelligence is the ability to recognize one's feelings and others', understand them, and manage those feelings-a fundamental criterion in professional settings (Goleman, 1995). The emotionally intelligent individual is usually one who makes deliberate and reflective decisions about career choices that are highly in line with the person's values and skills, increasing job satisfaction and stability (Mayer, Salovey and Caruso, 2008). Again, EI

reinforces higher levels of career satisfaction because emotionally intelligent individuals are generally much more capable of managing stress better, maintaining quality relations, and have intrinsic motivation (Bar-On, 2006). EI also impacts intentions of career abandonment; individuals with low levels of EI are those who are most vulnerable to feeling overwhelmed by challenges and consider abandoning their careers (Parker et al., 2004). Career adaptability, or the ability to adapt to dynamically changing demands of one's career, is another paramount outcome associated with EI; emotionally intelligent individuals are resilient and can with ease adapt to dynamically changing work conditions and environments (Bar-On, 2006).

It does not stop with the management of one's emotions but goes further to influence how it will affect approaching challenges and interacting with colleagues at work. According to Mayer et al. (2008), EI goes beyond managing one's own emotions into influencing how individuals approach challenges and interact with colleagues in the workplace. With high EI, there is a great improvement in interpersonal skills; hence, a person can involve oneself in stronger professional relationships that eventually make for a more caring work environment and good team feeling. Moreover, EI is related to proactive career behaviors in that emotionally intelligent individuals are more likely to focus on self-directed learning and the development of skills-a process continuing to develop career resilience and growth. Such qualities have been considered crucial for thriving in fast-changing, demanding work environments (Parker et al., 2004).

The effect of emotional intelligence on Career Related Outcomes

Research in this study has pointed out that EI will play a significant role in enabling an individual to make their decisions concerning career matters. High EI gives a person the ability or capacity to understand and manage their emotions in the correct way, adding confidence and strength toward their decisions on career choices (Farnia, Nafukho, & Petrides, 2018; Jiang, 2016).

Generally, a high EI manifests in a higher career decision-making self-efficacy, that is, the confidence of individuals to make such decisions even if challenges arise (Gadassi et al., 2013; Jiang, 2016). Individuals with well-developed EI skills are better at managing the stress and uncertainty that lead to indecisiveness. When faced with career choices, they view them in a positive manner and tend to be satisfied with whatever choices they make (Farnia & Nafukho, 2018). High EI also facilitates positive emotions, which are followed by more creative and flexible career choices. This flexibility helps to serve the purposes of career counseling, whereby facilitating EI development helps to support the client in confident and informed decisions (Fredrickson, 2001).

Emotional Intelligent and job satisfaction are topic of great importance in nowadays work environment; because of the good positive between them. We are living in an era of globalization that requires a high social cultural and economic exchange; therefore, an EI is a must for the success of a person in the work environment. Emotional intelligence is the capacity to control one’s emotions and understand the emotions of people around and manage them intelligently (Di Fabio & Palazzeschi, 2009).

Job satisfaction refers to employees’ contentment with their job in terms of how much it satisfies their desired outcome (Di Fabio & Palazzeschi, 2009).

People with a high EI are considered most likely to have higher satisfaction in their work organization. This is because of the strategies they can develop which help them surmount all kinds of consequences that might raise stress. On top of that they will be able to influence the emotions of their coworkers in a way that boosts their morals (Di Fabio & Palazzeschi, 2009).

Emotional intelligence largely affects the dynamics at the workplace, especially in the issues of career abandonment intentions. The ability to identify, understand, manage, and utilize emotions effectively is what EI being all about. It has been able to influence job satisfaction and resiliency level, and motivational drive of the employees. People with high EI could often handle workplace stressors better, such as difficult tasks or interpersonal conflicts, which in turn reduce their risk for burnout or disengagement. People with higher EI manage negative emotions better and maintain good relations within their organizations, hence developing a sense of job satisfaction and reducing the possibility of turnover intentions. Employees who have higher EI are more likely to be committed to their careers, as pointed out by Goleman (1995).

In contrast, employees who possess low EI will find it difficult to cope with the pressures; this eventually leads to increased stress and dissatisfaction, which may further cause people to have intentions of abandoning their careers. Unless the employees can exercise emotional self-regulation and empathy, higher complexities in social dynamics may eventually gnaw at them, making them increasingly frustrated and disconnected. This would further contribute to desires to quit current roles or career paths because of difficulty in feeling a sense of belonging or accomplishment. Research shows that EI development interventions are likely to affect job satisfaction positively and turnover negatively, as they fill employees with ways of managing stress and maintaining positive interpersonal relationships (Goleman, 1995; Cherniss, 2000).

Emotional intelligence can resolve workplace conflicts better. Career adaptability to manage career challenges, transitions and uncertainties in a rapidly changing work environment. This concept is rooted in vocational psychology and includes four main dimensions, known as the 4Cs: Concern, Control, Curiosity, Confidence (Salovey & Mayer, 1990; Goleman, 1995).

There is a strong connection between emotional intelligence and career adaptability, both involve managing emotions, stress, and interpersonal relationship in the face of career. Here's how EI can support career adaptability. Managing career transition, Building Resilience, enhancing relationships, staying open to growing (Salovey & Mayer, 1990; Goleman, 1995).

Conclusion

The linkage between Emotional Intelligence and career outcomes is evident across domains: through facilitating career decision-making, enhancing job satisfaction, curtailing career abandonment, and enhancing adaptability-all are standing as a founding source of career success. It is in developing EI abilities, such as emotional awareness and regulation, that career challenges can be surmounted with acquisition and accomplishment of professional desires. Organizations will find a better adaptable, satisfied, resilient workforce by giving priority to training in EI.

Acknowledgments

I would like to thank these researchers and the participants who provided insight into how EI influences careers; that is priceless to this study.

References

Goleman, D. (1995). Emotional Intelligence: Why It Can Matter More Than IQ. New York: Bantam Books.

Mayer, J. D., Salovey, P., & Caruso, D. R. (2008). Emotional Intelligence: New Ability or Eclectic Traits? American Psychologist, 63(6), 503–517.

Bar-On, R. (2006). The Bar-On Model of Emotional-Social Intelligence (ESI). Psicothema, 18, 13-25.

Parker, J. D. A., Saklofske, D. H., Wood, L. M., & Collin, T. (2004). The Role of Emotional Intelligence in Education and Career Development. In Emotional Intelligence: Perspectives on Educational & Positive Psychology.

Farnia F, Nafukho FM and Petrides KV (2018) Predicting Career Decision-Making Difficulties: The Role of Trait Emotional Intelligence, Positive and Negative Emotions. *Front. Psychol.* 9:1107. doi: 10.3389/fpsyg.2018.01107

Jiang, Z. (2016). Emotional intelligence and career decision-making self-efficacy: Mediating roles of goal commitment. Journal of Employment Counseling, 53(1), 30-47.

Di Fabio, A., and Palazzeschi, L. (2009). Emotional intelligence, personality traits, and career decision difficulties. *Int. J. Educ. Vocat. Guid.* 9, 135–146. doi: 10.1007/s10775-009-9162-3

Ealias, A., & George, J. (2012). Emotional intelligence and job satisfaction: A correlational study. Research journal of commerce and behavioral science, 1(4).

Goleman, D. (1995). Emotional Intelligence: Why It Can Matter More Than IQ. Bantam Books.

Cherniss, C. (2000). Emotional intelligence: What it is and why it matters. Consortium for Research on Emotional Intelligence in Organizations, 1-14.

Salovey, P., & Mayer, J. D. (1990). Emotional Intelligence.

Goleman, D. (1995). Emotional Intelligence: Why It Can Matter More Than IQ.

IMPACTS OF SOCIAL MEDIA ON MENTAL HEALTH

Abdullah Ismael IBRAHIM
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0002-1912-9413

Omar Serri CHARIF
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0009-4663-5689

Tujan ELOSTA
Istanbul Gelisim University,International Trade And Finance
ORCID ID: https://orcid.org/0009-0003-1261-9708

Melike AKKUŞ
Istanbul Gelisim University, International Trade And Finance
ORCID ID: https://orcid.org/0009-0004-5088-9378

Abstract

The aim of this study is to examine the complex relationship between social media use and mental health, analyzing both the positive and negative effects on psychological well-being. Social media, with nearly 3.8 billion users worldwide, has become an integral part of daily life, connecting people across the globe and offering various forms of social support. For some users, particularly those with communication challenges, social media provides a platform to socialize, form friendships, and receive peer support in a less demanding environment. These positive interactions can foster increased connectivity, information sharing, and coping skill development. However, the pervasive nature of social media also introduces potential risks, such as heightened levels of depressive symptoms, anxiety, and even suicidal ideation, especially among young adults who experience issues like low self-esteem, social comparison, and fear of missing out. Moreover, frequent social media usage can lead to increased isolation, diminished face-to-face interactions, and exposure to cyberbullying, further impacting mental wellness. This study highlights the necessity of a subtle understanding of these effects, which can inform professionals, individuals, and policymakers in fostering safer, healthier online environments. By promoting awareness and implementing supportive practices, we can mitigate potential risks and encourage more positive, constructive social media interactions that support mental well-being.

Keywords: Social media, mental health, psychological well-being

Introduction

In the past years, social media has changed the way people communicate, access information, and interact with each other. With emerging platforms like Instagram, Facebook, Snapchat, and tiktok allowing individuals to exchange various types of content, including messages, photos, videos, and exchange information, social media has become more popular and available to everyone who owns a smartphone, tablet, or computer, as of 2024 there are an estimated 5.22 billion users of the internet which equals 67.5% of the population having access to social media on a daily basis (DataReportal. (2024). with social media being so popular it brings concern over the effects it leaves on the wellness of mental health taking into consideration both the positive and negative sides, such as giving access to support networks, when used purposefully to strengthen relationships and improve connections, it has shown that it can promote emotional well-being among young people (Patterson, 2023). As for the negative sides they are concerning and there's plenty to mention such as bullying and cyberbullying adolescents who use social media frequently are more likely to experience cyberbullying, leading to significant emotional distress, persistent sadness, and even suicidal thoughts that are associated with the increase use consumption of social media (Centers for Disease Control and Prevention, 2023) . The goal of this paper is to understand and examine the effects of social media on today's youth by providing resources that are relevant to the topic.

Main Title

Effects of social media	**Examples**	**studies**
1) Social Media & Anxiety	• Studies have shown that some adults experience restlessness and discomfort when they can't access their social networking • Teens who overuse social media sites are at a heightened risk for developing anxiety, depression, and even suicidal thoughts. Overuse also leads to PVS, this phenomenon refers to the false perception of phone vibration by people when no actual notifications take place, It generally arises from anxiety about using social media constantly	➢ Bashir, Hilal & Bhat, Shabir. (2016). Effects of Social Media on Mental Health: A Review. The International Journal of Indian Psychology ➢ Rosen, L.D., Whaling, K., Rab, S., Carrier, L.M., & Cheever, N.A. (2013). Is Facebook creating ''iDisorders''? The link between clinical symptoms of psychiatric disorders and technology use, attitudes, and anxiety.

2) Depression and Isolation	• A study at the University of Pennsylvania showed that extensive use of online platforms such as Facebook, Snapchat, and Instagram actually worsens loneliness rather than healing it. • Those who substitute virtual interactions for real-life relationships are more likely to develop or exacerbate a host of mental health issues, including anxiety and depression.	➢ Robinson, L., & Smith, M. (2020). Social media and mental health. Helpguide. org. Dostupno na: https://www. helpguide. org/articles/mental-health/social-media-and-mentalhealth. htm, pristupljeno,
3) **Fear of missing out and online social comparison**	• Social media users are so often afraid to miss what others are doing, having an experience, or participating in an activity that peers, family, and friends are having. By comparing themselves on social media, their mood states tend to turn negative and often suffer a blow to self-esteem	➢ Przybylski, A. K., Murayama, K., DeHaan, C. R., & Gladwell, V. (2013). Motivational, emotional, and behavioral correlates of fear of missing out. ➢ Cramer, E. M., Song, H., & Drent, A. M. (2016). Social comparison on Facebook: Motivation, affective consequences, self-esteem, and Facebook fatigue.
4) Promote social interaction	• It is clear from studies that social media provides a useful conduit to break through geographical and temporal constraints, allowing users to connect or reconnect with other individuals and improving their social networks offline. • Among college students, social media use has been related to increased diversity in communication networks, which builds social capital and is beneficial for well-being.	➢ Kim B., Kim Y. (2017). College students' social media use and communication network heterogeneity: Implications for social capital and subjective well-being ➢ Bekalu MA, McCloud RF, Viswanath K. Association of Social Media Use With Social Well-Being, Positive Mental Health, and Self-Rated Health: Disentangling Routine Use From Emotional Connection to Use. Health Education & Behavior

Conclusion and Discussion

In conclusion and with the related studies mentioned above we see that the relationship between social media and mental health is bidirectional, it can serve individuals both in negative and positive ways and that ultimately goes back to how a person uses it and the amount of time the spending consuming and scrolling social media, we see that it's possible to find a good use for it to contribute to promoting online social interactions by connecting people from different backgrounds and cultures, and also offering university students the opportunity to building

communities among them and exchange diverse information. However, the negative impacts it can leave on individuals, especially among young adults is worrying and needs to be taken into consideration by decision-makers and policymakers as it can cause various mental health issues when they can't access social media which may lead to anxiety, with intensive use causing depression and isolation by misusing it for long periods, the fear of missing out and social comparison often happens to users which affects their state of mood tending to cause lower self-esteem.

References

1) Bashir, Hilal & Bhat, Shabir. (2016). Effects of Social Media on Mental Health: A Review. The International Journal of Indian Psychology
https://www.researchgate.net/profile/Shabir-Bhat/publication/323018957_Effects_of_Social_Media_on_Mental_Health_A_Review/links/5a7c9e97aca272341aeb7472/Effects-of-Social-Media-on-Mental-Health-A-Review.pdf

2) Rosen, L.D., Whaling, K., Rab, S., Carrier, L.M., & Cheever, N.A. (2013). Is Facebook creating ‘‘iDisorders’’? The link between clinical symptoms of psychiatric disorders and technology use, attitudes, and anxiety.
https://www.researchgate.net/publication/235991153_Is_Facebook_creating_"iDisorders"_The_link_between_clinical_symptoms_of_psychiatric_disorders_and_technology_use_attitudes_and_anxiety

3) Robinson, L., & Smith, M. (2020). Social media and mental health. Helpguide. org. Dostupno na
https://www.academia.edu/download/105110752/Social_Media_and_Mental_Health_1_.pdf

4) Przybylski, A. K., Murayama, K., DeHaan, C. R., & Gladwell, V. (2013). Motivational, emotional, and behavioral correlates of fear of missing out
https://www.sciencedirect.com/science/article/abs/pii/S0747563213000800

5) Cramer, E. M., Song, H., & Drent, A. M. (2016). Social comparison on Facebook: Motivation, affective consequences, self-esteem, and Facebook fatigue
https://www.sciencedirect.com/science/article/abs/pii/S0747563216305398

6) Kim B., Kim Y. (2017). College students’ social media use and communication network heterogeneity: Implications for social capital and subjective well-being
https://www.sciencedirect.com/science/article/abs/pii/S0747563217301905

7) Bekalu MA, McCloud RF, Viswanath K. Association of Social Media Use With Social Well-Being, Positive Mental Health, and Self-Rated Health: Disentangling Routine Use From Emotional Connection to Use. Health Education & Behavior
https://journals.sagepub.com/doi/full/10.1177/1090198119863768

THE CONSEQUENCES OF EQUALITY AND DIVERSITY IN THE WORKPLACE

Hamzeh YOUNIS
Istanbul Gelisim University, Department of Logistics Management
ORCID ID: https://orcid.org/0009-0000-8577-1880

Mohamad ABED
Istanbul Gelisim University, Department of Logistics Management
ORCID ID: https://orcid.org/0009-0000-6701-8166

Mustafa RIYAHI
Istanbul Gelisim University, Department of Logistics Management
ORCID ID: https://orcid.org/0009-0000-6932-7683

Ahmad ABDELAZIZ
Istanbul Gelisim University, Department of Logistics Management
ORCID ID: https://orcid.org/0009-0000-7815-6169

Abstract

This literature review examines the impact of equality and diversity on organizational dynamics, highlighting both the positive and negative consequences within the workplace. Equality ensures that all employees have fair treatment and equal access to opportunities, fostering an environment where individuals can achieve their potential. Diversity, on the other hand, brings together a range of perspectives, driving creativity, innovation, and enhanced problem-solving abilities. Research demonstrates that organizations prioritizing these principles often enjoy increased employee satisfaction, stronger team cohesion, and improved productivity, giving them a significant competitive edge. Diverse and inclusive environments enable individuals to approach challenges from unique viewpoints, leading to richer idea generation and more effective collaboration. The study further highlights that promoting equality and diversity enhances employee engagement and retention. Inclusive practices make employees feel valued and respected, which strengthens their loyalty and commitment to the organization. This positive environment reduces turnover rates and helps cultivate a productive workforce. Conversely, workplaces that neglect equality and diversity are likely to experience adverse effects. A lack of commitment to inclusivity can lead to lower employee morale, increased absenteeism, and disengagement. Employees who feel excluded or undervalued are less likely to contribute actively to organizational success, ultimately reducing productivity.

In conclusion, this study stresses that fostering equality, and diversity is not only a moral imperative but a strategic approach that drives sustainable growth, innovation, and resilience. By implementing inclusive policies and investing in diversity, organizations can build resilient and high-performing workplaces prepared for long-term success.

Keywords: Diversity, equality, inclusion, performance

Introduction

Equality and diversity have become central to shaping modern workplaces, providing numerous advantages and creating a competitive edge for companies that prioritize them. Diverse and inclusive environments bring together a range of perspectives that foster creativity and innovation Chadwick, K. (2004)**.** Research by Herring (2009) demonstrates that organizations with greater racial and gender diversity tend to have higher levels of problem-solving abilities and performance, likely due to the wide range of experiences and ideas that diverse employees contribute. Similarly, Østergaard, Timmermans, and Kristinsson (2011) show that diversity within teams leads to more effective collaboration and creativity, as individuals approach challenges from unique viewpoints.

In addition to promoting innovation, equality and diversity positively impact employee satisfaction and retention*,* Deloitte (2017)**.** According to Choi and Rainey (2010), employees in inclusive workplaces report higher levels of job satisfaction, as they feel valued and respected for their differences. This sense of belonging fosters engagement, commitment, and loyalty to the organization, which in turn reduces turnover rates and enhances overall productivity. Pitts, Wise, and Selden (2011) found that diversity-oriented policies promote a positive work environment that increases both individual job satisfaction and organizational goal clarity, resulting in stronger teamwork and cohesion.

On the other hand, a lack of commitment to equality and diversity can lead to negative consequences. Organizations that do not foster inclusive practices may experience lower employee morale, as employees who feel excluded or marginalized are less likely to be engaged in their work (Cherin & Berkman, 1998). Mor Barak et al. (2003) found that exclusionary workplace practices lead to dissatisfaction, disengagement, and absenteeism, as employees who feel discriminated against or undervalued often disconnect from their roles. This lowered morale can ripple across the organization, decreasing productivity and placing additional strain on other team members, ultimately affecting overall performance.

This study aims to explore the impact of equality and diversity on employee satisfaction, innovation, and overall organizational performance. By examining these relationships, we aim to determine how inclusive practices enhance engagement, productivity, and competitive advantage in the workplace.

Equality in the Workplace

Equality in the workplace is a core principle that ensures all employees are treated fairly and have equal opportunities to succeed. Scholars have developed various frameworks for understanding equality, particularly focusing on distributional equality and the broader implications of equitable treatment Sen, A. (1992)**.**

One prominent approach, discussed by Dworkin (2001), considers equality achieved when resources are distributed in a way that no further redistribution would make individuals more equal in terms of welfare. Another approach seeks to equalize the shares of total resources among individuals rather than merely addressing their welfare. Dworkin argues that true equality involves addressing societal and political influences on individuals' opportunities, not just resource allocation alone.

Additionally, Sen (1992) expands on this by introducing the capability approach, which asserts that true equality enables individuals to pursue their personal goals rather than merely having equal

resources. By focusing on capabilities, organizations can better support each employee's potential and cater to diverse needs. Similarly, Rawls (1971) presents the principle of fair equality of opportunity, advocating for systems that mitigate social inequalities impacting career progression and job satisfaction.

Further studies by Smith (2015) indicate that equitable practices, such as transparent promotion and pay policies, positively impact employee motivation and satisfaction. Research also shows that companies committed to equality benefit from enhanced reputation and reduced turnover rates (Johnson & Lee, 2018). These theories and findings underscore that workplace equality requires more than a fair distribution of resources—it calls for creating supportive systems that foster each employee's potential, ultimately benefiting the entire organization.

Diversity in the Workplace

Diversity as a concept refers to the differences between people. Kirton and Greene (2016) differentiate between collective diversity, mostly associated with social groups (e.g., gender, race, ethnicity, religion, disability, sexual orientation), and individual or deep-level diversity (such as education, personality, lifestyle, personal interests). The latter, often termed "invisible diversity," encapsulates qualities or attributes that are more subtle and not immediately explicit (Bell, 2007). O'Leary and Sandberg (2016) found in their study on diversity management that some managers ignored socio-demographic groups and focused instead on individual attributes of employees. Thomson (2016) argues that we need to consider both dimensions, recognizing each unique individual within the broader collective groupings when examining the concept of diversity.

Positive Consequences of Equality and Diversity

Studies have consistently shown that diversity within teams enhances innovation (Herring, 2009; Joshi & Erhardt, 2003; Østergaard et al., 2011; Richard et al., 2003). Herring (2009) demonstrated that racial and gender diversity positively correlates with organizational performance and innovative capabilities. Østergaard et al. (2011) found that a range of perspectives within diverse teams fosters creative problem-solving, while Richard et al. (2003) noted that demographic variety contributes to richer idea generation and critical thinking.

The relationship between diversity, inclusion, and employee satisfaction is also well-supported by various studies. Research by Loeb Leadership emphasizes that employees who perceive their workplace as valuing diversity and inclusion are more engaged and exhibit greater job satisfaction and commitment, leading to increased retention and reduced turnover costs. Similarly, McKinsey (2015) found that ethnically diverse companies have a 33% higher likelihood of outperforming peers. Inclusive environments foster emotional connections to the organization, which boosts performance and productivity (Deloitte, 2017).

Moreover, companies known for promoting diversity enjoy reputational advantages that translate into real business benefits (Singh & Point, 2006). Companies with strong diversity and inclusion initiatives are often viewed as socially responsible, which can enhance their appeal to both talent and consumers (Pomering & Dolnicar, 2009).

Negative Consequences of Inequality and Lack of Diversity

Conversely, workplaces that fail to promote diversity and equality often experience lower morale among employees (Harvard Business Publishing, 2023). Mor Barak et al. (2003) found that exclusionary practices lead to dissatisfaction, disengagement, and absenteeism, and employees who feel discriminated against are less likely to contribute to organizational success, resulting in

decreased productivity. Nishii and Mayer (2009) further note that a lack of inclusive practices creates a toxic work environment, significantly undermining employee morale and trust in leadership.

Legal and financial risks are also substantial for organizations failing to promote equality. Bennett-Alexander and Hartman (2004) discuss that companies that do not comply with anti-discrimination laws may face costly lawsuits, which can damage the company's reputation and decrease employee morale. Additionally, companies with strong diversity policies often see improved financial performance. For instance, McKinsey's Diversity Wins report (2020) found that companies with diverse leadership are 36% more likely to achieve above-average profitability, a finding echoed by BCG (2018), which reported 19% higher innovation revenue in companies with diverse leadership.

Conclusion

In conclusion, embracing equality and diversity is essential for fostering an inclusive and productive organizational culture. Research demonstrates that prioritizing these values leads to numerous positive outcomes, including enhanced innovation, higher employee satisfaction, and an improved organizational reputation. Diverse teams bring a wealth of perspectives that fuel creativity and problem-solving, while inclusive workplaces cultivate loyalty and engagement.

Conversely, neglecting equality and diversity can result in detrimental outcomes, including lowered morale and significant legal and financial repercussions. Organizations must prioritize anti-discrimination policies, invest in diversity training, and promote leadership programs to create a truly inclusive environment. By committing to these strategies, companies not only comply with legal standards but also position themselves for long-term success in a competitive marketplace. Ultimately, fostering equality and diversity is not merely a moral imperative but a strategic advantage that drives sustainable growth and innovation.

References

Bennett-Alexander, D. D., & Hartman, L. P. (2004). "Employment Law for Business." This text provides insights on the legal and financial repercussions of failing to implement diversity policies, citing risks of lawsuits and reputational harm.

Bennett-Alexander, D. D., & Hartman, L. P. (2004). *Employment Law for Business*.

Choi, S., & Rainey, H. G. (2010). "Managing Diversity in U.S. Federal Agencies: Effects of Diversity and Diversity Management on Employee Perceptions of Organizational Performance." *Public Administration Review.* This study addresses how diversity and inclusion impact employee satisfaction and engagement, reinforcing that inclusive workplaces enhance job satisfaction.

Choi, S., & Rainey, H. G. (2010). "Managing Diversity in U.S. Federal Agencies: Effects of Diversity and Diversity Management on Employee Perceptions of Organizational Fairness." *Public Administration Review*, 70(1), 109–121.

Deloitte (2017). *Unleashing the Power of Inclusion.* Deloitte's findings highlight the role of diversity and inclusion in boosting employee satisfaction, creating a sense of belonging, and reducing turnover rates.

Dworkin, R. (2001). *Sovereign Virtue: The Theory and Practice of Equality*. Cambridge, MA: Harvard University Press.

Herring, C. (2009). "Does Diversity Pay?: Race, Gender, and the Business Case for Diversity." *American Sociological Review.* This paper supports the relationship between diverse teams and enhanced organizational performance, innovation, and creativity.

Herring, C. (2009). “Does Diversity Pay? Race, Gender, and the Business Case for Diversity.” *American Sociological Review*, 74(2), 208–224.

Johnson, A., & Lee, T. (2018). *The Business Case for Equality: Enhancing Reputation and Reducing Turnover*. Organizational Studies Review, 27(4), 400–412.

McKinsey & Company (2015, 2020). *Diversity Wins: How Inclusion Matters.* McKinsey's research shows that companies with diverse executive teams are more likely to outperform peers, partly due to enhanced innovation and employee engagement.

Mor Barak, M. E., Cherin, D. A., & Berkman, S. (2003). “Organizational and Personal Dimensions in Diversity Climate: Ethnic and Gender Differences in Employee Perceptions.” *Journal of Applied Behavioral Science*, 34(1), 82–104.

Østergaard, C. R., Timmermans, B., & Kristinsson, K. (2011). "Does a Different View Create Something New? The Effect of Employee Diversity on Innovation." *Research Policy.* This study finds that diversity in teams can enhance innovation through varied perspectives.

Østergaard, C. R., Timmermans, B., & Kristinsson, K. (2011). “Does a Different View Create Something New? The Effect of Employee Diversity on Innovation.” *Research Policy*, 40(3), 500–509.

Pitts, D. W., Wise, L. R., & Selden, S. C. (2011). "Representative Bureaucracy and Job Satisfaction: Examining the Link in Federal Agencies." This study explores the relationship between diversity policies and job satisfaction, emphasizing how inclusive environments improve organizational clarity and retention.

Pitts, D. W., Wise, L. R., & Selden, S. C. (2011). “Diversity Management in Practice: Organizational Effectiveness in U.S. Federal Agencies.” *Public Administration Review*, 71(2), 175–185.

Pomering, A., & Dolnicar, S. (2009). "Assessing the Prerequisite of Successful CSR Implementation: Are Consumers Aware of CSR Initiatives?" This study supports the argument that companies engaging in diversity and Corporate Social Responsibility (CSR) improve public perception and brand loyalty

Rawls, J. (1971). *A Theory of Justice*. Cambridge, MA: Belknap Press of Harvard University Press.

Richard, O. C., Barnett, T., Dwyer, S., & Chadwick, K. (2004). "Cultural Diversity in Management, Firm Performance, and the Moderating Role of Entrepreneurial Orientation Dimensions." *Academy of Management Journal.* This research further supports the positive effects of diversity on innovation and organizational effectiveness.

Sen, A. (1992). *Inequality Reexamined*. Cambridge, MA: Harvard University Press.

Singh, V., & Point, S. (2006). "Strategic Responses by European Companies to the Diversity Challenge: An Online Comparison." *Long Range Planning.* This source illustrates how companies recognized for their inclusive practices gain a competitive edge in reputation and attract top talent.

Smith, J. (2015). *Equitable Practices in Modern Workplaces: Effects on Employee Motivation*. Journal of Organizational Behavior, 36(2), 125–140.

SANDVİÇ YAPILARIN HAVACILIKTA KULLANIMI, ANALİZ VE TEST SÜREÇLERİ

APPLICATION, ANALYSIS AND TESTING PROCESS OF SANDWICH STRUCTURES IN AVIATION

Lütfullah ÇAKALLI
Gazi Üniversitesi, Mühendislik Fakültesi, Makine Mühendisliği Bölümü,
Gazi Üniversitesi Fen Bilimleri Enstitüsü, Yenimahalle, Ankara.

Assoc. Prof. Dr. Elmas SALAMCI
Gazi Üniversitesi, Mühendislik Fakültesi, Makine Mühendisliği Bölümü
Gazi Üniversitesi Fen Bilimleri Enstitüsü, Yenimahalle, Ankara.
ORCID NO: 0000-0003-2856-9402

Anıl KAHYA
Türk Havacılık ve Uzay Sanayii A.Ş.
Kahramankazan, Ankara.

ÖZET

Yüksek performanslı kompozit sandviç yapılar günümüz havacılık ve uzay mühendisliğinde sıklıkla kullanılmaktadır. Hafiflik, dayanım, sertlik gibi yapısal avantajları bu yapıların zorlu mühendislik uygulamalarında tercih edilmesini cazip hale getirmiştir. Çekirdek ve yüzey elemanı gibi birden fazla bileşenin bir araya gelmesiyle kompozit bir yapı oluşturulmaktadır. Bileşenler arasındaki bu bağlantı, mekanik bir bağlayıcı yardımıyla ya da yapışma ile sağlanabilir. Yapıştırılarak bağlama, üretim verimliliği ve yapısal dayanımın homojen dağılımı açısından daha verimli olmasına karşın, montaj esnasında öngörülemeyen ve yapışma performansını önemli ölçüde düşürecek etkenlere karşı hassastır. Bu sebeple ilgili havacılık otoriteleri yapışma bağlantılarının yanı sıra mekanik bağlantı ile yedekli yük yolu oluşturulmasını zorunlu kılmaktadır. Yapışma yüzeyini yabancı etmenlerden arındırmak amacıyla çeşitli kimyasal ve mekanik yüzey hazırlama yöntemleri substrat eleman üzerine uygulanabilmektedir. Yapışmanın sonlu elemanlar yaklaşımı ile analiz edilmesi için literatürde çeşitli çalışmalar yapılmıştır. Bu yöntemler arasında en sık rastlananlardan bir tanesi de bölgesi için kohezif bölge modellemesi yöntemidir. Kohezif bölge modellemesi hem statik hem de döngüsel yükler altında katmanlar arasındaki yapıştırıcı bağını ve arayüz davranışını simüle etmek için çekiş ayrılma yasasını (TSL) temel alan bir yaklaşımdır. Havacılık sektöründe yapılan analizlerin, test çıktıları ile doğrulanması ilgili otoriteler tarafından zorunlu kılınmıştır. Sandviç yapıların yapışma performansını değerlendirmek için yapılan kupon seviyesi testler ASTM standartlarında yapılabilmektedir. Bu çalışma kapsamında, havacılık endüstrisinde sandviç yapıların kullanım alanları, bileşenler arası yapışma performansı için ilgili analiz yaklaşımları ve doğrulama süreçlerinde yer alan standart test süreçleri incelenmiştir.

Anahtar kelimeler: Sandviç Yapı, Bal Peteği, Yapışma Performansı, Kohezif Bölge Modellemesi.

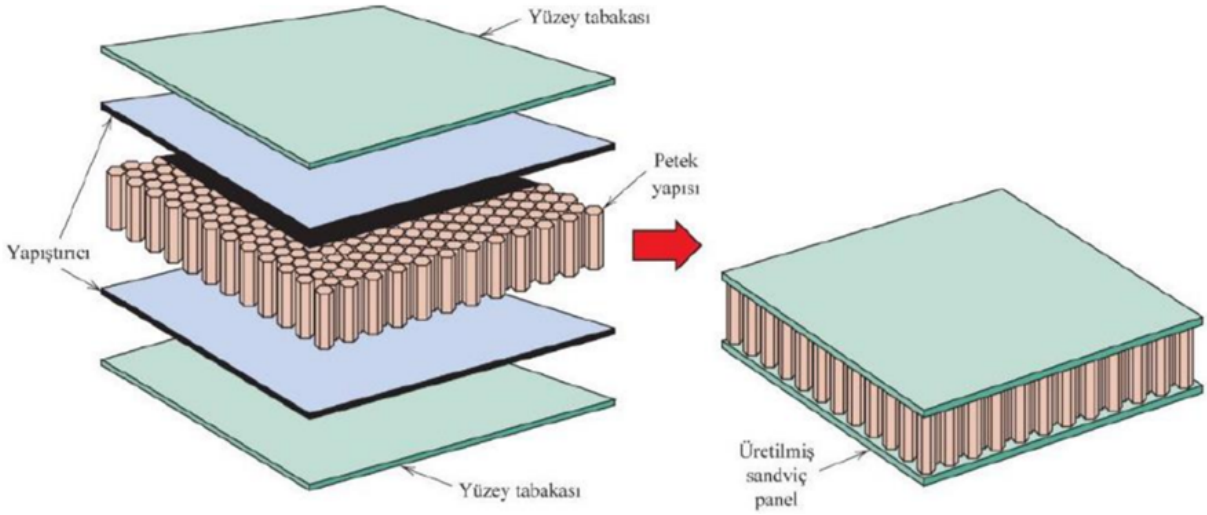
ABSTRACT

High-performance composite sandwich structures are widely used in modern aerospace engineering. Structural advantages such as lightness, strength, and stiffness make these structures highly attractive for demanding engineering applications. A composite structure is formed by combining multiple components, such as a core and a face sheet. The connection between these components can be achieved through mechanical fasteners or adhesion. While bonding through adhesive offers greater production efficiency and a more uniform distribution of structural strength, it is sensitive to unforeseen factors during assembly that can significantly reduce adhesive performance. For this reason, relevant aerospace authorities mandate the creation of redundant load paths through mechanical fasteners in addition to adhesive bonding. To eliminate foreign contaminants from the adhesive surface, various chemical and mechanical surface preparation methods can be applied to the substrate element. Various studies in the literature have investigated adhesive bonding using the finite element method. One of the most common methods in this regard is the cohesive zone modeling (CZM) approach. CZM is a traction-separation law (TSL)-based approach used to simulate the adhesive bond and interface behavior between layers under both static and cyclic loads. In the aerospace industry, analyses are required to be validated against test results by relevant authorities. Coupon-level tests to evaluate the adhesion performance of sandwich structures can be conducted in accordance with ASTM standards. This study examines the use of sandwich structures in the aerospace industry, relevant analysis approaches for adhesion performance between components, and standard testing processes involved in validation procedures.

Keywords: Sandwich Structure, Honeycomb, Adhesion Performance, Cohesive Zone Modeling.

GİRİŞ

Sandviç yapılar, genellikle farklı özelliklere sahip olan üç tabakanın birleştirilmesiyle oluşturulan özel bir yapı türüdür. Bu yapılar, genellikle hafiflik, mukavemet ve yüksek performans özellikleri gibi avantajları bir araya getirirler. Bu yapı türünün temel bileşenleri şekil 1'de verilmiştir.



Şekil 1. Sandviç Yapı Elemanları

Dış Yüzeyler (Skin): İki dış katman, genellikle kompozit malzemelerden yapılmıştır. Bu katmanlar, genellikle yüksek mukavemetli fiber takviyeli polimer materyallerden oluşur. Örneğin, karbon fiber takviyeli epoksi, cam fiber takviyeli polimer veya diğer fiber takviyeli plastik kompozit malzemeler kullanılabilir. Bu dış katmanlar genellikle yük taşımak ve dış çevresel etkilere karşı dayanıklılık sağlamak için tasarlanır.

Çekirdek (Core): Dış yüzeyleri birbirine bağlayan ve genellikle hafif ve düşük yoğunluğa sahip bir iç tabakadır. Bu orta tabaka, genellikle hafif köpük malzemeler, balsa ahşap, aramid (Kevlar) veya diğer hafif malzemelerden yapılmış olabilir. Çekirdek tabakası, yapıya dayanıklılık ve rijitlik katarken aynı zamanda genellikle yapının hafif olmasını sağlar.

Kompozit sandviç yapılar, bu üç tabakanın birleştirilmesiyle oluşur ve bu özel yapı, birçok uygulama alanında kullanılır. Özellikle havacılık, otomotiv, denizcilik, rüzgar enerjisi ve inşaat sektörlerinde kullanılan bu yapılar, hafiflikleri ve mukavemetleri nedeniyle tercih edilir. Bu yapılar, yüksek mukavemet-ağırlık oranına sahip olmaları nedeniyle performans odaklı uygulamalarda geniş bir kullanım alanına sahiptir [1].

Havacılık endüstrisi, uçakların hafif, güçlü ve aerodinamik olarak optimize edilmiş yapılarını sağlamak için sürekli olarak yenilikçi malzemeler ve teknolojiler arayışındadır. Bu bağlamda, sandviç paneller, havacılık endüstrisinde önemli bir rol oynamaktadır. Sandviç paneller, hafif ama dayanıklı yapı elemanları olarak tasarlanmıştır ve uçak gövdeleri, kontrol yüzeyleri, iç kabin parçaları ve diğer bileşenlerin üretiminde yaygın olarak kullanılmaktadır [2].

Havacılık endüstrisinde sandviç panellerin kullanımı birçok avantaj sunar [2]:

Hafiflik: Sandviç paneller, düşük yoğunluğa sahip çekirdek malzemeleri ve güçlü kompozit dış katmanlar sayesinde hafiftir. Bu, uçakların yakıt verimliliğini artırır ve daha uzun menzillerle uçuş yapmalarını sağlar.

Yüksek Mukavemet: Kompozit malzemelerin kullanımı, sandviç panellerin yüksek mukavemet/ağırlık oranına sahip olmasını sağlar. Bu da uçakların dayanıklılığını artırır ve daha güvenli uçuşlar sağlar.

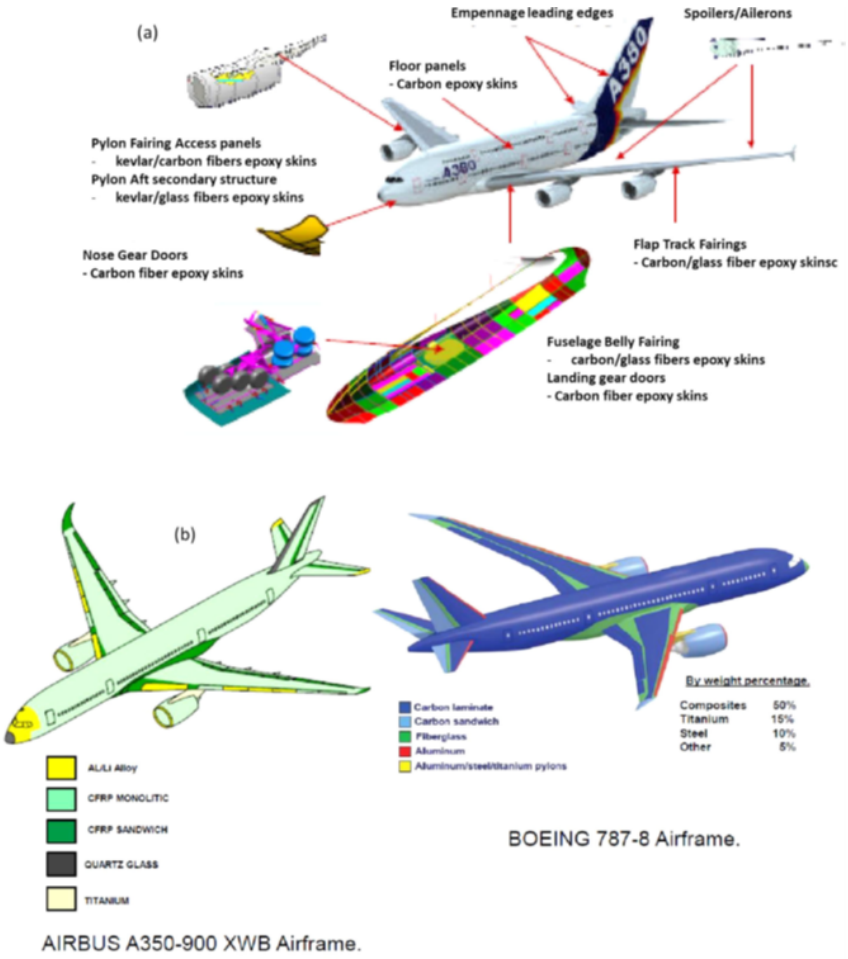
Şekillendirme Esnekliği: Sandviç panellerin yapısı, çeşitli şekil ve boyutlarda görece kolayca üretilebilmesini sağlar. Bu, tasarımcılara daha karmaşık ve aerodinamik olarak optimize edilmiş yapılar oluşturmasını destekler.

Korozyon Direnci: Kompozit malzemeler, metal yapıların aksine korozyona karşı dirençlidir. Bu da uçakların bakım maliyetlerini düşürür ve ömrünü uzatır.

ARAŞTIRMA VE BULGULAR

Havacılıkta Sandviç Yapıların Kullanımı

Günümüz havacılığında da sandviç yapılar uçaklarda birçok birincil ve ikincil yapılarda kullanılmaktadır. Endüstride en büyük iki yolcu uçağı üreticisi Airbus ve Boeing firmalarının hava aracı platformlarında kullandığı sandviç yapılar Şekil 2.'de verilmiştir.



Şekil 2. (a) A380'deki Sandviç Yapılar [3], (b) A350 ve B787 Kompozit Uçaklarındaki Sandviç ve Kompozit Yapılar [4].

Uçak Gövdeleri ve Kanatları: Sandviç paneller, uçak gövdeleri ve kanatları için ideal yapı elemanlarıdır. Hafiflikleri ve mukavemetleri, uçak performansını artırır ve yakıt tüketimini azaltır.

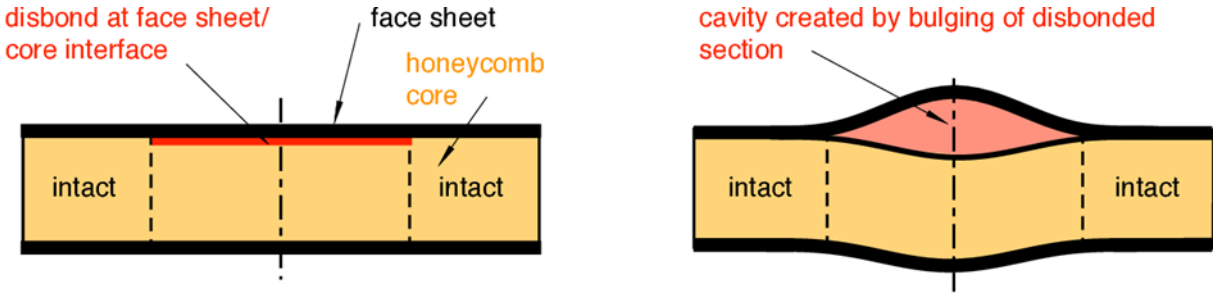
İç Kabin Parçaları: Yolcu kabinlerinde kullanılan iç parçalar, genellikle sandviç panellerden yapılmıştır. Bu parçalar, hafiflikleri ve estetik görünümleri nedeniyle tercih edilir.

Kontrol Yüzeyleri: Uçağın stabilitesini sağlamak için kullanılan kontrol yüzeyleri de genellikle sandviç panellerden üretilir. Böylece yüzeyin sertliği, mukavemeti ve hafifliği aynı anda sağlanır, kontrol yüzeyinin etkinliği artar.

Diğer Yapısal Bileşenler: Kokpit parçaları, iniş takımları, hava girişleri ve diğer yapısal bileşenlerde de sandviç panellerin kullanımı yaygındır.

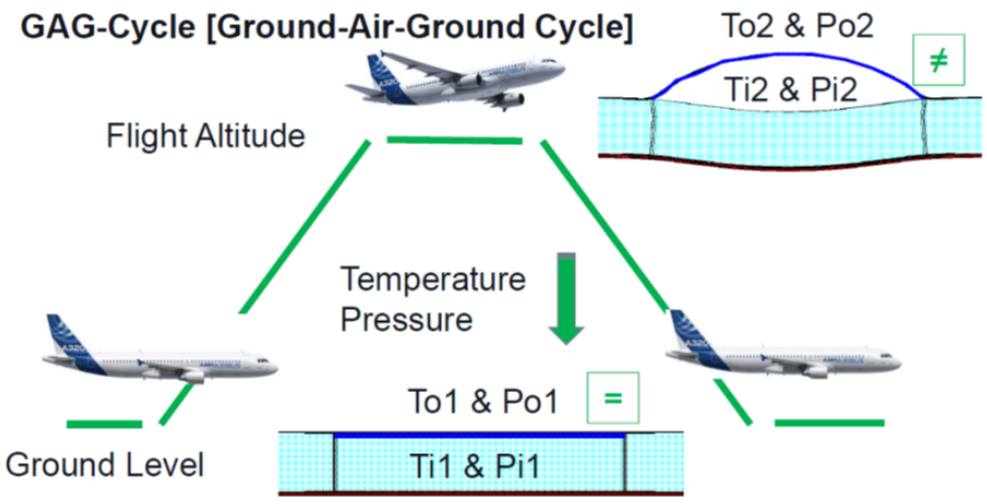
Sandviç Yapıların Havacılıkta Kabul Kriterleri

İnce veya daha kalın sert yüzeylerle güçlendirilmiş düşük yoğunluklu bir çekirdek malzemeden oluşan petek sandviç kompozitler, yüksek özgül bükülme sertliği nedeniyle havacılık uygulamalarında kullanım için caziptir. Son yıllarda havacılık alanında uygulanan sandviç teknolojisi genel olarak olumlu bir davranış gösterdi ve milyonlarca uçuş saati biriktirdi. Dünya ticari havacılık filosunda hem birincil hem de ikincil yapılar şeklinde önemli miktarda sandviç yapı mevcuttur. Bu tür kompozit yapıların, potansiyel olarak bileşen arızasına yol açabilecek çeşitli hasar mekanizmaları sergilediği iyi bilinmektedir. Bir sandviç yapının arızalanmasının birçok yolu vardır, örneğin çekirdek sıkıştırma, kesme kıvrılması, yüzey sacı burkulması ve yüzey/çekirdek ayrılması. Yüzey elemanının çekirdekten ayrılması, arızayı değerlendirmek ve tahmin etmek için kırılma mekaniğine dayalı araçlar gerektirdiğinden en ciddi hasar modlarından biridir (Şekil 3).



Şekil 3. Çekirdek Yüzey Ayrılması Hata Modu [5]

Çekirdek yüzey ayrılmasını oluşturan en önemli durumlardan biri Yer-Hava-Yer (GAG) döngüsü fenomenidir [6]. Yer düzleminde dış basınç ve sıcaklık, iç basınç ve sıcaklığa eşittir ve denge durumundadır. Hava aracı irtifa kazandıkça dış basınç ve sıcaklık düşecektir, böylece denge bozulacak ve yüzey çekirdek ayrılması yönünde bir kuvvet oluşacaktır. Tekrar yer düzlemine geldiğinde ise basınç ve sıcaklık dengesi kurulacak, ayrılma fark edilmeyecektir. Bu döngü tekrarlandıkça ayrılma artacaktır. Şekil 4'te bu döngü şematize edilmiştir.



Şekil 4. Yer-Hava-Yer Fenomeni [6]

Özellikle ticari havacılık sektöründe tekrarlı ve uzun uçuş saatleri kaçınılmazdır. Uçaklar yer seviyesinde iken düzenli olarak kontrol edilir. Her uçuş öncesi göz ile kontrol ve periyodik aralıklarla da detaylı kontroller mevcuttur. Çekirdek ve yüzey arasında oluşacak ayrılma yer düzleminde fark edilemeyecek seviyede olabilir, bu durumda kazalara sebebiyet verebilir. Buna bir örnek olarak 2007 yılında gerçekleşen Airbus A310 Air Transatlantik uçağının irtifa dümeni uçuş esnasında kopmuştur (Şekil 5), uçak başarılı bir şekilde inişini gerçekleşmiştir [7].



Şekil 5. Airbus A310 Air Transatlantik Yüzey/Çekirdek Ayrılması Kazası, 2007[7]

Yapışma bağlantılarının oluşturacağı belirsizlik sebebiyle global havacılık otoriteleri FAA ve AESA, havacılıkta birincil yapılarda sadece yapıştırma kullanılamayacağı, yapıştırıcının kopması durumunda yükü taşıyabilecek yedek bağlayıcı kullanılması istemektedir [8].

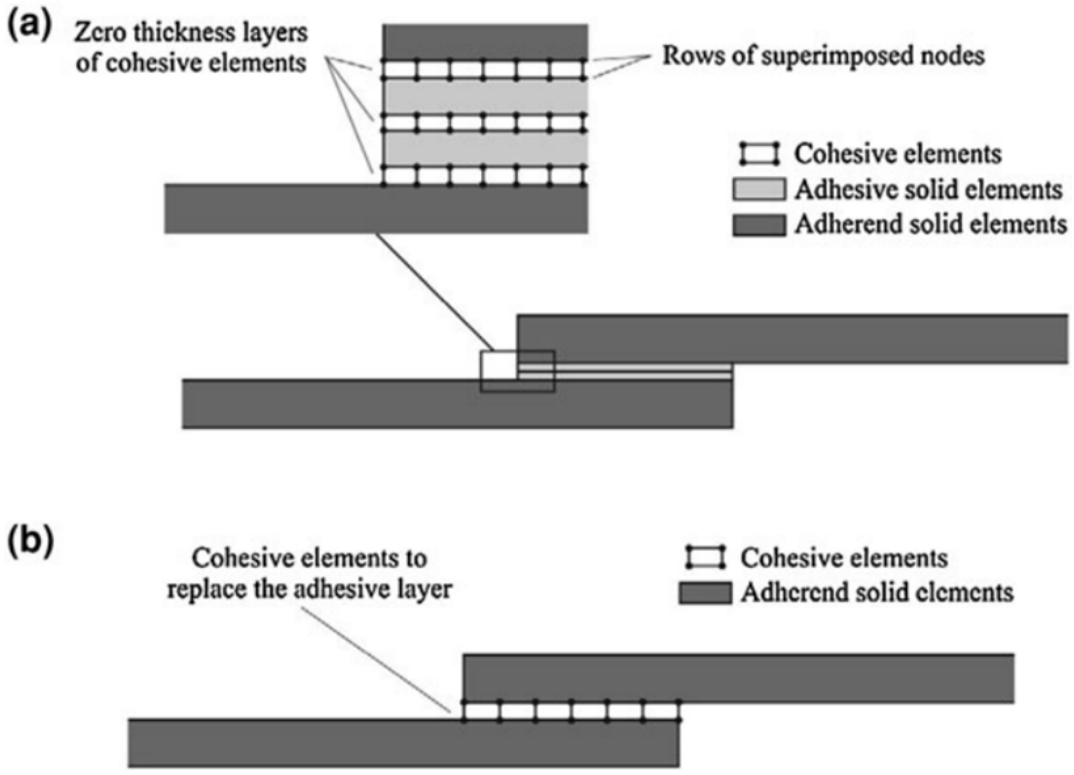
Yapıştırma Bağlantılarında Sonlu Elemanlar Yaklaşımı

Havacılık ve uzay mühendisliğinde yapıştırma ile birleştirilen yapıların gereksinimler doğrultusunda herhangi bir hasar oluşmadan statik ve döngüsel yüklere dayanması beklenmektedir [9]. Güvenlik hususlarına ek olarak, yapının ağırlığını ve maliyetini azaltmak için optimum miktarda malzeme kullanımı havacılık mühendisliğinin odak noktalarındandır. Yapının dayanım limitlerini belirleyerek güvenli bölge içinde çalışacak tasarım yöntemleri verimlilik sağlar. Bu sebeple yapıştırılmış yapıları analiz etmek ve testlerle doğrulamak önemlidir [10]. Yapışma bağlantılarının doğrusal olmayan (non-lineer) davranışları, anizotropik oluşu ve kompozit alt tabakaların oluşu bu analizleri oldukça kompleks hale getirmektedir. Bu gibi durumlarda, sayısal analiz yöntemi olarak sonlu elemanlar analizi tekniği oldukça uygundur ve sıklıkla kullanılır [11]. Yapışma bağlantısı ile bağlanmış yapıların sonlu elemanlar tekniği kullanılarak sayısal analizine ilişkin ilk araştırmalardan biri Adams ve arkadaşları tarafından yapılmıştır [12].

Günümüzde, yapıştırıcı ile bağlanmış bağlantıların sonlu slemanlar analizi mekaniğin üç farklı dalı çerçevesinde oluşmuştur: Süreklilik Mekaniği, Kırılma Mekaniği ve Hasar Mekaniği [13]. Hasar mekaniği, bağlanma davranışında çatlak benzeri bir başlangıçtan tam ayrılmaya kadar kırığın kademeli olarak simüle edilmesini sağlar [14]. Bu sebeple, yapıştırıcı ile bağlanmış yapılara SEA metodu ile yaklaşım yapılırken hasar mekaniği yöntemi sıklıkla tercih edilen bir yöntemdir [15].

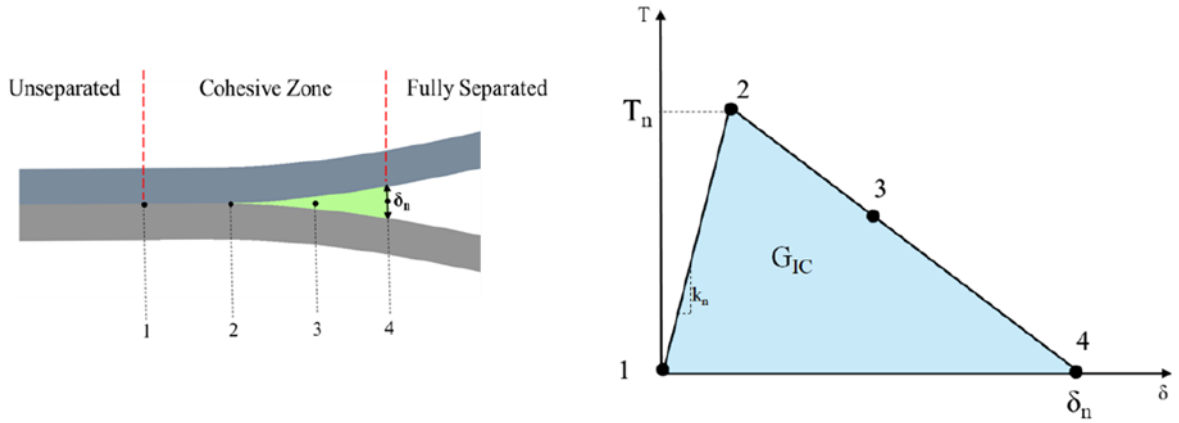
Hasar mekaniği yönteminde, çatlak yayılımı ve yapışma mukavemeti gibi konularda üstün bir yöntem olan Kohezif Bölge Modellemesi (CZM) çalışmacılar tarafından daha çok tercih edilmektedir. Bu yöntem, süreklilik ve kırılma mekaniği yaklaşımlarına göre birçok avantaj sunarak; hem statik hem de döngüsel yükler altında kompozit malzeme katmanları arasındaki yapıştırıcı bağını ve arayüz davranışını simüle etmek için daha doğru yaklaşım yaparak yaygın olarak kullanılmasını sağlar [14].

Kohezif Bölge Modelleme yöntemi tarihte ilk kez 1950'lerin sonlarında Barenblatt [16] ve Dugdale [17] tarafından ayrı ayrı sunulmuştur. Bu yöntemde, bağlanma davranışı geleneksel olan gerilim-şekil değiştirme eğrisinin aksine, kohezif çekme ve çatlak açılma yer değiştirmesi etkileşimi temel alınarak yaklaşım yapılır [18]. Günümüz sonlu elemanlar programlarına bu yaklaşımı uygulamak mümkündür. Böylece, CZM yöntemi ile temas alanlarında farklı tipte kohezif elemanlar kullanılarak yaklaşım yapılabilir. Yapıştırıcı davranışını simüle etmek için yapışma geometrisinde kohezif elemanların tipik kullanımları Şekil 6'da gösterilmiştir.



Şekil 6. Yaklaşım Metodu Olarak Kohezif Eleman Kullanımı
a) sıfır kalınlıklı eleman tanımlama b) yapıştırıcı yerine eleman tanımlama [19]

CZM yönteminde çekiş ayırma yasası (TSL) kullanılır. Bu yasa, kohezif elemanların ayrılma süreci ile doğrusal veya doğrusal olmayan etkileşimini tanımlar. Bunlar arasında en çok tercih edilenlerden olan bilineer ayrılma yasanın dönüm noktaları arasındaki ilişki şekil 7'de verilmiştir.



Şekil 7. Bilineer Çekiş Ayırma Yasasının Çizimi ve Grafiği [13]

Temelde TSL eğrisini iki ana aşamaya ayırabiliriz. Ayrılma sürecinin başında, yük kritik seviyeye ulaşana kadar kademeli olarak artar ve bu değer maksimum kohezif çekiş (Tmax) olarak adlandırılır. En yüksek seviyeye ulaştıktan sonra davranış yumuşama aşamasına geçer ve bu aşama maksimum kohezif ayrılma değerine (δmax) ulaşılana kadar devam eder. Tam ayrılma bu noktada gerçekleşir. TSL eğrisin altında kalan alan kritik gerilim enerjisi salınımın oranını GC temsil eder ve şu şekilde hesaplanır;

$$G_C = \frac{1}{2} T_{max}\, \delta_{max} \quad \#(\ SEQ\ Denklem\ \backslash *\ ARABIC\ 1)$$

Bu eğri boyunca meydana gelen çekiş ve buna bağlı oluşacak ayrılma arasındaki ilişki matematiksel olarak ifadesi denklem 2'de verilmiştir. Denklemde yer alan kn, ks ve kt, TSL eğrisinin eğimine karşılık gelen kohezyon sertlik değerleridir.

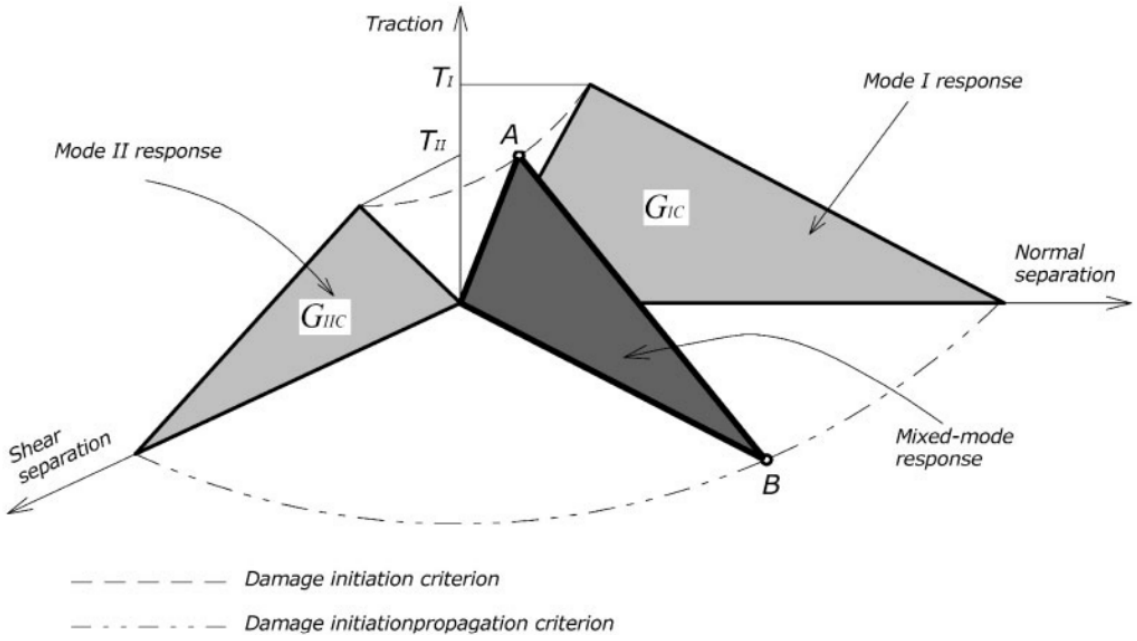
$$T_i = k_i \delta_i \ (i = n,s,t); \begin{Bmatrix} T_n \\ T_s \\ T_t \end{Bmatrix} = \begin{bmatrix} k_n & 0 & 0 \\ 0 & k_s & 0 \\ 0 & 0 & k_t \end{bmatrix} \begin{Bmatrix} \delta_n \\ \delta_s \\ \delta_t \end{Bmatrix} \quad \#(\ SEQ\ Denklem\ \backslash *\ ARABIC\ 2)$$

İlgili denklemler her bir mod tipi arızalar için çözüm sağlarken, aynı zamanda sıklıkla görülen birden fazla modun oluşturduğu karışık (kombine) mod arızalar için de çözüm sağlar. Kuvvetlerin çeşitli yönlerden etki ettiği yapışma analizlerinde, uygun bir simülasyon oluşturmak için karışık mod analizi kullanılmalıdır. Karışık mod davranışını hesaplarken,

genellikle, mod I ve mod II arızasını birleştirmek için gerilim tabanlı kriterin kullanılabilir. Matematiksel olarak aşağıdaki gibi ifade edilen ikinci dereceden nominal gerilim kriteridir [20]:

$$\left\{\frac{\langle T_n \rangle}{T_n^0}\right\}^2 + \left\{\frac{\langle T_s \rangle}{T_s^0}\right\}^2 = 1 \quad \#(\ SEQ\ Denklem\ \backslash *\ ARABIC\ 3)$$

İkinci dereceden nominal gerilim kriterinde, bağ davranışı denklem 3'ün yerine getirilmesiyle yumuşama aşamasına geçer. Bunu yaparak, karışık mod koşulları altında hasar başlangıcı ve yayılımı simüle edilir. Karışık mod çift doğrusal TSL eğrileri, Şekil 9'da gösterilmiştir.

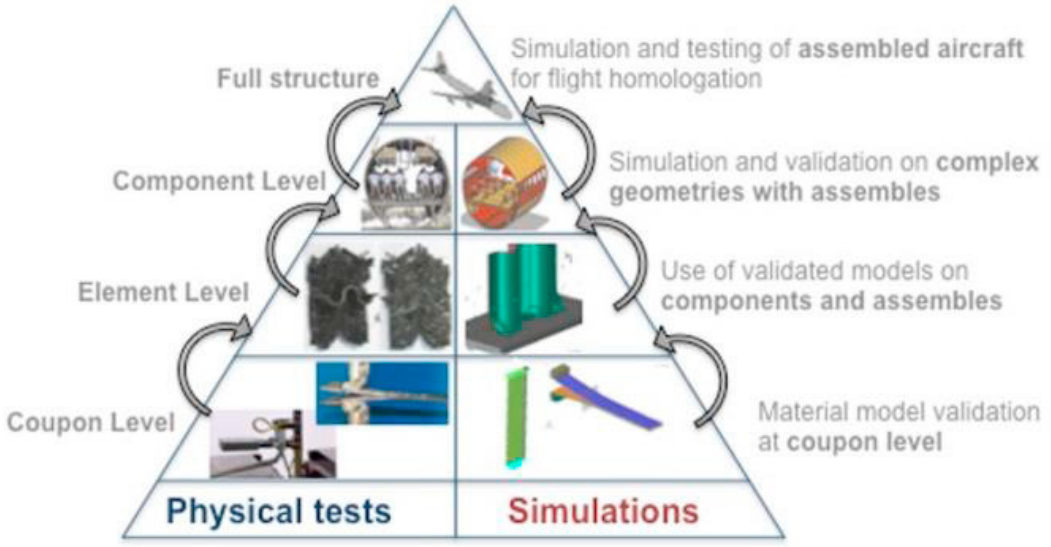


Şekil 9. Karışık Mod Bilineer Çekiş Ayrılma Yasası [20]

Yapışma bağlantıları için sayısal analiz üzerinden yaklaşım yapmak için pek çok çalışmada CZM tekniği kullanılmıştır. Literatürde en bilinenlerden; Blackma [21], Liljedahl [22] ve Li [23] farklı tipteki yapışma geometrilerinin sonlu elemanlar analizlerini yaparak, karışık mod davranışının analizince CZM tekniğini incelemişlerdir. Çalışmalarıyla CZM tekniği yaklaşımının uygunluğunu ve doğruluğunu da göstermişlerdir. Statik yük altındaki yapışma bağlantılarının sonlu elemanlar simülasyonu J. Diaz [24] tarafından yapılmış ve doğruluğu farklı modelleme teknikleri ile karşılaştırılarak incelenmiştir. Kompozit yapıştırma bağlantılarının simülasyonu için Ligang [25] ve Banea [26] tarafından CZM metodunun simülasyona uygunluğu incelenmiştir.

Sandviç Yapılarda Standart Testlerle Ölçüm

Birçok mühendislik alanında olduğu gibi havacılık ve uzay uygulamalarında da, yapı bileşenlerinin yapısal davranışlarını kademeli olarak incelemek için, kupon seviyesinden tam ölçekli yapıya kadar uzanan bir piramit konsepti kullanan yapı bloğu yaklaşımı benimsenmiş bir süreç haline gelmiştir (Şekil 10.) [27]. Bu yaklaşım, temel olarak, en alt seviye standart boyutlarda bir parçadan başlayarak platformu oluşturan bileşenlere ve yapının bütününü sırasıyla inceleyerek her seviyede bilgi edinmeyi amaçlar. Hem birincil hem de ikincil yapılar için uygulanabilen güvenli ve verimli bir mühendislik sürecidir.



Şekil 10. Havacılık ve Uzay Mühendisliğinde Yapı Taşı Yaklaşımı [27]

Havacılık alanındaki temel kaynaklardan birisi de Kompozit Malzemeler El Kitabı'dır (Composite Material Handbook). Kompozit Malzemeler El Kitabı (CMH), kompozit malzemelerle ilgili kapsamlı bilgi ve yönergeler sunan bir referans kaynaktır. Özellikle havacılık ve uzay sektörlerinde kullanılan kompozit malzemelerin tasarımı, analizi, üretimi ve kalifikasyonu için standartlar ve prosedürler sağlar. CMH, tasarım mühendisleri, üretim mühendisleri, kalite kontrol uzmanları ve malzeme bilimciler için içerdiği bilgiler itibariyle önemli bir kaynaktır. El kitabı, ABD Savunma Bakanlığı (United States Department of Defense) ve Federal Havacılık Otoritesi (FAA) gibi kuruluşların iş birliğiyle, Kompozit Malzemeler El Kitabı Koordinasyon Komitesi (CMH-17) tarafından yayınlanmaktadır. CMH, kompozit malzeme uygulamalarında tutarlılık ve güvenliği artırarak endüstri standartlarını belirler ve teknolojik gelişmeleri destekler [28]. Çekirdek-yüzey yapışma arayüzünü incelemek amacıyla CMH-17 Volume 6 [29] kitabında belirlenen kupon seviyesi standart test yöntemleri Çizelge 1'de verilmiştir.

Çizelge 1. Sandviç Yapılarda Çekirdek-Yüzey Dayanımı İçin Önerilen Testler [29]

Yapışma Özelliği	**ASTM Standart Test Yöntemi**
Düzlemsel Çekme Dayanımı	C297 - Sandviç Yapıların Düzlemsel Çekme Dayanımı
Eğilme Dayanımı ve Modülü	C393 Kiriş Eğilmesine Göre Sandviç Yapıların Çekirdek Kesme Özellikleri
Bükülme Sürünmesi	C480 - Sandviç Yapıların Eğilme Sürünmesi
Soyulma Dayanımı	D1781 - Yapıştırıcılar için Tırmanma Tamburu Soyma Testi
Ayrılma Dayanımı	E2004 - Sandviç Panellerin Yüz Levhası Ayrılması

SONUÇ

Sandviç yapılar, hafiflik, yüksek dayanım ve çok yönlü kullanım özellikleriyle günümüz mühendislik uygulamalarında sıklıkla karşımıza çıkmaktadır. Özellikle havacılık sektörü gibi yüksek performans gerektiren alanlarda, bu yapıların sağladığı avantajlar hem güvenlik hem de verimlilik açısından belirleyici rol oynamaktadır. Boeing ve Airbus gibi havacılık devleri, sandviç yapıları uçak gövdelerinde, kanatlarda ve iç mekan bileşenlerinde etkin bir şekilde kullanarak yapıların ağırlıklarını düşürürken, dayanıklılığı artırmayı başarmıştır. Bu durum, yakıt tüketimini azaltarak operasyonel maliyetleri düşürmekle kalmayıp, çevresel etkilerin de azaltılmasına katkı sağlamaktadır.

Havacılıkta sandviç yapıların kabul edilebilirliği, çeşitli mekanik ve yapısal kriterlere bağlıdır. Çekirdek-yüzey ayrılması gibi olası zayıflık noktalarının tespit edilmesi ve yedekli yük yollarının analizi, güvenilirlik açısından kritik süreçlerdir. Bu bağlamda, modern analiz yöntemleri ve simülasyon araçları, tasarım ve üretim süreçlerinde büyük kolaylık sağlamaktadır. Özellikle yapıştırma bağlantılarında kullanılan günümüz sonlu elemanlar programları, mekanik özelliklere simüle ederek yüksek doğrulukta mühendislik verisi sunmaktadır. Kohezif bölge modellemesi ve çekiş ayrılma yasası (TSL) gibi yaklaşımların, günümüz çalışmalarında yapıştırma bağlantılarının sonlu elemanlar çalışmlarında sıkça tercih edildiği görülmekte ve bu kapsamda önemli bir teorik çerçeve sunmaktadır.

Bunların yanı sıra, sandviç yapıların güvenilirliğinin test edilmesi için kullanılan standart prosedürler, sektör genelinde bir kalite ve tutarlılık standardı oluşturmuştur. Test süreçleri en küçük yapı taşı olan kupon seviyesinden başlayıp, tüm yapıya kadar çıkmaktadır. Böylece yapıyı oluşturan herbir bileşenden, yapının tamamına kadar doğrulama süreçleri yapılmış olmaktadır. ASTM standartları gibi rehberler, sandviç yapıların dayanım testlerinde, yapıların gerçek çalışma koşullarına uygun performans gösterebilmesi için önemli bir referans noktasıdır. Bu test süreçleri, yalnızca üretim hatalarının tespit edilmesini sağlamakla kalmayıp, aynı zamanda uzun vadeli performans öngörülerinin yapılmasına da imkan tanımaktadır.

Sonuç olarak, sandviç yapılar, hem mühendislik hem de malzeme bilimindeki gelişmelerle birlikte, çeşitli sektörlerde daha geniş kullanım alanı bulmaya devam edecektir. Özellikle havacılık gibi yüksek mühendislik gerektiren sektörlerde, yenilikçi üretim teknikleri ve analiz yöntemleri, bu yapıların potansiyelini daha da artıracaktır. Gelecekte, daha sürdürülebilir ve verimli yapıların tasarımı için sandviç yapıların oynayacağı rolün daha da büyüyeceği öngörülmektedir.

KAYNAKLAR

1- Vinson, Jack R. "Sandwich structures: past, present, and future." Sandwich Structures 7: Advancing with Sandwich Structures and Materials: Proceedings of the 7th International Conference on Sandwich Structures, Aalborg University, Aalborg, Denmark, 29–31 August 2005. Springer Netherlands, 2005.

2- Herrmann, Axel S., Pierre C. Zahlen, and Ichwan Zuardy. "Sandwich structures technology in commercial aviation: Present applications and future trends." Sandwich Structures 7: Advancing with Sandwich Structures and Materials: Proceedings of the 7th International Conference on Sandwich Structures, Aalborg University, Aalborg, Denmark, 29–31 August 2005. Springer Netherlands, 2005.

3- Jerome, P. O. R. A. "Composite materials in the airbus A380-from history to future." Beijing: Proceedings 13th International Conference on Composite Materials (ICCM-13). 2001.

4- Wardle, Geoffrey Allen. My Aircraft Design, Structures and Manufacturing Research and Development Core Career Overview. SlideShare, https://fr.slideshare.net/GeoffreyWardleMScMSc/my-full-core-career-presentation-latest-159781260. Accessed 23 Nov. 2024.

5- Chen, Zhi M., Ronald Krueger, and Martin Rinker. "Face sheet/core disbond growth in honeycomb sandwich panels subjected to ground-air-ground pressurization and in-plane loading." NAFEMS World Congress 2015. No. NF1676L-19962. 2015.

6- European Union Aviation Safety Agency. EASA Report - RESEA 2016/02: Research Reports. EASA, 2016, https://www.easa.europa.eu/en/document-library/research-reports/easarepresea20162. Accessed 23 Nov. 2024.

7- Transportation Safety Board of Canada. Aviation Investigation Report A05F0047. TSB, 2006, https://www.tsb.gc.ca/sites/default/files/rapports-reports/aviation/A05F0047/eng/A05F0047.pdf Accessed 23 Nov. 2024.

8- Tserpes, Konstantinos. "Adhesive bonding of aircraft structures." Revolutionizing Aircraft Materials and Processes (2020): 337-357.

9- Da Silva, Lucas Filipe Martins, et al. Advances in numerical modelling of adhesive joints. Springer Berlin Heidelberg, 2012.

10- Adams, Robert D., John Comyn, and William Charles Wake. Structural adhesive joints in engineering. Springer Science & Business Media, 1997.

11- He, Xiaocong. "A review of finite element analysis of adhesively bonded joints." International Journal of Adhesion and Adhesives 31.4 (2011): 248-264.

12- Adams, R. D., and N. A. Peppiatt. "Stress analysis of adhesive-bonded lap joints." Journal of strain analysis 9.3 (1974): 185-196.

13- Nuhoğlu, Kaan. *Analysis of Adhesively Bonded Composite Aerospace Structures Developed by Laser Surface Treatment*. MS thesis. Izmir Institute of Technology (Turkey), 2023.

14- Budhe, S., et al. "An updated review of adhesively bonded joints in composite materials." International journal of adhesion and adhesives 72 (2017): 30-42.

15- Da Silva, Lucas Filipe Martins, et al. Advances in numerical modelling of adhesive joints. Springer Berlin Heidelberg, 2012.

16- Barenblatt, Grigory Isaakovich. "The mathematical theory of equilibrium cracks in brittle fracture." *Advances in applied mechanics* 7 (1962): 55-129.

17- Dugdale, Donald S. "Yielding of steel sheets containing slits." Journal of the Mechanics and Physics of Solids 8.2 (1960): 100-104.

18- Elices, M. G. G. V., et al. "The cohesive zone model: advantages, limitations and challenges." Engineering fracture mechanics 69.2 (2002): 137-163.

19- Chaves, Filipe JP, et al. "Fracture mechanics tests in adhesively bonded joints: a literature review." *The Journal of Adhesion* 90.12 (2014): 955-992.

20- Akhmet, Ganiy, et al. "Analysis of the performance of adhesively bonded corrugated core sandwich structures using cohesive zone method." Journal of Sandwich Structures & Materials 22.1 (2020): 104-124.

21- Blackman, B. R. K., et al. "The use of a cohesive zone model to study the fracture of fibre composites and adhesively bonded joints." International journal of fracture 119 (2003): 25-46.
22- Liljedahl, C. D. M., et al. "Damage modelling of adhesively bonded joints." *International journal of fracture* 141 (2006): 147-161.

23- Li, S., et al. "Mixed-mode cohesive-zone models for fracture of an adhesively bonded polymer–matrix composite." *Engineering fracture mechanics* 73.1 (2006): 64-78.

24- Diaz, J., et al. "Benchmarking of three-dimensional finite element models of CFRP single-lap bonded joints." International Journal of Adhesion and Adhesives 30.3 (2010): 178-189.

25- Sun, L.; Li, C.; Tie, Y.; Hou, Y.; and, Y. D.-I. J. of A.; 2019, undefined. Experimental and Numerical Investigations of Adhesively Bonded CFRP Single-Lap Joints Subjected to Tensile Loads. Elsevier.

26- Banea, Mariana D., and Lucas FM da Silva. "Adhesively bonded joints in composite materials: an overview." Proceedings of the Institution of Mechanical Engineers, Part L: Journal of Materials: Design and Applications 223.1 (2009): 1-18.

27- Falaschetti, Maria Pia, et al. "Influence of Simulation Parameters in the Combined Loading Compression Testing of CFRP Specimens." Procedia Manufacturing 47 (2020): 43-50.

28- Composite Materials Handbook-17 (CMH-17). International Composites Institute, https://www.cmh17.org/. Accessed 23 Nov. 2024.

29- Composite Materials Handbook, Volume 6: Initial Release. SAE International, 2013, ISBN 978-0-7680-7816-9. Accessed 23 Nov. 2024.

BELİREN YETİŞKİNLERDE AİLE YAŞAM DOYUMUNUN YORDAYICILARI OLARAK BİLİŞSEL ESNEKLİK ve PSİKOLOJİK İYİ OLUŞ

COGNITIVE FLEXIBILITY AND PSYCHOLOGICAL WELL-BEING AS PREDICTIVES OF FAMILY LIFE SATISFACTION AMONG EMERGING ADULTS

Asst. Prof. Dr. Semra KİYE
Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD Anabilim Dalı
ORCID ID:0000-0003-4414-5765

Elif DEMİR
Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD 4. Sınıf Öğrencisi

Özet

Bu araştırmanın amacı beliren yetişkinlerde aile yaşam doyumu, psikolojik iyi oluş ile bilişsel esneklik arasındaki ilişkilerin incelenmesidir. Bu bağlamda araştırmada psikolojik iyi oluş ve bilişsel esneklik değişkenlerinin aile yaşam doyumunun yordayıcısı olup olmadığı araştırılmaktadır. Ayrıca aile yaşam doyumu, psikolojik iyi oluş ve bilişsel esneklik düzeylerinin yaş, cinsiyet, sınıf düzeyi, anne baba birliktelik durumu, kardeş sayısı, medeni durum vb. değişkenlerine göre incelenmesi ve gruplar arasındaki farkların ortaya konulması amaçlanmaktadır. Beliren yetişkinlik, Türkiye'de 18-25, 18-26 veya 18-29 yaşlarının baz alınarak yapıldığı araştırmaları kapsamaktadır. Bu araştırmada beliren yetişkinlik dönemi için 18-29 yaş aralığı kullanılmıştır. Bu araştırma ilişkisel tarama modelinde ve örneklemi olasılıksız örneklem türlerinden uygun örnekleme türündedir. Bu araştırma için Muş Alparslan Üniversitesi' nde eğitim gören beliren yetişkinlik dönemindeki 592 öğrenciden veriler toplanmış ancak veri analizinin yapılabilmesi için gerekli ön koşulların incelenmesi sonucunda uç değer özelliği gösteren katılımcılar çıkarılarak analizler 583 kişi üzerinden yürütülmüştür. Buna göre katılımcıların % 61.9'unun kadın, % 58.1'inin 21-25 yaş arasında, %40.3'ünün 1. sınıfa devam ettiği, %46.8'inin merkez kampüsünde eğitimine devam ettiği, %93.3'ünün bekâr ve %81'inin herhangi bir işte çalışmadığı tespit edilmiştir. Ayrıca katılımcıların %89.2'sinin ebeveynleri evli ve birliktedir. Bu araştırmada veri toplamak amacıyla dört araç kullanılmıştır. Bunlar Aile Yaşam Doyumu Ölçeği, Psikolojik İyi Oluş Ölçeği, Bilişsel Esneklik Ölçeği ve Demografik Bilgi Formu' dur. Araştırma kapsamında elde edilen veriler toplanmadan önce ölçme araçlarını geliştiren/uyarlayan kişilerden gerekli izinler alınmış, ardından Muş Alparslan Üniversitesi Bilimsel Araştırma ve Yayın Etiği Kurulu'ndan etik onay alınmıştır. Ardından veriler araştırmacılar tarafından Muş ili Merkez, Varto, Bulanık ve Malazgirt ilçelerindeki kampüslerde eğitim öğretime devam eden bireylerden toplanmış ve toplanan veriler araştırmacılar tarafından analiz programına aktarılarak analiz için hazır hale getirilmiştir. Verilerin analizi yapılırken demografik değişkenlere ilişkin farklılıkların belirlenebilmesi amacıyla bağımsız gruplar t-testi ile tek yönlü varyans analizi kullanılmıştır. Psikolojik iyi oluş ile bilişsel esnekliğin aile yaşam doyumunun anlamlı birer yordayıcısı olup olmadığını saptamak amacıyla ise basit doğrusal regresyon analizi yapılmıştır. Araştırmada ayrıca değişkenler arasındaki bağlantıları incelemek için Pearson Korelasyon Katsayısı kullanılmıştır. Elde edilen sonuçlara göre aile yaşam doyumu ile psikolojik iyi oluş, aile yaşam doyumu ile bilişsel esneklik ve psikolojik iyi oluş ile bilişsel esneklik arasında pozitif yönlü orta düzeyde istatistiksel olarak anlamlı ilişkiler olduğu tespit edilmiştir. Yapılan regresyon analizi sonucunda, bilişsel esnekliğin ve psikolojik iyi oluşun aile yaşam doyumunu pozitif yönde yordadığı tespit edilmiştir. Bu yordayıcıların birlikte bağımlı değişkendeki varyansın %32'ini açıkladığı tespit edilmiştir. Demografik değişkenler bakımından cinsiyet, çalışma durumu ve kardeş sayısına göre aile yaşam doyumu, psikolojik

iyi oluş ve bilişsel esneklik değişkenlerine göre anlamlı farklılık yoktur. Yaş gruplarına göre aile yaşam doyumu düzeylerinde herhangi bir fark saptanmazken, psikolojik iyi oluş ve bilişsel esneklik bakımından istatistiksel olarak anlamlı fark vardır. Bu fark, 21-25 yaş grubu lehinedir. Bu grupta yer alan katılımcıların psikolojik iyi oluş ve bilişsel esneklik ortalamaları 18-20 yaş grubunda yer alan katılımcılara göre istatistiksel olarak anlamlı düzeyde yüksektir. Elde edilen sonuçlar alanyazın çerçevesinde tartışılmıştır.

Anahtar Kelimeler: Beliren yetişkinlik, aile yaşam doyumu, bilişsel esneklik, psikolojik iyi oluş

*Bu araştırma TÜBİTAK–2209-A Üniversite Öğrencileri Araştırma Projeleri Desteği Programı tarafından desteklenmiştir.

Abstract

The purpose of this study is to examine the relationships among family life satisfaction, psychological well-being, and cognitive flexibility in emerging adults. In this context, the aim of the study is to investigate whether psychological well-being and cognitive flexibility variables are predictors of family life satisfaction. In addition, family life satisfaction, psychological well-being, and cognitive flexibility will be examined according to variables such as age, gender, grade level, mother-father togetherness, number of siblings, marital status, etc., and differences between groups will be identified. Emerging adulthood includes studies conducted in Türkiye based on the age range of 18-25, 18-26, or 18-29. In this study, the age range of 18-29 was used for emerging adulthood. This research was conducted using a relational screening model. For this research, data were collected from 592 students in the emerging adulthood period studying at Muş Alparslan University, but as a result of examining the necessary prerequisites for data analysis, participants with extreme value characteristics were excluded and the analyses were conducted on 583 people. Accordingly, it was found that 61.9% of the participants were female, 58.1% were between 21 and 25 years old, 40.3% were first year students, 46.8% were continuing their education at the central campus, 93.3% were single and 81% were unemployed. In addition, 89.2% of the participants had married parents and were living together. Four instruments were used to collect data in this study. These were the Family Life Satisfaction Scale, the Psychological Well-Being Scale, the Cognitive Flexibility Scale, and the Demographic Information Form. Before collecting the data obtained in the research, the necessary permissions were obtained from the persons who developed/adapted the measurement tools and then the ethical approval was obtained from the Ethics Committee for Scientific Research and Publication of Muş Alparslan University. Then, the data were collected by the researchers from individuals who were continuing their education at the campuses in Central, Varto, Bulanık and Malazgirt districts of Muş province, and the collected data were transferred to the analysis program by the researchers and made ready for analysis. Independent groups t-test and one-way analysis of variance were used to determine the differences related to demographic variables while analyzing the data. Simple linear regression analysis was used to determine whether psychological well-being and cognitive flexibility were significant predictors of family life satisfaction. In addition, the Pearson Correlation coefficient was used to examine the relationships between the variables in the research. According to the results obtained, it was determined that there were positive middle relationships between family life satisfaction and psychological well-being, family life satisfaction and cognitive flexibility, and psychological well-being and cognitive flexibility. As a result of the regression analysis, it was determined that cognitive flexibility and psychological well-being positively predicted family life satisfaction. It was found that these predictors together explained 32% of the variance in the dependent variable. In terms of

demographic variables, there was no significant difference in family life satisfaction, psychological well-being, and cognitive flexibility variables according to gender, employment status, and number of siblings. While there was no difference in family life satisfaction according to age groups, there was a statistically significant difference in psychological well-being and cognitive flexibility. This difference was in favor of the 21-25 age group. The mean scores of psychological well-being and cognitive flexibility of participants in this group were statistically significantly higher than those of participants in the 18-20 age group. The results were discussed in the context of the literature.

Keywords: Emerging adulthood, family life satisfaction, cognitive flexibility, psychological well-being

*This research was supported by the TÜBİTAK-2209-A University Students Research Projects Support Program.

BELİREN YETİŞKİNLERDE AİLE AİDİYETİ İLE AİLE YAŞAM DOYUMU ARASINDAKİ İLİŞKİNİN İNCELENMESİ

INVESTIGATING THE RELATIONSHIP BETWEEN FAMILY SENSE OF BELONGING AND FAMILY LIFE SATISFACTION IN EMERGING ADULTS

Asst. Prof. Dr. Semra KİYE
Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD Ana Bilim Dalı
ORCID ID:0000-0003-4414-5765

Elif DEMİR
Muş Alparslan Üniversitesi, Eğitim Fakültesi, RPD 4. Sınıf Öğrencisi

Özet

Bu araştırmanın amacı beliren yetişkinlerde aile aidiyeti ile aile yaşam doyumu arasındaki ilişkinin incelenmesidir. Beliren yetişkinlik; ne çocukluk ve ergenlik bağımlılığının tamamen bırakıldığı ne de yetişkinlik sorumluluğunun tamamen kabul edildiği bir dönem olarak ele alınmaktadır. Bu döneme ilişkin Türkiye'de yapılan sınırlı sayıda araştırmada yaş aralığı kimi çalışmalarda 18-25, kimilerinde 18-26, kimilerinde ise 18-29 olarak tanımlanmaktadır. Mevcut araştırmada bu yaş aralığı 18-29 olarak ele alınmıştır. Araştırma ilişkisel tarama modelinde tasarlanmıştır. Araştırmanın evrenini beliren yetişkinlik döneminde bulunan bireyler oluşturmaktadır. Araştırmanın çalışma grubunu Muş Alparslan Üniversitesi'nde eğitime devam eden 146 birey oluşturmaktadır. Bu bireylerin 80'i kadın, 66'sı erkek, 28'i evli, 118'i bekâr, 22'si birinci sınıfa, 34'ü ikinci sınıfa, 32'si üçüncü sınıfa ve 58'i dördüncü sınıfa devam etmektedir. Katılımcıların 137'sinin anne babası evli, 4'ünün anne babası boşanmış ve 5'inin anne ya da babası vefat etmiştir. Katılımcıların 16'sının bir, 21'inin iki, 34'ünün üç ve 75'inin üçten fazla kardeşi vardır. Katılımcıların 15'i alt, 119'u orta ve 12'si üst sosyo-ekonomik düzeye sahip ve yaş ortalamaları 22.8'dir. Araştırmada veri toplama aracı olarak Demografik Bilgi Formu, Aile Aidiyeti Ölçeği ve Aile Yaşam Doyumu Ölçeği kullanılmıştır. Veriler toplanmadan önce veri toplama araçlarının kullanımı için ilgili kişilerden gerekli izinler alınmıştır. Ardından bu araçlar çevrimiçi ortama aktarılarak, veriler çevrimiçi olarak toplanmıştır. Analizler yapılmadan önce elde edilen verilerin temel varsayımları karşılayıp karşılayamadığı incelenmiş ve bu doğrultuda analizlerin parametrik testler kullanılarak yapılmasına karar verilmiştir. Bu bağlamda değişkenler arasındaki ilişkilerin belirlenmesi için Pearson Korelasyon katsayısı hesaplanmış, gruplar arası farkların belirlenmesi için ise bağımsız gruplar t Testi ile tek yönlü varyans analizi, ANOVA testi kullanılmıştır. Elde edilen sonuçlara göre katılımcıların hem aile aidiyeti hem de aile yaşam doyumu puanları yüksektir. Aile aidiyeti ile aile yaşam doyumu arasında yüksek düzeyde, pozitif yönde istatistiksel olarak anlamlı bir ilişki tespit edilmiştir. Ayrıca aile yaşam doyumu ile aile aidiyeti ölçeği aile aidiyeti alt boyutu ve kendilik aidiyeti alt boyutu arasında da pozitif yönlü yüksek düzeyde, istatistiksel olarak anlamlı ilişkiler tespit edilmiştir. Aile aidiyeti ve aile yaşam doyumu toplam puanları için cinsiyetler arasında anlamlı farklılık saptanmıştır ve bu fark kadınlar lehinedir. Aile aidiyeti ölçeği aile aidiyeti alt boyutunda fark bulunmazken, kendilik aidiyeti alt boyutunda yine kadınlar lehine anlamlı fark bulunmuştur. Katılımcıların hem aile aidiyeti hem de aile yaşam doyumu düzeylerinde medeni durum, sınıf düzeyi ve kardeş sayısına göre herhangi bir fark saptanmamıştır.

Anahtar Kelimler: Beliren yetişkinlik, aile aidiyeti, aile yaşam doyumu, kendilik aidiyeti

Abstract

The purpose of this study is to examine the relationship between family sense of belonging and family life satisfaction among emerging adults. Emerging adulthood is considered neither as a period of complete abandonment of childhood and adolescent dependency nor as a period of complete acceptance of adult responsibilities. In the limited number of studies conducted in Türkiye on this period, the age range for this period is defined as 18-25 in some studies, 18-26 in others, and 18-29 in others. In the current study, this age range is considered to be 18-29. The research was designed in the relational survey model, which is among the general survey models. The population of the research consists of individuals in emerging adulthood. The study group of the research consists of 146 individuals at Muş Alparslan University. Of these individuals, 80 were female, 66 were male, 28 were married, 118 were single, 22 were in the first grade, 34 were in the second grade, 32 were in the third grade, and 58 were in the fourth grade. The parents of 137 of the participants were married, 4 of the participants' parents were divorced, and 5 of the participants' mother or father were deceased. 16 of the participants have one sibling, 21 have two siblings, 34 have three siblings, and 75 have more than three siblings. 15 of the participants had a lower, 119 a middle and 12 a upper socio-economic level and their average age was 22.8. Demographic Information Form, Family Sense of Belonging Scale and Family Life Satisfaction Scale were used as data collection tools in the study. Before to data collection, the necessary permissions to use the data collection tools were obtained from the relevant individuals. Then, these tools were transferred to the online environment and the data were collected online. Before the analyses were performed, it was checked whether the data obtained met the basic assumptions, and in this direction it was decided to perform the analyses using parametric tests. In this regard, the Pearson Correlation coefficient was calculated to determine the relationships between the variables, and the independent groups t-test and one-way analysis of variance ANOVA were used to determine the differences between the groups. According to the results obtained, the participants had high scores for both family SENSE OF belonging and family life satisfaction. A high level, positive and statistically significant relationship was found between family sense of belonging and family life satisfaction. In addition, positive and high level, statistically significant relationships were found between family life satisfaction and the family sense of belonging sub-dimension and sense of self-belonging sub-dimension of the family sense of belonging scale. A significant difference was found between the genders for the total scores of family sense of belonging and family life satisfaction, and this difference was in favor of women. While no difference was found in the family sense of belonging sub-dimension of the family sense of belonging scale, a significant difference was found in favor of women in the sense of self belonging sub-dimension. No difference was found in the participants' levels of family sense of belonging and family life satisfaction according to marital status, grade level and number of siblings.

Keywords: Emerging adulthood, family sense of belonging, family life satisfaction, sense of self-belonging.

HASTANE ORGANİZASYONUNDA DOKTOR VE HEMŞİRE YAKLAŞIMLARI: TAKIM ÇALIŞMASININ ÖNEMİ

DOCTOS AND NURSE APPROCHES IN HOSPITAL ORGANIZATION: THE IMPORTANCE OF TEAMWORK

Betül DAYIOĞLU
Sakarya Uygulamalı Bilimler Üniversitesi Lisansüstü Eğitim Enstitüsü
ORCID ID: https://orcid.org/0009-0004-3049-8230

Ebrar ÖZTÜRK
bbetuldayioglu@gmail.com, 05524437655
ORCID ID: https://orcid.org/0009-0002-3262-9893

ÖZET

Hastane organizasyonu sağlık çalışanlarının görev ve yetkilerini belirlemektedir. Organizasyonda bulunan çalışanların iş birliğini ve çalışanlar arasındaki iletişimi sağlamaktadır. Hastane organizasyonu, sağlık çalışanlarının hizmetinin hasta odaklı olmasını hedef haline getirmektedir. Doktor ve hemşireler sağlık organizasyonunun en temelini oluşturmaktadır. Doktor ve hemşireler arasındaki iletişim, hastane organizasyonunun sağlanmasında önemli bir yer tutmaktadır. Hastane organizasyonunun başarısı ekipler arasında verimlilik sağlamada kritik değerdedir. Hastanenin organizasyon yapısı doktor ve hemşire yaklaşımını şekillendiren faktörlerdendir. Doğru bir şekillendirme için çalışan becerilerinin gözden geçirilmesi, iş birliği içeren strateji ve politikalara yönelinmesi gerekmektedir. Doktor ve hemşirenin iyi bir takım çalışması sergilemesinin, hastalar ve çalışanlar için olumlu sonuçlar doğurduğu literatürde birçok çalışmada gözlemlenmiştir. Takım çalışmasının iyi olması hastalarda iyileşme sayısında artışa sebep olmuş ve çalışan kişilerde de motivasyon artışı, daha verimli performans alınmasını sağlamıştır.

Hemşirelerin ve doktorların takım çalışmasına yaklaşımlarının karşılaştırılması, takım çalışmasındaki eksikliklerin belirlenmesi için gereklidir. Karar alma ve tedavi planlama süreçlerinde doktorlar liderlik rolünü üstlenirken, hemşireler doktorların aldığı kararları ve tedavileri uygulama konusunda önemli bir görevde yer almaktadır. Fakat bu iki ayrı mesleğin arasındaki hiyerarşik yapı faklılıkları, ekip çalışmasında çeşitli çatışmalara sebep olmaktadır. Diğer taraftan sağlık kurumlarında iş yoğunluluğu, stres seviyesi ve sürekli öğrenim ihtiyacı gibi etkenleri takım içindeki iletişim ve etkinliğin önemini daha çok arttırmaktadır.

Hemşireler, doktorlara kıyasla ekip çalışması sorunlarını daha çok dile getirmektedir. Bu durum, hemşirelerin ve doktorların ekip çalışması hakkındaki düşüncelerinin dengeli olmadığını göstermektedir. Takım çalışması sorunun çözülmesi için çift taraflı yaklaşım benimsenmelidir. Doktorların, hemşirelere ve içinde bulundukları ekibe karşı düşüncelerini belirten çalışmaların sayısının arttırılması gerekmektedir. Önceki yapılmış çalışmalar sorunun çözülmesi için yeterli durumu oluşturmamaktadır. Bu derleme, hastane organizasyonunda doktor ve hemşire yaklaşımları: takım çalışmanın önemi üzerine uluslararası literatürler karşılaştırılarak taranıp oluşturulmuştur.

Sonuç olarak sağlık hizmetlerinin etkinliğini arttırmak için doktorlar ve hemşireler arasındaki iş birliğini kuvvetlendirmek büyük bir önem oluşturmaktadır. Bu çalışma, literatürdeki noksanlıklara dikkat çekerek, sağlık sektöründe daha efektif bir takım çalışmasının nasıl sağlanabileceği hakkında yeni araştırmalara ihtiyaç duyulduğunu göstermektedir.

Anahtar Kelimeler: Doktor, Hastane Organizasyonu, Hemşire, Takım Çalışması

ABSTRACT

Hospital organization determines the duties and authorities of health workers. It ensures the cooperation of employees in the organization and communication between employees. The hospital organization makes it a goal for the service of healthcare professionals to be patient-oriented. Doctors and nurses constitute the most basic of the health organization. Communication between doctors and nurses plays an important role in ensuring hospital organization. The success of the hospital organization is critical in ensuring efficiency among teams. The organizational structure of the hospital is one of the factors that shape the doctor and nurse approach. For a correct shaping, employee skills should be reviewed and strategies and policies that include cooperation should be directed. It has been observed in many studies in the literature that good teamwork between doctors and nurses leads to positive results for patients and employees. Good teamwork has led to an increase in the number of cures in patients and increased motivation and more efficient performance in employees.

Comparison of nurses' and physicians' approaches to teamwork is necessary to identify deficiencies in teamwork. While physicians assume the leadership role in decision-making and treatment planning processes, nurses play an important role in implementing the decisions and treatments taken by physicians. However, the hierarchical structure differences between these two different professions cause various conflicts in teamwork. On the other hand, factors such as work intensity, stress level and the need for continuous learning in health institutions increase the importance of communication and effectiveness within the team.

Nurses express teamwork problems more than physicians. This shows that nurses' and doctors' thoughts about teamwork are not balanced. A bilateral approach should be adopted to solve the teamwork problem. There is a need to increase the number of studies indicating the thoughts of doctors towards nurses and the team they are in. Previous studies do not create a sufficient situation to solve the problem. This review is based on a comparison of international literature on the importance of teamwork in hospital organization: physician and nurse attitudes.

As a result, it is of great importance to strengthen the cooperation between doctors and nurses in order to increase the effectiveness of health services. This study draws attention to the gaps in the literature and shows that new research is needed on how to achieve more effective teamwork in the health sector.

Keywords: Doctor, Hospital Organization, Nurse, Teamwork

GİRİŞ

Hastane organizasyonu, sağlık hizmetlerinin sağlanmasında önemli bir rol haline gelmektedir. Doğru bir organizasyon düzenlenmesi hasta kalitesini arttırmakta ve çalışanların iş yüklerini dengelemektedir. Hastane organizasyonunun sağlanmasında doktorlar ve hemşirelerin önemli bir görevi bulunmaktadır. Fakat, sağlık hizmetlerinin karmaşıklığı ve hastaların artan ihtiyaçları sebebiyle, bu iki meslek grubun arasındaki etkin iş birliği zorunlu hale gelmektedir. Doktorlar ve hemşirelerin takım çalışması içinde birlikteliğinin sağlanması, hastane organizasyonunun etkinliğini arttımakta ve hasta sonuçlarını olumlu yönde etkilemektedir (O'Daniel ve Rosenstein, 2008).

Yapılan araştırmalar sonucunda, etkili takım çalışmasının hasta bakım kalitesini arttırdığını, hataları azalttığı ve stres seviyelerinin azaldığını ortaya koymaktadır. Özellikle ekip çalışmasının sağlanamdığı durumlarda hasta iletişim problemleri ortaya çıkmakta ve hasta hayatı riske girebilmeketedir (Manser, 2009).

Bu araştırnanın amacı, hastane organizasyonunda doktor ve hemşirelerin takım çalışmasındaki rollerini literatürler tarayarak incelemek ve bu iki meslek grubunun yaklaşımlarını değerlendirmektir.

Hastane Organizasyonu

Hastane organizasyonu, sağlık hizmetlerinin düzenlenmesini, koordinasyonu ve yönetimini kapsayan, farklı çalışma alanlarının bir arada çalıştığı dinamik bir sistemdir. Literatürde hastane organizasyonu, genellikle "sağlık hizmeti sağlayıcılarının ve destek birimlerinin belirli bir yapı ve işleyiş doğrultusunda, hasta güvenliğini ve hizmet kalitesini artırmayı amaçlayan koordinasyon mekanizmaları bütünü" olarak tanımlanmaktadır (Mintzberg, 1993).

Bu yapının içerdiği unsurlar; stratejik planlama, yönetim süreçleri, kaynakların kullanımı, personel yönetimi ve hizmet sunumudur. Dünya Sağlık Örgütü'ne göre, hastaneler "hasta bakımının merkezinde yer alan tanı, tedavi ve rehabilitasyon hizmetlerini sağlayan, farklı disiplinlerin braber çalıştığı kurumlardır" (WHO, 2020).

Hastane organizasyonunun temel unsurları

1. Organizayonel Yapı

Hastaneler genellikle hiyerarşik bir yapıya sahiptir. Bu yapılar; yönetim düzeyi, klinik düzey, destek hizmetlerinden oluşmaktadır. Bu yapılar hastane organizayonun kompleksliğini gösteririr. Bu yapıların birlikte koordineli şeilde çalışması organizasyonun düzeninin sağlanmasında önemli bir rol oynamaktadır (Mintzberg, 1993).

2. İşleyiş ve Süreçler

Hastaneler, birden fazla farklı alanın multidisipliner olarak çalıştığı hareketli ortamlardır. Hastanelerdeki temel süreçler şu şekilde olmaktadır: (Porter & Teisberg, 2006).

- Hasta Kabul ve hastanın kaydının yapılması
- Tanı konulması ve tedavinin planlanması
- Bakım ve rehabilitasyon hzimetlerinin sağlanması
- Hastanın taburcu edilmesi ve hastanın takip edilmesi

Bu süreçlerin hepsi, hastanın güvenliği ve hastanenin hizmet kalitesinin arttırılması için sürekli takip edilmektedir. Bu süreçlerde bir eksik gözlendiğinde eksiklikler giderilmeye çalışılıp en iyi hale getirilme çalışmaları yapılmaktadır. Hastane organizasyonunun başarısı ekipler arasında verimlilik sağlamada kritik değerdedir. Hastanenin organizasyon yapısı doktor ve hemşire yaklaşımını şekillendiren faktörlerdendir.

3. Yönetim ve Liderlik

Hastane organizasyonunun sağlanması için iyi bir liderlik rolünün sağlanaması şart haline gelmektedir (Garman et al., 2011). Liderler, hastane içerisinde önemli stratejik kararlar almakta ve meydana gelen sağlık krizlerinin önelenmesinde önemli bir rol olmaktadır.

Hastane organizayonu, hasta güvenliğini sağlamak, çalışanlar için memnuniyeti sağlamak ve hastane kaynakalrının etkili kullanımı için önem arz etmektedir. Hastane organizasyonu düzenli hale getirildiği zaman hizmet kalitesi artmakta, hastaların takibi ve hastaların sonuçlarında iyileşme gözlenmektedir (Leape et al., 2009).

Doktorun Hastane Organizasyonundaki Rolü

Hastane organizasyonunun önemli bir yerinde bulunan profesyoneller olarak tanımlanmaktadır. Doktorlar, hastane organizasyonunun merkezinde yer almakta ve hastaların bakımlarının sağlanmasında büyük bir görev üstlenmektedir alınır (Shortell & Kaluzny, 2006**).** Sağlık hizmetlerinin sağlanmasında verilen kararlar doktorların kontrolünde alınmaktadır. Doktorlar çoğu ekiplerin liderliğini yapamakta ve hastaların tıbbi uygulamalaarının konrtolünde önemli rol oynamaktadır (Weber & Joshi, 2000**)**.

Doktorların karşılaştığı zorluklara örnek olarak, ekip içi iletişimin eksik olması verilmektedir. Ekip içi iletişimde meydana gelen eksiklikler hasta güvenliğini riske sokmakta ve riskli durumların meydana gelme sayılarını arttırmaktadır (WHO,2009). Doktorların ekip ile uyumlu çalışması, hastane organzisayonu sağlamakta ve hastalara güvenli ortam sunulmasını desteklemektedir.

Sağlık hizmetlerinin hem sunumu hem de organizasyonu üzerinde etkiye sahip olan doktorlar, kara alma, hastanın bakımı için yönlendirilmesi ve başka disiplinlerin yönlendirilmesinde önemli bir görev üstlenmektedir (Leape et al., 2009). Doktorların temel görevleri;

- Liderlik ve karar alma
- Disiplinler Arası İş Birliği
- Sağlık eğitimi verme ve toplum sağlığını iyileştirme (German et al.,2011)

Doktorlar, hastane organizasyonunun sadece klinik bakım alanında değil, hastane yönetiminin organizasyonunun sağlanmasında da önemli hale gelmektedir. Doktorların liderlik becerilerinin desteklenmesi doktorları motivasyonel anlamda desteklemektedir. Bu durum sonucunda doktorların hastane organizayondaki yerlerini daha iyi tanımlaması, hasta memnuniyeti ve klinik kalitenin iyileştirilmesini sağlayacaktır.

Hemşirenin Hastane Organizasyonundaki Rolü

Doğrudan hasta bakımı, koordinasyon, hasta sağlığı eğitimlerini veren meslek grubu hemşirelerdir. Hemşireler, hasta ve hastane arasında iletişim köprüsüdür. İnsanı güçlendirerek organizasyonun hedeflerine ulaşma

Literatürde hemşireler, hastane organizasyonunun temel yapı taşlarından biri olarak tanımlanmaktadır. Hasta bakımının sürekliliğini sağlayan hemşireler, doğrudan bakım hizmetleri, hasta eğitimi, disiplinler arası iletişim ve organizasyonel süreçlerin iyileştirilmesi gibi pek çok kritik görev üstlenmektedir (Kurtzman & Barnow, 2021).

Doktor ve Hemşire Yaklaşımları

Sağlıkta iletişim eski dönemlerde ve günümüzde farklıdır. Eski dönemde arzın ve doktorun güçlü olduğu bir zamanken günümüzde hasta merkezli, hasta güçlü, paylaşıma dayalı ve biyopsikososyal bir anlayış benimsenmektedir (Emel Başol, 2018).

Eski dönemde hemşireler, doktorların hizmetçileri olarak görümekteydi. Bu bakış açısı iki meslek arasındaki iletişimi olumsuz etkilemektedir. Doktor ve hemşire arasında ilişki, çalışanları ve hastaları doğrudan etkilemektedir. Kötü iletişim hasta kalitesini düşürürken iyi iletişimin hasta kalitesini arttırdığı görülmektedir (Saluvan & Kaya, 2013).

Doktor ve hemşirelerin birlikte hareket etme, sorumluluklarına dair algıları farklı olmaktadır. Bu farklılıkların sebeplerinin cinsiyet, iki mesleğin tarihi, sosyoekonomik durum, eğitim, sosyalleşme durumlarına bağlı olduğu belirtilmektedir. Yapılan çalışmalar incelendiğinde doktor-hemşire iletişimine dair çalışmaların çoğunun hemşireler ile yapıldığı görülmektedir. Bu, hemşirelerin sorunu daha sık dile getirmelerinden ve buna bağlı çalışmaların hemşirelerle yapılmasından kaynaklanmaktadır. Hemşirelerle yapılan çalışmaların fazla olması, doktor-hemşire düşüncelerinin iletişim ve takım çalışması açısından dengeli olmadığını göstermektedir.

Ericson vd. (2000:1) tarafından, klinikte çalışan sağlık çalışanlarının işle ilgili algılarına dair araştırma yapılmıştır. Analiz sonucunda hemşirelerin memnuniyet düzeyi diğer sağlık çalışanlarına göre en düşük olduğu görülmüştür. Etkileşimin üç yönünden (iletişim, takım çalışması, çatışma yönetimi) sağlık çalışanlarının çatışma yönetiminden memnun olmadıkları tespit edilmiştir. Sağlık personellerinde birbirini desteklemek konusunda isteksiz oldukları bununda iki meslekte uzlaşma açısından bir engel olduğu anlaşılmaktadır.

Doktor ve Hemşire Arasındaki Takım Çalışmasının Önemi

Hastane organizasyonunda doktor-hemşire arasındaki takım çalışması, sağlık hizmetlerini arttırabilmektedir. Takım çalışması iyi yürütüldüğü takdirde, bütüncül hasta bakımı en doğru şekilde sağlanabilmektedir. İş birliği, ekip içindeki saygıyı arttırır, ahlaki ve daha motive çalışmaya yardımcı olmaktadır.

Yoğun bakım ünitelerinde yapılan bir çalışmada doktorun ve hemşirenin iş birliğinin mortalite ve hasta yatış süreleri arasında anlamlı bir ilişki olduğu görülmüştür (Miller, 2001:341).

Doktorun ve hemşirenin sağlıklı iş birliği sadece bu iki meslek için değil; hasta, hastane organizasyonu, doktor ve hemşire için de olumlu yönde olduğu belirtilmiştir. Takım çalışmasının hasta üzerinde sonuçları artan hasta memnuniyeti, daha iyi hasta bakımı, yatış süresinde kısalma ve daha az tıbbi hata olmuştur. Takım çalışmasının doktor-hemşire üzerindeki sonuçları iş tatmini, daha az stres, daha iyi iletişim, hemşirenin rolünün daha iyi anlaşılması olmuştur (O'Brien-Pallas vd, 2005:10-11).

SONUÇ ve TARTIŞMA

Hastane organizasyonu çalışanlarına sorumluluklarını veren görev tanımını yapan sistemdir. Bu sistemin her çalışanın ekibin bir parçası olduğunu ve birlikte güçlü olabileceklerini öğretmesi verim elde edebilmesi açısından önemlidir. Hastane organizasyonu, çalışanlarının memnuniyet ve performans düzeyini takip etmeli, memnuniyet ve performansta düşüş olması durumunda gerekli önlemi almalıdır. Sorun bulunarak gerekli eğitim verilmelidir. Hastane sistemleri içerisinde liderler bulunmalı, durum erken fark edilip yönlendirilmelidir.

Yapılan çalışmaların sonucunda doktor ve hemşirenin takım çalışması, çalışanların memnuniyetlerini arttırmaktadır. Stres seviyelerini azaltmaktadır. İş tatminini sağlamaktadır. Aynı zamanda takım çalışması hastalarda iyileşme süresini kısalttığı, mortaliteyi azalttığı ve organizasyona daha verimli katkılar sağladığı anlaşılmıştır.

Ekip iletişimini dile getiren taraf hemşireler olduğu için hemşirelerin bakış açısına ve memnuniyetsizliğine dair pek çok çalışma bulunmaktadır. Doktorların ekip düşüncesi ve hemşireler ile ilgili düşüncelerine dair bir anket veya çalışma sayısı yetersizdir. Hastane organizasyonu ekibin uyumundan sorumludur. Ekipte takım çalışmasının sağlanması hasta, çalışanlar ve kurum için olumlu yönde olmakta ve gereklidir.

KAYNAKÇA

Başol, E. (2018). Hasta ile Sağlık Çalışanları (Doktor ve Hemşire) Arasındaki İletişim Sorunları Ve Çözüm Önerileri. *International Anatolia Academic Online Journal: Social Sciences Journal*, *4* (1), 76-93.

Erickson, J.-F.-D.-H. (2000). A model for multidisciplinary evaluation of the professional practice environment. *Academy of Health Services Research and Health Policy Meetings*, 17.

Garman, A. N., Butler, P., & Brinkmeyer, L. (2011). Leadership models in health care: Principles and practice. Frontiers of Health Services Management.

Kurtzman, E. T., & Barnow, B. S. (2021). Teamwork and implementation of innovations in healthcare and human service settings: A systematic review. *Implementation Science, 16* (1https://doi.org/10/s13012-0-0-0)

Leape, L. L., Berwick, D. M., & Bates, D. W. (2009). Safe health care systems: Key organizational and managerial principles. BMJ.

Manser, T. (2009). Teamwork and patient safety in dynamic domains of healthcare: a review of the literature. *Acta Anaesthesiologica Scandinavica*, 53(2), 143-151.

Miller, P. A. (2001). Nurse-physician collaboration in an intensive care unit. *American Journal of Critical Care*, 10(5), 341-350

Mintzberg, H. (1993). Structure in fives: Designing effective organizations. Prentice-Hall.

O'Brien-Pallas, L., Hiroz, J., Cook, A., & Mildon, B. (2005). Nurse-physician relationships: Solutions & recommendations for change. *Comprehensive report for the Nursing Secretariat and Ministry of Health and Long-Term Care Research Unit*. Retrieved July 16, 2007, from http://nhsru.com

O'Daniel, M., & Rosenstein, A. H. (2008). Professional communication and team collaboration. In Hughes, R. G. (Ed.), *Patient safety and quality: An evidence-based handbook for nurses* (pp. 271-284). Rockville, MD: Agency for Healthcare Research and Quality.

Porter, M. E., & Teisberg, E. O. (2006). Redefining Health Care: Creating Value-Based Competition on Results. Harvard Business School Press.

Saluvan, M., & Kaya, S. (2013). Doktor-Hemşire Etkileşiminin Hastane Performansına Etkisi. *Sağlıkta Performans ve Kalite Dergisi*, 5(1), 101-122.

Shortell, S. M., & Kaluzny, A. D. (2006). *Health care management: Organization, design, and behavior*. Thomson Delmar Learning.

Weber, D. O., & Joshi, M. S. (2000). Strengthening physician–organization partnerships through leadership development. *American Journal of Medical Quality*, 15(6), 251-256.

WHO (World Health Organization). (2009). Patient safety: *Global priorities for patient safety research*. Geneva, Switzerland: WHO Press.

World Health Organization (WHO). (2020). Hospitals as health systems: A framework for integration. Geneva: WHO

ROLE OF EMOTIONAL INTELLIGENCE IN MANAGING STRESS AMONG FEMALE EMPLOYEES AT WORKPLACE ORGANIZATION CULTURE AS A MEDIATOR

Noveen raza MİR
Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences
ORCID ID: https://orcid.org/0009-0000-1982-6804

Zainap SALEH
Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences
ORCID ID: https://orcid.org/0009-0004-5014-1095

Sadaf FAİZİ
Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences
ORCID ID: https://orcid.org/0009-0008-0089-5680

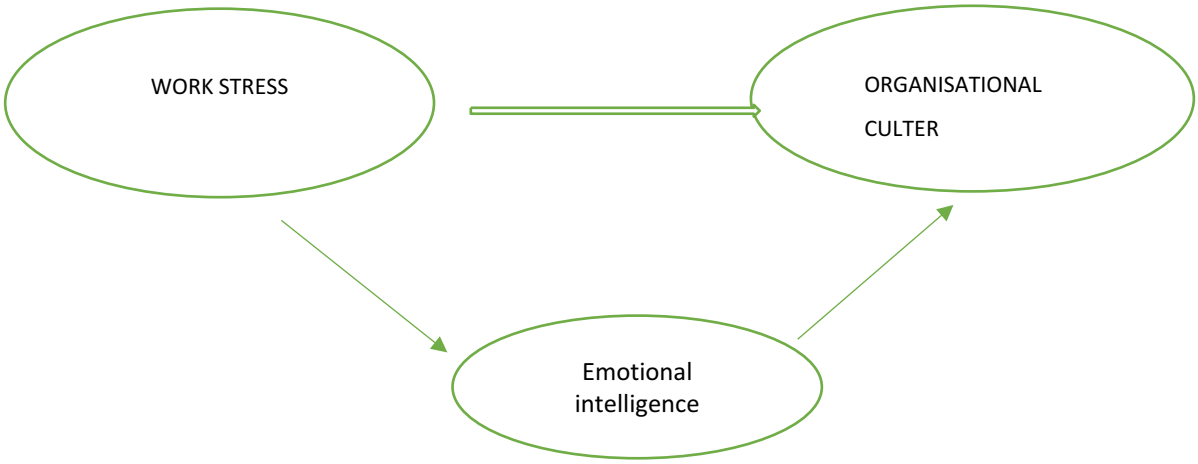
Susan SADİKİ
Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences
ORCID ID: https://orcid.org/0009-0000-2169-0299

Abdullah SALEH
Istanbul Gelisim University, Faculty of Economics, Administrative and Social Sciences
ORCID ID: https://orcid.org/0009-0008-9112-0580

Abstract
A female conquered occupation (Yildirim & Aycan, 2008) where females establish 80% of the total personnel in the world. A high illustration of women in the employees is dependable with increased struggle in harmonizing household and effort characters. Previous educations have absorbed on the level that gender and artistic modifications subsidize to struggles among exertion and private characters(Vogel, Wester, Heesacker, & Madon, 2003), (Maxwell & McDougall, 2004). The gender protagonist straining perfect (Pleck, 1981) proposes that emotional pressure happens when persons stab to achieve ethnically typecast gender character standards. Traits characteristic pressure in their connotation and everyday continues owed to globalization, indication information rebellion, and fleetness of maturation. The maximum important properties of these can be understood in the professional biosphere, and they can obvious themselves as fluctuations that formations brand in their meetings, strategies, movements, and services. Uninterruptedly changing institutions implement new typoscripts and errands on their personnel, and the operates who deficiency to modification new typescripts and errands indispensable to have capability in intelligence measure (IQ) and efficiency in emotional quotient (EQ) in the procedures of conclusion manufacture and difficult determination. A completely stress-free life is incredible, and strain converts a distinctive of human realism. Dispositions have used numerous methods to grasp stress, count using their intelligence, essentially their emotional intellect.
Scholars have observed the protagonist of emotional intelligence in regulatory stress and its impression on the emotional well-being in dissimilar inhabitants. Educations exposed that the

demonstrative feature of a nature theaters a energetic role in decisive the equal of stress knowledgeable by entities (Austin, Saklofske, Egan, & differences, 2005). Emotional intelligence (EI) is a social intellect that allows people to diagnose their individual, and other publics' reactions. Additionally, emotional intelligence allows people to discriminate individuals sentiments, and to make suitable selections for rational and achievement. It is an intellect that may be educated, advanced and enhanced. Emotional intelligence (EI) mentions to the aptitude to distinguish, regulator, and assess emotions. Some investigators propose that emotional intelligence can be learned and strengthened, while other entitlement it is an inborn distinctive. It is also, clear as the aptitude to use your consciousness and compassion to distinguish the spirits fundamental relational announcement, and to struggle the enticement to reply spontaneously and inconsiderately, but as an alternative to act from receptiveness, genuineness and candor (Ryback, 1998). Peter Salovey and John D. Mayer (1990) in their persuasive article "*Emotional Intelligence*," defined emotional intelligence as, "the subset of social intelligence that embraces the aptitude to screen one's own and others' feelings and emotions, to victimize among them and to use this material to guide one's thinking and actions". Emotionally intelligent persons are distinct in part as those who control their feelings according to a rationally reliable model of communicative operative.

Model



ENVY IN THE WORKPLACE: ANTECEDENTS AND CONSEQUENCES OF ENVY IN THE WORKPLACE

İrem SERDIROĞLU
Istanbul Gelisim University, Department of International Trade and Finance
OCRID ID: https://orcid.org/0009-0005-6638-8372

Mohammed MUDRIK
Istanbul Gelisim University, Department of Business Administration
OCRID ID: https://orcid.org/0009-0005-4286-8953

Fatima ALCHOUR
Istanbul Gelisim University, Department of Business Administration
OCRID ID: https://orcid.org/0009-0004-1525-0210

Abstract

This review discusses envy in the workplace, a complex emotion often triggered by social comparison, perceived injustice, competitive environments, and individual personality traits. Although envy is generally regarded as a negative force, it can yield both constructive and detrimental outcomes within organizational settings. On the positive side, mild envy may stimulate self-improvement, personal growth, and alignment with organizational goals, as individuals strive to achieve similar success. Conversely, envy can lead to adverse outcomes such as reduced job satisfaction, interpersonal conflicts, counterproductive work behaviors, and increased turnover, all of which threaten organizational stability and productivity. This paper will combine the theoretical frameworks, such as Social Comparison Theory and Justice Theory, with empirical findings to comprehensively understand envy and its implications in a modern workplace. Some of the major antecedents that are examined contributing to envy include low self-esteem, narcissism, and unclear reward systems. Promotion of clear and fair reward systems, open communication, teamwork, and emotional intelligence may reduce the negative effects of envy; thus, possible interventions are discussed. A proactive approach toward envy will help an organization create a healthy workplace environment, channeling envy in such a way that it works as a motivator instead of functioning as a destroyer. The present study will try to elaborate on ways of effectively managing envy in order to promote employee well-being and organizational success at both individual and collective levels.

Keywords: Envy, Envy at Work, Motivation, Job Satisfaction

Introduction

In today's competitive business world, a hierarchical focus on success and reward has become more prominent. Within this structure, negative emotions like envy are increasingly common in the workplace. Envy is generally defined as a negative emotional reaction arising from an individual's inability to attain the advantages, achievements, or status that others have. However, envy can sometimes prompt constructive outcomes as well, such as self-improvement and alignment with organizational goals. In the workplace, envy often arises in contexts such as differing performance evaluations, promotion opportunities, or salary increases. When individuals perceive a colleague's achievements as a personal threat, envy can emerge, damaging cooperation, reducing job satisfaction, and ultimately impacting organizational productivity (Vecchio, 2005). Employees experiencing envy often report negative thoughts, emotional discomfort, and lower job satisfaction (Duffy, Shaw, & Schaubroeck, 2012).

Decreased trust among employees, lower cooperation levels, and excessive competition are common consequences of envy in the workplace, leading to a potentially destructive atmosphere (Exline & Lobel, 1999).

Research explains envy in the workplace through various personal and environmental factors. Personal characteristics, particularly self-perception and self-confidence, strongly influence the intensity of envy (Smith & Kim, 2007). For instance, individuals with low self-confidence or narcissistic tendencies may view others' success as their personal failure, intensifying envy. Environmental factors such as organizational structure, reward systems, and the work environment further create conditions that may trigger workplace envy (Cohen-Charash & Mueller, 2007).

The purpose of this study is to examine the causes and consequences of envy in the workplace and understand how this emotion affects individuals and organizations. This analysis will draw upon empirical research to shed light on the impact of envy on employees and the workplace.

Antecedents of Envy

Research suggests that individuals with low self-esteem or a strong drive for achievement are more prone to envy. Highly competitive individuals may view others' successes as personal setbacks, making it difficult for them to celebrate their colleagues' accomplishments (Cohen-Charash, 2009; Salovey & Mayer, 1990). Narcissistic employees, who often see themselves as superior, may perceive others' achievements as threats to their status, fueling destructive competition and intensifying envy (Vecchio, 2000; Smith & Kim, 2007).

In the workplace, unfair or unclear reward systems exacerbate envy, undermining trust among employees (Adams, 1963; Vroom, 1964). A lack of transparency in promotions and rewards further fuels envy, particularly among younger or less experienced employees who may feel insecure in their roles (Salovey & Rodin, 1991; Tice). Social Comparison Theory explains that individuals constantly evaluate their own abilities and achievements against their peers, which can breed envy, especially when they perceive themselves as inferior in terms of status, salary, or recognition (Festinger, 1954). Additionally, Justice Theory suggests that employees who perceive unfair treatment regarding compensation, rewards, or opportunities are more likely to

feel envy. For example, promotions based on favoritism rather than merit can significantly amplify these feelings (Adams, 1965; Salovey & Rodin, 1991).

Negative Consequences of Envy

Envy can act as a powerful demotivator, diminishing employees' enthusiasm and commitment to their work. Studies indicate that employees frequently experiencing envy tend to be less productive and are more prone to burnout (Smith & Kim, 2007). Envy often damages workplace relationships, fostering resentment and mistrust, as envious employees may undermine or criticize their colleagues, creating a hostile environment and weakening team collaboration (Smith & Kim, 2007).

Additionally, envy can lead to harmful behaviors like spreading rumors, withholding information, or even sabotaging others' work. These actions disrupt organizational processes and lower productivity (Salovey & Mayer, 1990). Persistent envy can also drive job dissatisfaction, pushing employees to seek other opportunities, which destabilizes the organization and increases recruitment and training costs (Adams, 1965).

Envy has a substantial impact on emotional well-being as well. Employees who frequently experience envy are at a higher risk of stress, burnout, and anxiety due to the discomfort that ongoing envy creates, which in turn reduces job satisfaction (Exline & Lobel, 1999).

Potentially Positive Outcomes of Envy

In some cases, envy can drive individuals to improve their performance. Employees who envy a colleague's success may feel inspired to work harder, develop new skills, or take on challenging tasks to achieve similar success (Zhang & Bargh, 2014). Envy may also help align employees more closely with organizational goals; observing colleagues receiving recognition or rewards can motivate employees to focus on behaviors that lead to success (Van de Ven, 2009). Additionally, envy can highlight legitimate workplace grievances, encouraging management to address inequalities and improve policies (Kramer, 1994). In certain cases, envy fosters connections with admired colleagues, leading to mentoring opportunities or collaborations that benefit both individuals and the organization (Tesser, 1988).

Envy also draws attention to desirable outcomes and valued roles within the organization, helping employees understand what is prioritized and guiding their career development (Tesser, 1988; Wilk & Ryan, 2011). However, excessive envy can create a toxic environment, leading to gossip, rumors, and damage to colleagues' reputations, which erodes morale and teamwork (Duffy & Shaw, 2000; Ferris & Treadway, 2012). Envy may also hinder cooperation and information sharing, as employees might withhold help if they feel others could gain recognition at their expense (Wilk & Ryan, 2011).

When envy is widespread, it often results in dissatisfaction and frustration, causing employees to focus on others' achievements rather than their own, lowering morale (Lange, 2012). It may also introduce biases in hiring, promotions, or project assignments if managers influenced by envy or favoritism compromise fairness and create divisions in the workplace (Greenberg, 1990; Kramer, 1994).

Preventing and Mitigating Envy at Work

Open communication and transparency allow employees to understand the basis for rewards and achievements, reducing feelings of envy. Leaders can foster a fair and honest communication culture, ensuring equal opportunities for all (Bies & Tripp, 1996). Establishing fair and equitable reward systems also recognizes and values employees' contributions, reducing envy while enhancing motivation (Adams, 1965).

Encouraging teamwork and cooperation strengthens social bonds among employees, reducing envy through trust and collaboration. Leaders play a critical role in fostering a supportive, cooperative team environment (Katzenbach & Smith, 1993). Additionally, empathetic and supportive leadership that addresses employees' emotional needs helps them feel valued, minimizing envy (Goleman, 1998).

Providing professional development and training opportunities allows employees to advance in their careers and build their skills, reducing envy and increasing motivation by promoting growth and success (Noe, 2010).

Conclusion

Research shows that in workplaces where envy is high, employees' motivation decreases, their job satisfaction decreases, and they are more likely to feel burnout in general. At the same time, envy creates mistrust among employees and leads to a negative atmosphere in the workplace. This can lead to a decrease in organizational commitment and sense of belonging.

In order to reduce the effects of envy, organizations should adopt fair and transparent management practices, establish healthy communication channels among employees and organize training programs that develop emotional intelligence. In addition, recognizing and rewarding employees' achievements will help minimize the negative effects of envy.

In conclusion, managing envy is critical for developing healthy relationships in the workplace, protecting the emotional health of employees and increasing organizational success. Understanding and managing envy in the workplace is essential for sustainable success at both individual and organizational levels.

References

Adams, J. S. (1965). Inequity in Social Exchange. In L. Berkowitz (Ed.), Advances in Experimental Social Psychology (Vol. 2, pp. 267–299). Academic Press.

Bies, R. J., & Tripp, T. M. (1996). Two Faces of Justice: Antecedents and Consequences of Distributive and Procedural Justice. Academy of Management Review, 21(3), 679–703.

Buss, D. M. (2005). The Evolution of Desire: Strategies of Human Mating. Basic Books.

Cohen-Charash, Y., & Mueller, J. S. (2007). Does Perceived Fairness Moderate the Relationship Between Envy and Counterproductive Work Behaviors? Journal of Applied Psychology, 92(3), 666–680.

Duffy, M. K., Shaw, J. D., & Schaubroeck, J. (2012). Envy in Organizations: A Multi-level Perspective. Academy of Management Journal, 55(3), 623–644.

Exline, J. J., & Lobel, M. (1999). The Perils of Outperforming Others: Sensitivity About Being the Target of a Threatened Upward Comparison. Psychological Bulletin, 125(3), 307–337.

Festinger, L. (1954). A Theory of Social Comparison Processes. Human Relations, 7(2), 117–140.

Goleman, D. (1998). Working with Emotional Intelligence. Bantam Books.

Greenberg, J. (1990). Organizational Justice: Yesterday, Today, and Tomorrow. Journal of Management, 16(2), 399–432.

Katzenbach, J. R., & Smith, D. K. (1993). The Wisdom of Teams: Creating the High-Performance Organization. Harvard Business Review Press.

Kramer, R. M. (1994). The Dark Side of Trust. In R. M. Kramer & T. R. Tyler (Eds.), Trust and Distrust in Organizations: Dilemmas and Approaches (pp. 196–216). Sage Publications.

Lange, J., & Wubbels, T. (2019). Workplace Envy and Job Performance: The Mediating Role of Job Satisfaction. Personnel Review, 48(1), 148–163.

Lange, L. (2012). The Impact of Social Comparison and Envy on Employees' Job Satisfaction. Academy of Management Review.

Noe, R. A. (2010). Employee Training and Development (5th ed.). McGraw-Hill Education.

Salovey, P., & Mayer, J. D. (1990). Emotional Intelligence. Imagination, Cognition and Personality, 9(3), 185–211.

Smith, R. H., & Kim, S. H. (2007). Comprehending Envy. Psychological Bulletin, 133(1), 46–64.

Tai, K., Narayanan, J., & McAllister, D. J. (2012). The Role of Envy in the Workplace. Research in Organizational Behavior, 32, 55–78.

Tesser, A. (1988). Toward a Self-Evaluation Maintenance Model of Social Behavior. In L. Berkowitz (Ed.), Advances in Experimental Social Psychology (Vol. 21, pp. 181–227).

Tice, D. M. (n.d.). Self-esteem and Social Comparison: Implications for Envy. Unpublished manuscript.

Van de Ven, B. (2009). Jealousy at Work: A Source of Unproductive Behavior? Journal of Managerial Psychology.

Vecchio, R. P. (2005). Organizational Behavior: Core Concepts. South-Western College Publishing.

Wilk, S. L., & Ryan, A. M. (2011). Competence or Competition? Examining the Role of Social Comparison in the Workplace. Organizational Behavior and Human Decision Processes.

Zhang, Y., & Bargh, J. A. (2014). Automatic Envy: How the Feeling of Envy Can Help Achieve Success. Journal of Personality and Social Psychology.

ENDÜSTRİ 4.0'DAN TOPLUM 5.0'A GEÇİŞ SÜRECİNDE KONVANSİYONEL TİCARETİN ELEKTRONİK TİCARETE DÖNÜŞÜMÜ

TRANSFORMATION OF CONVENTIONAL COMMERCE TO E-COMMERCE IN THE TRANSITION PROCESS FROM INDUSTRY 4.0 TO SOCIETY 5.0

Ömer Canani ÜNAL
Zonguldak Bülent Ecevit Üniversitesi Sosyal Bilimler Enstitüsü
İşletme Tezli Yüksek Lisans Programı
ORCID ID: https://orcid.org/ 0000-0002-8212-0377

Assoc. Prof. Dr. Sinan YILMAZ
Zonguldak Bülent Ecevit Üniversitesi İktisadi ve İdari Bilimler Fakültesi
ORCID ID: https://orcid.org/0000-0002-8576-9913

Özet

İlk sanayi devriminden bu yana kitlesel üretimi tetikleyen en önemli unsur savaşlarla birlikte ortaya çıkan sömürülerin getirdiği farklı tüketim ihtiyaçları olmuştur. Buhar sisteminin kullanılması ile başlayan bu süreç; seri üretim, bilgisayar teknolojilerinin etkin kullanılması ve nesnelerin interneti ile günümüze kadar gelmiştir. Günümüzde etkisini göstermeye somut bir şekilde başlamış olan Endüstri 4.0'ın amacı birbiriyle iletişime geçebilen, sensörler sayesinde ortamı algılayan, veri ve analizle gereksinimleri gerçekleştirebilen robotlar ile daha kaliteli, ucuz ve hızlı üretim yapmaktır (Kabaca,2019). Bu üretim sistemlerinin, tüketim kültürü ve alışkanlıkları ile doğrudan bağlantısı olması gerekmektedir. Lakin, tüketicilerin satınalma davranışlarındaki eğilimler, Endüstri 4.0 için oldukça önemlidir. Bu durum, Endüstri 4.0 ile insan etkileşimini olmazsa olmaz kılmaktadır. Nesnelerin interneti (IoT), veri alışverişi yapmak ve internet üzerinden diğer cihazlara ve sistemlere bağlanmak amacıyla sensörler, yazılımlar ve diğer teknolojilerle gömülü olan fiziksel nesnelerin ağını tanımlamaktadır. Cihazlar işlerin çoğunu insan müdahalesi olmadan yapar, ancak insanlar cihazlarla etkileşimde bulunabilir. Bu şekilde her nesneden veri elde edilmesi "Büyük Veri" (Big Data) teknolojisinin ortaya çıkmasını sağlamıştır. Nesnelerin interneti teknolojisi, çok büyük boyutlarda veriyi beraberinde getirmiştir. Bu bilgiler kullanılarak da insana hayatını kolaylaştıracak yeni uygulamalar geliştirilir. Toplum 5.0 ve Endüstri 4.0 ilişkisi ile hayatımıza giren nesnelerin interneti (IoT), büyük veri, yapay zekâ ve robotik gibi kavramlar hem farklı endüstrilere hem de sosyal hayata etki ederek çeşitli sosyal zorlukları çözebilen yeni bir toplumun oluşturulması için önemli bir altyapı sunmaktadır. Özetle Toplum 5.0 "Süper Akıllı Toplumu" işaret etmekte ve bu toplumun oluşturulmasında Endüstri 4.0'ın diğer bir deyişle dijitalleşmenin sunduğu imkânlardan faydalanmaktadır. Tüm bu değişim ve dönüşüm düzeninde konvansiyonel ticaretin dijital iş akış süreçlerine evrilmesi bir zorunluluk haline gelmiştir. Çünkü, insanlar Endüstri 4.0'ın getirdiği kolaylıklar ile sosyal ve ekonomik yaşamlarını daha pratik bir şekilde devam ettirmektedir. Toplum 5.0 insan, makine ve veri üçgeninde daha sürdürülebilir olanaklar yaratmaktadır. Endüstri 4.0 ve Toplum 5.0 ilişkisi, alışılagelmiş satınalma kültürünü uçtan uca değiştirmiştir. İnsanlar, günlük hayatın içinde herhangi bir zaman diliminde alışveriş yapabilir hale gelmiştir. Aynı düzende, sosyal hayatlarını lokasyondan bağımsız bir şekilde online yazılımlar ile meydana getirilen sosyalleşme uygulamaları ile gerçekleştirebilmektedir. Kurumsal hayatın içinde yer alan ofis çalışma düzeni dahi Endüstri 4.0 ve Toplum 5.0 ilişkisi kapsamında yerini kısmen de olsa online çalışma düzenine getirmiştir. Tüm bu gelişmeler doğrultusunda, Endüstri 4.0'dan Toplum 5.0'a geçiş sürecinde konvansiyonel ticaretin de sınırları ve etki alanlarının değiştiğini söylemek mümkündür. Bu değişim, dijitalleşmenin getirdiği elektronik ticaretin temelleridir. Bu çalışma ile birlikte, Endüstri 4.0 ve Toplum 5.0

kapsamında değişen konvansiyonel ticaretin nasıl ve hangi şekillerde elektronik ticarete dönüştüğünün tüketici, hizmet ve ürün üreticileri kapsamında incelenmesi amaçlanmaktadır.

Anahtar Kelimeler: Endüstri 4.0, Toplum 5.0, E-ticaret

Abstract

Since the first industrial revolution, the most important factor that triggered mass production has been the different consumption needs brought about by the exploitations that emerged with wars. This process, which started with the use of the steam system, has continued to the present day with mass production, effective use of computer technologies and the internet of things. The aim of Industry 4.0, which has started to show its effect concretely today, is to produce higher quality, cheaper and faster with robots that can communicate with each other, perceive the environment with sensors and fulfill the requirements with data and analysis (Kabaca, 2019). These production systems need to be directly connected to consumption culture and habits. However, trends in consumer purchasing behavior are very important for Industry 4.0. This situation makes human interaction indispensable with Industry 4.0. The internet of things (IoT) defines the network of physical objects embedded with sensors, software and other technologies in order to exchange data and connect to other devices and systems over the internet. Devices do most of the work without human intervention, but people can interact with devices. Obtaining data from every object in this way has led to the emergence of "Big Data" technology. The Internet of Things technology has brought with it very large amounts of data. Using this information, new applications are developed that will make people's lives easier. Concepts such as the Internet of Things (IoT), big data, artificial intelligence and robotics, which have entered our lives with the relationship between Society 5.0 and Industry 4.0, provide an important infrastructure for the creation of a new society that can solve various social challenges by affecting both different industries and social life. In short, Society 5.0 points to the "Super Smart Society" and benefits from the opportunities offered by Industry 4.0, in other words, digitalization, in the creation of this society. In all this change and transformation order, the evolution of conventional trade into digital workflow processes has become a necessity. Because, people continue their social and economic lives in a more practical way with the conveniences brought by Industry 4.0. Society 5.0 creates more sustainable opportunities in the triangle of people, machines and data. The relationship between Industry 4.0 and Society 5.0 has completely changed the traditional purchasing culture. People have become able to shop at any time in their daily lives. In the same order, they can carry out their social lives independently of location with socialization applications created with online software. Even the office work order in corporate life has partially been replaced by an online work order within the scope of the Industry 4.0 and Society 5.0 relationship. In line with all these developments, it is possible to say that the boundaries and areas of influence of conventional trade have also changed in the transition process from Industry 4.0 to Society 5.0. This change is the foundations of electronic commerce brought by digitalization. With this study, it is aimed to examine how and in what ways conventional trade, which has changed within the scope of Industry 4.0 and Society 5.0, has transformed into electronic commerce within the scope of consumers, service and product producers.

Keywords: Industry 4.0, Society 5.0, E-commerce

ORGANIZATIONAL ONENESS: DOES ONENESS BELIEFS STRENGTHEN WORK OUTCOMES?

Aişe Sümeyye KÜÇÜKALİ
İstanbul Gelişim Üniversitesi, İktisadi, İdari ve Sosyal Bilimler Fakültesi
ORCID ID: https://orcid.org/ 0009-0004-8739-8142

Müzeyyen BULAN
İstanbul Gelişim Üniversitesi, İktisadi, İdari ve Sosyal Bilimler Fakültesi
ORCID ID: https://orcid.org/ 0009-0009-6508-1642

Abstract

This research analyzes the impact of organizational sense of oneness on employee engagement, teamwork and leadership, job satisfaction and workplace behaviors. Applying the frameworks of Social Identity Theory, Self-Determination Theory, and organizational culture models, it explores how collective beliefs in oneness can enhance motivation, forge trust and increase performance. It also investigates the influences of intrinsic motivation, psychological safety and inclusive leadership on a collaborative and supportive environment. The study, although acknowledging some methodological limitations and the difficulties facing managers when attempting to cope with diversity, concludes that organizational cultural fit–quantifying the interaction of culture with strategic goals—has value because it provides a basis for much needed inclusivity as well as innovation and corporate sustainability. These research findings provide leaders and practitioners with practical insights on how to leverage the power of oneness for better workplace experiences and outcomes.

Keywords: Organizational Oneness, Inclusive Leadership, Psychological Safety, Intrinsic Motivation, Organizational Culture.

KENTSEL DAYANIŞMA MEKAN'I OLAN MAHALLE'NİN KÜRESELLEŞME KARŞISINDAKİ DÖNÜŞÜMÜ

TRANSFORMATION OF THE NEIGHBORHOOD, A PLACE OF URBAN SOLIDARITY, IN THE FACE OF GLOBALIZATION

Res. Asst. Mustafa Gökberk ERTAN
Kapadokya Üniversitesi, Siyaset Bilimi ve Kamu Yönetimi
Doktora Programı Öğrencisi
Siyaset Bilimi ve Kamu Yönetimi
ORCID ID: https://orcid.org/my-orcid?orcid=0000-0001-9484-4463

ÖZET

Yerel unsurlar kent mekanlarında yaygınlık kazandıkça ve halk tabanında karşılık buldukça kentin kendine has özellikleri belirgin hale gelir. Dolayısıyla her kente özgü olan siyasi, toplumsal, davranışsal, yönetsel farklılıklar oluşur. Her farklılık ise işlevsellik kazandığı ölçüde birimlere bölünür. Bu birimlerden birini temsil eden mahalle, şehrin fiziksel kapasitesi düşünüldüğünde çekirdek kısımda yer alır. Toplum zamanının bir kısmını yaşamını sürdürdüğü mahallesinde geçirmektedir. Bu mekanlarda bireysel ve kolektif ilişkiler ve yakınlıklar inşa edilmektedir. Yani mahalle taşıdığı fiziksel kapasitenin yanında sosyal manaya da gelmektedir. İçinde yaşayan mahalleli kazanılan toplumsal boyutun temsilcisidir. Mahalle kapasitesi doğrultusunda, ilgili alanda yaşayan kişilerin değerlerini, geleneklerini, yaşam tarzlarını, ekonomik durumunu, sosyolojik perspektifini, siyasi eğilimini, mimari anlayışını, çevresel temizlik veya kirlilik düzeyini yansıtır.

Geleneksel mahalleler incelendiğinde kişilerin birlikte hareket ettikleri, dayanışma içinde oldukları, ortak davranış normları geliştirdikleri, herkesin malını ve canını korumaya yönelik kolektif hareket ettikleri görülmektedir. Sanayileşmenin beraberinde getirdiği ekonomik ve toplumsal değişim ise mahalleyi yeniden tasarlanmaya sürüklemiştir. Bugünün mahalleleri kapitalizmin araçsallığını yapan, niceliksel değerlerin öne çıktığı, davranışsal değerlerden uzaklaşılan, bireysel ilişkilerin sınırlı düzeyde yaşandığı mekanlara dönüşmüştür.

Bu çalışmada kentlerin fiziki kapasitesi küçük ama toplumu çerçeveleyen alanları olan mahallenin toplum nezdinde geçirdiği değişim süreci araştırılmıştır Araştırmada geleneksel mahalle anlayışı ile modern kentlerin mahalle görüntüsü karşılaştırmalı olarak analiz edilmiştir. Bu araştırma boyunca nitel araştırma yöntemlerinden olan doküman analizi tekniğinden faydalanılmıştır.

Anahtar Kelimeler: Kent, Mekan, Tüketim, Değişim

ABSTRACT

As local elements become widespread in urban spaces and find a response among the public, the unique characteristics of the city become evident. Therefore, political, social, behavioral and administrative differences specific to each city occur. Each difference is divided into units to the extent it gains functionality. The neighborhood representing one of these units is located in the core part, considering the physical capacity of the city. The society spends some of its time in the neighborhood where it lives. Individual and collective relationships and affinities are built in these spaces. In other words, the neighborhood has a social meaning as well as its physical capacity. The neighborhood residents living in it are representatives of the social dimension gained. In line with the capacity of the neighborhood, it reflects the values, traditions, lifestyles, economic situation, sociological perspective, political tendency, architectural understanding, environmental cleanliness or pollution level of the people living in the relevant area.

When traditional neighborhoods are examined, it is seen that people act together, are in solidarity, develop common behavioral norms, and act collectively to protect everyone's property and life. The economic and social change brought about by industrialization led the neighborhood to be redesigned. Today's neighborhoods have turned into places that are instrumental to capitalism, where quantitative values come to the fore, where behavioral values are moved away, and where individual relationships are experienced at a limited level.

In this study, the process of change in the society of neighborhoods, which have small physical capacity but areas that frame the society, was investigated. In the research, the traditional neighborhood understanding and the neighborhood image of modern cities were analyzed comparatively. Document analysis technique, one of the qualitative research methods, was used throughout this research.

Keywords: City, Space, Consumption, Change

BOLU SANCAĞI'NA BAĞLI EREĞLİ KAZASI'NDAKİ KESTANECİLER DİVANI'NIN SOSYOEKONOMİK DURUMU

THE SOCIOECONOMIC STATUS OF KESTANECİLER DİVANI IN EREĞLİ KAZASI OF BOLU SANCAĞI

Ogün YÜKSEL
Zonguldak Bülent Ecevit Üniversitesi
ORCID ID: 0000-0001-8327-4696

Özet

Kestaneciler Divanı'ndaki sosyoekonomik durumu, hayvancılık, tarım ve vergi başlıkları altında 1844-45 tarihli temettü defterlerine göre değerlendirmek, bölgenin sosyoekonomik durumu hakkında net bilgilere ulaşmamızı sağlamaktadır. Temettü defterlerine göre bu divanda 20 hane, 106 adet hayvan mevcut olup, doğrudan mali getirisi olan 59 hayvan vardır (21 adet sağman inek ve 38 adet arı). Bu hayvanlardan elde edilen yıllık hasılat 795 kuruş olarak kaydedilmiştir.

Tarım faaliyetleri ise şu şekildedir: Divanda ekilebilir toplam arazi, dönüm cinsinden 211,5'tir. Bu tarlalardan elde edilen hasılat, Hicri 1260 yılı için 7294,5 kuruş, 1261 yılı için ise 6647 kuruştur. Tarlalar haricinde meyve ağaçları gibi mali getirisi olan kaynaklar 236 dönüm olup, bu kaynaklardan elde edilen hasılat; Hicri 1260 yılı için 749,5 kuruş, 1261 yılı için ise 939,5 kuruştur. Ayrıca, divanın Mezru/Gayrimezru tarla(Ekilebilir araziler) ve Meyve-i Müteferrika(Meyve bahçeleri) hasılatlarının toplamı 15.630,5 kuruştur.

Yine temettü kayıtlarına göre, divanın vergi durumunu incelediğimde, Sene-i Sabıka Vergü-yi Mahsusa (Geçmiş yıla ait özel vergi gelirleri) 2301 kuruş, Mecmu'undan Bir Senede Tahminen Temettü (Yıllık Tahmini Gelir Toplamı) 10.889,5 kuruş ve Zuhurat Temettü'leri (Beklenmedik kazançlar) 12.595 kuruştur. 20 hanenin toplam vergileri ise 23.484,5 kuruş olarak kaydedilmiştir. Tüm bu veriler tarafımca 3567 numaralı ''Bolu sancağı Ereğli kazası Kestaneci divanı temettuat defteri'' üzerinden hesaplanarak tespit edilmiştir.

Anahtar Kelimeler: Divan, Mezru/Gayrimezru, Meyve-i Müteferrika, Sene-i Sabıka Vergü-yi Mahsusa, Zuhurat.

Abstract

Evaluating the socioeconomic status of Kestaneciler Divanı under the categories of animal husbandry, agriculture, and taxation based on the 1844-45 Temettü Registers provides clear insights into the region's socioeconomic condition. According to the Temettü Registers, this divan comprised 20 households and 106 animals, of which 59 directly generated financial income (21 milking cows and 38 beehives). The annual revenue derived from these animals was recorded as 795 kuruş.

The agricultural activities were as follows: The total arable land in the divan was 211.5 dönüms. The harvest from these fields amounted to 7,294.5 kuruş for the Hijri year 1260 and 6,647 kuruş for the year 1261. In addition to fields, other income-generating resources, such as fruit trees, covered 236 dönüms, with revenues of 749.5 kuruş for Hijri 1260 and 939.5 kuruş for 1261. Moreover, the total revenue from Mezru (cultivable land), Gayrimezru (uncultivable land), and Meyve-i Müteferrika (fruit orchards) was 15,630.5 kuruş.

According to the Temettü Registers, the tax status of the divan was as follows: Sene-i Sabıka Vergü-yi Mahsusa (Special tax revenues from the previous year) was 2,301 kuruş, Mecmu'undan Bir Senede Tahminen Temettü (Annual Estimated Total Income) was 10,889.5 kuruş, and Zuhurat Temettü'leri (Unexpected earnings) amounted to 12,595 kuruş. The total taxes for the 20 households were recorded as 23,484.5 kuruş. All this data was calculated and determined by me through the "Temettü Register of Kestaneciler Divanı of Ereğli Kazası in Bolu Sancağı" numbered 3567.

Keywords: Divan, Mezru/Gayrimezru, Meyve-i Müteferrika, Sene-i Sabıka Vergü-yi Mahsusa, Zuhurat

BOLU SANCAĞI'NA BAĞLI EREĞLİ KAZASI'NDAKİ DİVAN VE KÖYLERİN SOSYOEKONOMİK DURUMLARI

THE SOCIOECONOMIC STATUS OF DIVANS AND VILLAGES IN EREĞLİ KAZASI OF BOLU SANCAĞI

Ogün YÜKSEL
Zonguldak Bülent Ecevit Üniversitesi
ORCID ID: 0000-0001-8327-4696

Özet

Bolu Sancağı'na bağlı Ereğli Kazası'ndaki 24 divan ve köyün sosyoekonomik analizini yaptığım bu özette, ekonominin anlaşılmasında önem arz eden fiili kazançları temettü defterleri üzerinden ele aldım. Sırasıyla divan-köylerin isimleri ve yıllık kazançları; Kestaneciler Divanı 23.484,5 kuruş, İmrenler Karyesi 14.539,5 kuruş, Kışla Divanı 39.064 kuruş, Ömerli Divanı 16.735 kuruş, Belek Karyesi 7.527 kuruş, Ahmetcikler Divanı 5.110 kuruş, Urşanlar Karyesi 9.992 kuruş, Kocaali Divanı 11.980 kuruş, Yaraşlar Divanı 13.010 kuruş, Pembeciler Divanı 28.057 kuruş, Yörük Karyesi 25.052,5 kuruş, Gebe Divanı 17.960 kuruş, Danışanlı Divanı 15.218,5 kuruş, Bereketler Divanı 11.471 kuruş, Kemer Karyesi 18.789,5 kuruş, Kabakcılar Köyü 6.459,5 kuruş, Köseler Karyesi 20.515 kuruş, Bolucuk Köyü 32.645 kuruş, Osmanlar Köyü 18.566 kuruş, Zindancılar Köyü 19.374,5 kuruş, Yunuzlu Köyü 29.625,5 kuruş, Çayırlı Karyesi 17.666 kuruş, Kürkçüler Köyü 16.988,5 kuruş ve Dede Karyesi 7.786,5 kuruş olarak yıllık hasılatları tarafımca ilgili temettü defterlerine dayanarak hesaplanmıştır. Bu divan ve köyler, Ereğli Kazası'nın merkezine yakın olanları arasından seçilmiştir. Birbirleriyle bağlantılı olan bu bölgeler sosyal açıdan benzer aile yapıları, iş gücü, hayvansal/tarımsal faaliyetlere sahiptir.

Anahtar Kelimeler: Karye,Hasılat,Divan, Sosyoekonomik

Abstract

In this summary, I analyzed the socioeconomic status of 24 divans and villages in Ereğli Kazası of Bolu Sancağı, focusing on the actual incomes recorded in the Temettü Registers. The names of the divans and villages and their annual revenues are as follows: Kestaneciler Divanı 23,484.5 penny, İmrenler Karyesi 14,539.5 penny, Kışla Divanı 39,064 penny, Ömerli Divanı 16,735 penny, Belek Karyesi 7,527 penny, Ahmetcikler Divanı 5,110 penny, Urşanlar Karyesi 9,992 penny, Kocaali Divanı 11,980 penny, Yaraşlar Divanı 13,010 penny, Pembeciler Divanı 28,057 penny, Yörük Karyesi 25,052.5 penny, Gebe Divanı 17,960 penny, Danışanlı Divanı 15,218.5 penny, Bereketler Divanı 11,471 penny, Kemer Karyesi 18,789.5 penny, Kabakcılar Köyü 6,459.5 penny, Köseler Karyesi 20,515 penny, Bolucuk Köyü 32,645 penny, Osmanlar Köyü 18,566 penny, Zindancılar Köyü 19,374.5 penny, Yunuzlu Köyü 29,625.5 penny, Çayırlı Karyesi 17,666 penny, Kürkçüler Köyü 16,988.5 penny, and Dede Karyesi 7,786.5 penny. These figures were calculated by me based on the relevant Temettü Registers.

The divans and villages listed here were selected from those closest to the center of Ereğli Kazası. These interconnected regions share similar family structures, labor patterns, and animal husbandry/agricultural activities.

Keywords: Karye, Revenue, Divan, Socioeconomic

CONTRACT DESIGN: A KEY FOR ADOPTING DISCONTINUOUS INNOVATIONS IN SOCIO-TECHNICAL SUSTAINABILITY TRANSITIONS

Rami DARWISH
Integrated Transport Research Lab- ITRL at the Royal Institute of Technology- KTH, Sweden.

Abstract

The transport industry is transitioning to sustainable industrial systems to meet its environmental targets. At the heart of this transition lies the electrification of bus systems, which involves the introduction and testing of sustainable technologies in protected environments for customer evaluation. While the transition necessitates business-model innovation, practical implementation has proven to be complex. This article delves into efforts to present the business model of a bus operator engaged in public procurement with the goal of facilitating the industry's shift towards electrification. Through an in-depth case study, the influence of public contracts' design on the evolution of a technology and the operator's business model for electrification is explored. While the extant literature suggests that public procurement can facilitate business-model innovation and sustainable development, the findings reveal that public-contract design can limit value creation and value capture in potential business models, locking organizations into existing business models and hindering the socio-technical transition to sustainability. Interestingly, public-procurement contract design can play a pivotal role in preventing sustainable innovations from breaking through. This highlights the importance of contract design as a vehicle for dialogue between businesses and authorities that can enable systemic change. The case study also illuminates a paradoxical scenario in which the transport authority was required to reconcile the efficiency and stability required for bus transport with the potential benefits of electrification technologies promising sustainability. Finally, recommendations for navigating and addressing this tension are provided. The implications of these findings extend to the literature on discontinuous innovation and business-model innovation.

Keywords: Sustainable transition, public procurement, business-model innovation, discontinuous innovation, lock-in.

EVALUATION OF SUSTAINABLE BUSINESS MODEL INNOVATION IN INCREASING THE PENETRATION OF RENEWABLE ENERGY IN THE GHANA POWER SECTOR

Victor Birikorang DANQUAH
M.B.A. in Energy Management from the University of Aberdeen, United Kingdom

Abstract

Ghana's primary energy supply is heavily reliant on petroleum, biomass, and hydropower. Currently, Ghana gets its energy from hydropower (Akosombo and Bui), thermal power plants powered by crude oil, natural gas, and diesel, solar power, and imports from La Cote d'Ivoire. Until the early 2000s, large hydroelectric dams dominated Ghana's electricity generation. Due to the unreliable weather patterns, Ghana increased its reliance on thermal power. Thermal power contributes the highest percentage in terms of electricity generation in Ghana and is predominantly supplied by Independent Power Producers (IPPs). Ghana's electricity industry operates the corporate utility model as its business model. This model is typically 'vertically integrated', with a single corporation selling the majority of power generated by its generation assets to its retail business, which then sells the electricity to retail market consumers. The corporate utility model has a straightforward value proposition that is based on increasing the number of energy units sold. The unit volume business model drives the entire energy value chain to increase throughput, locking system users into unsustainable practices. This report uses the qualitative research approach to explore the electricity industry in Ghana. There is the need for increasing renewable energy such as wind and solar in the electricity generation. The research recommends two critical business models for the penetration of renewable energy in Ghana's power sector. The first model is the peer-to-peer electricity trading model which relies on a software platform to connect consumers and generators in order for them to trade energy directly with one another. The second model is about encouraging local energy generation, incentivizing optimal time-of-use behaviour, and allow any financial gains to be shared among the community members.

Keywords: business model innovation, electricity generation, renewable energy, solar energy, sustainability, wind energy

IMPLICATIONS ABOUT THE IMPACT OF COVID-19 ON INTERNATIONAL TRADE IN SAUDI ARABIA

Anwar KASHGARI
Anwar Kashgari is with Tokyo Institute of Technology, Japan

Abstract

COVID-19 has severe impacts on business all over the world. The great lockdown of many business owners requires a sage deal with this pandemic. This paper seeks to support business leaders with a standpoint about the COVID-19 situation and provides implications for the SMEs (Small and Medium Enterprises) and companies. The paper reflects the author's view about the impact of COVID-19 on business activities. We discussed the impact of COVID-19 upon three aspects, namely, startups, SMEs, and e-commerce. The KSA is taken as an example of the developing countries about which we present the current situation. Finally, recommendations to policy and decision-makers are given.

Keywords: COVID-19, business networking, globalization, Saudi Arabia.

STUDY OF THE EFFECT OF ROTATİON ON THE DEFORMATİON OF A FLEXİBLE BLADE ROTOR

Aref MAALEJ
University of Sfax, National School of Engineers of Sfax, Laboratory of Electromechanical Systems (LASEM), Sfax, Tunisia

Marwa FAKHFAKH
University of Sfax, National School of Engineers of Sfax, Laboratory of Electromechanical Systems (LASEM), Sfax, Tunisia

Wael Ben AMIRA
University of Sfax, National School of Engineers of Sfax, Laboratory of Electromechanical Systems (LASEM), Sfax, Tunisia

Abstract

We present in this work a numerical investigation of fluid-structure interaction to study the elastic behavior of flexible rotors. The principal aim is to provide the effect of the aero/hydrodynamic parameters on the bending deformation of flexible rotors. This study is accomplished using the strong two-way fluid-structure interaction (FSI) developed by the ANSYS Workbench software. This method is used for coupling the fluid solver to the transient structural solver to study the elastic behavior of flexible rotors in water. In this study, we use a moderately flexible rotor modeled by a single blade with simplified rectangular geometry. In this work, we focus on the effect of the rotational frequency on the flapwise bending deformation. It is demonstrated that the blade deforms in the downstream direction and the amplitude of these deformations increases with the rotational frequencies. Also, from a critical frequency, the blade begins to deform in the upstream direction.

Keywords: Numerical simulation, flexible blade, fluid-structure interaction, ANSYS Workbench, flapwise deformation.

CONSIDERATION OF MAGNETIC LINES OF FORCE AS MAGNETS PRODUCED BY PERCUSSION WAVES

Angel Pérez SÁNCHEZ
Independent Researcher, Spain

Abstract

Considering magnetic lines of force as a vector magnetic current was introduced by convention around 1830. But this leads to a dead end in traditional physics, and quantum explanations must be referred to explain the magnetic phenomenon. However, a study of magnetic lines as percussive waves leads to other paths capable of interpreting magnetism through traditional physics. The concept was explored by examining the behavior of two parallel electric current cables, which attract each other when the current goes in the same direction, and its application at a microscopic level inside magnets. Consideration of magnetic lines as magnets themselves would mean a paradigm shift in the study of magnetism and open the way to provide solutions to mysteries of magnetism until now only revealed by quantum mechanics. This groundbreaking study discovers how a magnetic field is created, as well as reason how magnetic attraction and repulsion work, understand how magnets behave when splitting them, and reveal the impossibility of a Magnetic Monopole. All of this is presented as if it were a symphony in which all the notes fit together perfectly to create a beautiful, smart, and simple work.

Keywords: Magnetic lines of force, magnetic field, magnetic attraction and repulsion, magnet split, magnetic monopole, magnetic lines of force as magnets, magnetic lines of force as waves.

CRISIS IN/OUT, EMERGENT, AND ADAPTIVE URBAN ORGANISMS

Y. Hadjichristo
[ARC] Architecture Department of the University of Nicosia

A. Swiny
[ARC] Architecture Department of the University of Nicosia

M. Georgiou
Giorgalla, Engomi, Nicosia ,Cyprus

Abstract
This paper focuses on the questions raised through the work of Unit 5: 'In/Out Crisis, emergent and adaptive'; an architectural research-based studio at [ARC] University of Nicosia. Students were asked to delve into state of Art Technologies in order to propose sustainable Emergent and Adaptive Architectures and Urbanities, the resulting unprecedented spatial conditions and atmospheres of the emergent new ways of living are deemed to be the ultimate aim of the investigation. Students explored a variety of sites and crisis conditions seen through their primary ingredient identified as soil, water and air and their paired combination. Within this methodology, crisis is seen as a mechanism for allowing an emergence of new and fascinating ultimate sustainable future cultures and cities by taking advantage of the primary materiality of the sites.
Keywords: Adaptive built environments, crisis as opportunity, emergent urbanities, forces for inventions.

Ahmed BESHR DIGITAL TRANSFORMATIONAL LEADERSHIP: A LITERATURE REVIEW

Ahmed BESHR
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0003-5753-3094,

Aydanur AYDIN
Istanbul Gelisim University, English Language and Literature
ORCID ID: https://orcid.org/0009-0001-3769-657X,

Ethar IBRAHIM
Istanbul Gelisim University, Department of Business Administration
ORCID ID: https://orcid.org/0009-0006-0339-9311,

Asem MOHAMMED
Istanbul Gelisim University, Department of Political Since and International Relations
ORCID ID: https://orcid.org/0009-0007-6112-4110

Abstract

With the fast-paced technological changes leading to the evolution of digital spaces, the need for a digital transformational leadership model has become important, as traditional leadership approaches are no longer achieving the desired results, and it has been researched, lead to changes in leadership approaches suitable and relevant for digital spaces. Digital transformational leadership uses digital tools and insights to make an organization innovative, performing, and fulfilling its objectives. Unlike traditional transformational leadership, it emphasizes agility, adaptability, and technology fluency as the levers for addressing the complex dynamics associated with digital transformation. Digital economy leaders must be technically savvy, strategically minded, and emotionally intelligent to navigate technological disruption and cultivate a learning and innovation culture in their organizations. It also covers the important aspects of digital transformational leadership — tech-savvy, vision and strategy, creating a digital culture. It also focuses on the obstacles encountered by digital leaders like handling change resistance and maintaining data privacy, emphasizing the need to connect digital initiatives with organizational objectives. Digital transformational leadership becomes crucial in ensuring competitive advantage and long-term organizational success as organizations progressively become more reliant on digital systems. This review aims to examine digital transformational leadership and its role in digital transformation. It integrates evidence from multiple studies to demonstrate how and/or in what ways digital transformational leadership is distinguished from traditional leadership modalities, stressing the competencies that leaders need to succeed as well as the strategic considerations for organizations. It also highlights the hurdles of digital transformation and offers insight for leaders looking to cultivate a digital-first mindset and culture. In summary, the article adds to the digital transformation literature and provides practical guidance for organizations and leaders striving to succeed in a more digital world.

.

Introduction

Connected and collaborative workforce developed greater interest in digital transformational leadership among organisation due to significant shifts from analogue to digital age. Digital transformational leadership: Digital transformational leadership is a style of leadership that uses digital tools and information to assist in innovation, performance objectives, and other strategic goals (Imran, 2021). Such leadership needs different attributes and approaches than the traditional transformational leadership, to reflect the specific challenges related to technology-related change (Kane et al., 2019). While conventional transformational leadership focuses more primarily on using vision, inspiration, and empowerment to motivate change (Kirkpatrick & Locke, 1996), digital transformational leadership entails different leadership competencies that will ultimately steer the success of digital transformation efforts as they encounter many of these complex technology and cultural shifts that accompany the demands of the digital economy (Kane et al., 2019). Leaders not only need to instill an innovative, flexible, and dynamic mindset intheir workforce but also need to have an understanding of digital systems, data-driveninsights, and emerging technologies. Technology in leadership has changed what is expected, both in terms of leaders leading in a digitally connected, often virtual environment and needing to be proactive in digital fluency.Leadership has been known for decades to be one of the most critical success factors of an organization.

But nowadays, with rapid technological innovations witnessed over the past few years, there has been an unprecedented need for leaders who can lead the digital transformation. In this context, leadership includes not just the capacity to adopt and implement digital changes but also a culture that promotes learning and innovation at all levels in the organization (McCarthy, Sammon, & Alhassan, 2022). Since organizations have an increasing dependence on digital systems for enterprise and core operations, leaders need to deal not just with the technical aspects of transformation but also the human factor, to make sure the digital transformation lifecycle aligns with their strategic objectives and performance goals.]The challenges

of digital transformational leadership are distinct from the more traditional concepts of the leadership model. The digital world is burdened by volatility, uncertainty, complexity, and ambiguity (VUCA) due to the relentless evolution of new technologies, demanding leaders to be agile, adaptive, and resilient (Imran, 2021). Digital leaders are always challenged with keeping up with increasing digital tools, managing resistance to change from employees, and data privacy and security in greater digital proliferation.Besides having a higher predictive ability on how digital trends can affect the business landscape and where should companies pivot their strategies to sustain success, digital transformational leaders need to show an increased capacity for strategic foresight. It should be a hybrid style that operates on strategic vision combined with decent knowledge of technology. That is, leaders must understand data analytics and digital platforms to make data-driven decisions, but they also need the soft skills required to lead their organizations through the emotional and psychological complexities of change.Digital transformation is not justan option anymore, it has now become a strategic necessity for organizations that want to remain competitive in a digital world. The need to succeed in digital transformation highlights the role of leadership as industries digitize themselves moreand more. Share this: Read this in full here a growing body of research suggests that companies capable of effective digital leadership are better prepared to reap the rewards of technology — efficiency, customer experience, and innovation — than they would be without such leadership (Brunner, Schuster, & Lehmann, 2023).
Furthermore, impact-focused organizations are increasingly aligning their digital transformation initiatives with overarching goals like the UN Sustainable Development Goals (SDGs) (Van Tulder et al., 2021).It contributes by highlighting the notion of digital transformational leadership and its importance in driving digital transformation. It synthesizes insights from multiple studies to examine how digital transformational leadership diverges from traditional leadership models, the skills needed to successfully operate in this context and the strategic implications for organizations. The research further identifies the hurdles of digital transformation andoffers guidance to leaders seeking to build a digital-first mindset and culture. This study adds to a body of work on digital transformation and provides practical implications for leaders and firms seeking to thrive in a more digital world.

The concept of Digital Leadership

One extension of transformational leadership is digital transformational leadership, which involves inspiring change via vision and influence. On the other hand, digital transformationalleadership focuses on embedding of digital capabilities (McCarthy et al., 2022), which make it distinguish from traditional leadership. According to research, leaders in the digital economy need to embrace technological change and create an environment of agility, creativity, and resilience (Philip, 2021).Transformational leadership model has been historically considered as one of the most effective types of leadership, especially through its focus on motivating and inspiring followers to exceed their own self- interests and move towards common goals. For example, transformational leaders emphasize visionary articulation, collaboration, and innovativeness (Berson and Avolio, 2004). While a vision is critical to leading through digital transformation as well, a digital transformational leader also has the ability to cascade this vision into a digital strategy that is a functional representation of the overall enterprise mission.It takes transformational leadership and enhances that with a digital-first mentality, a

culture of continuous learning, and the ability to pivot strategies to keep pace with fast-changing technology. The new leader must be digitally literate and have a strategic understanding of how digital enablement can optimize processes, improve customer experience and facilitate data-driven decision-making (Philip, 2021).These new skills set apart digital transformational leadership from traditional leaders. Traditional leaders are often focused on stability, predictability, and established hierarchies, while the world we live and work in with digital leaders is one of constant change, connectivity, and complicated decisions. Leaders of the digitally based organization must use technology not just as a support function but an essential competitive advantage tool (Schwarzmüller et al., 2018).A multitude of research demonstrates just-in-time skills that digital transformational leaders exhibit. These include:1-Technological Savviness: Digital transformation leaders may not be technical gurus, but they are informed about digital trends, tools, and systems that relate to their field. They are aware that digital technologies can trigger growth and efficiency (Teoh et al., 2023).2-Strategic Vision: These leaders have a digital-first and strategic mindset of visionary technology that could improve the organizations mission and provide customer experience. A clear digital vision is a sine qua non in achieving resource mobilization and embedding digital activity within the organization (McCarthy, Sammon, & Alhassan, 2022).3-Agility and Adaptability**:** Digital leaders are comfortable with uncertainty, and able to work at speed, so they flourish in fast-moving environments. They swiftly modify strategies as a reaction to technological progress, market needs, or innovative information from data analytics (Imran, 2021).Digital transformational leaders foster a culture of innovation, where employees feel empowered to explore new digital tools and processes. This encourages a learning culture which is required for long-lasting digital transformation(Berson & Avolio, 2004).A culture can either enable or inhibit digital transformation efforts of an organization. Leaders who transform their organizations digitally are the people who create a true change- and innovation-friendly culture. This means leading for psychological safety, taking risks, and normalizing iteration. The success of an organizations digital transformation strategy is highly contingent upon the concert of organizational culture with respect to its digital transformation efforts whereby employees who feel supported by leadership and view the digital tools as beneficial are more likely to embrace the change in culture (Imran, 2021).A company that adopts digital transformational leadership is also likely to use digital tools to gain a competitive advantage and their approach often differentiates not only operational efficiency but also customer experience and competitive innovation. Digital transformational leaders create ways to integrate the digital capabilities into their leadership, allowing their organizations to be relevant in an ever increasingly digital marketplace. Research has found that organizations with robust digital leadership outperform in customer engagement, operational resiliency and financial growth (Brunner, Schuster, & Lehmann, 2023).

Key Characteristics of Digital Transformational Leadership

Good digital transformational leaders have a clear vision of how the digital transformation will work and can provide an effective date, sound strategic guidance in uncertain environments for guiding organizations (Gun et al., 2024). Berson & Avolio (2004) suggestthat transformational leaders stimulate creative ideas and innovations. Similarly, digital transformational leaders create an atmosphere wherein employees believe they can try and test new tools and methods. This correlates with continuous learning in addition to digital disruption. Digital transformational leadership is now also about leading teams that are

geographically dispersed and work digitally. According to research by Hambley, O'Neill, and Kline (2007), virtual team leaders have unique challenges in developing communication strategies that motivate members or build the trust needed for cohesive teams.In today's intricate corporate environment, digital transformational leadership entails particular qualities that empower leaders to spearhead successful digital changes. These traits setdigital transformational leaders apart from conventional leaders, highlighting abilities that are essential for managing technology changes and promoting an innovative culture.Successful digital transformational leaders have a forward-thinking perspective that helps them foresee emerging technologies and use digital tools to their benefit. These leaders may ensure that digitalisation activities are sustainable andpurpose-driven by coordinating digital transformation initiatives with the organization's long-term objectives through a strategic orientation (Gun et al., 2024). Employees and stakeholders are inspired by leaders who have a clear vision for digitalchange, which strengthens their commitment to the objectives of the transformation.

Digital transformative leaders balance risk and opportunity in the digital ecosystem while staying focused on strategic priorities in unpredictable situations. They evaluate new technologies with an acute awareness of how they might boost customer satisfaction, increase operational effectiveness, and spur expansion. These executives assist their organisations in navigating uncertainty by incorporating digital skills into their strategic planning, which promotes agility and resilience in the face of upheaval. In addition to setting up the organisation for success, this forward-thinking strategy creates a roadmap that enables teams to proactively welcome change.
Leading with a digital transformation requires fostering creativity and innovation. Transformational leaders foster an atmosphere that encourages creative thinking in their followers, according to Berson and Avolio (2004). Creating an organisational culture that fosters experimentation, ongoing learning, and adaptation is crucial in the context of digital transformation. Digital transformation leaders understand that innovative solutions and a willingness to challenge established procedures are necessary for a successful digital transformation.Given the increase in remote work and digital collaboration, e-leadership is now a core component of digital transformational leadership. E-leadership is about leading over distance through the electronic medium and managing, more likely than not, a virtual team. Hambley, O′Neill and Kline (2007) stress that VC group leaders should have unique communication and motivation ability as well as trust-building talents, which are necessary to keep GC team united corkers. Digital transformational leaders need to meet challenges that are more pronounced in virtual environments, such as less face-to-face contact, diversity, and time zones.Decision-makers have excellent digital literacy and technological literacy that allows them to choose digital action items that make sense. Although not technical experts, they are knowledgeable about the basics of digital tools, data and analytics, and technology trends that apply to their industry. With this knowledge, they can assess the strategic impact of technology trends, where to invest in terms of digitalisation and how help their teams in adopting/implementing new tools (Schwarzmüller et al., 2018).

Agility and adaptability are critical traits for digital transformational leaders, who operate in environments characterized by rapid technological change and uncertainty. Digital leaders must be comfortable with ambiguity and capable of pivoting strategies in response to emerging challenges or opportunities. This adaptability enables them to

respond effectively to shifts in market trends, customer demands, or technological disruptions, ensuring that their organizations remain competitive and resilient. Digital traditional leaders are responsive to data points in decision-making. In this area, leaders utilize data analytics to understand customer behavior, operational efficiency, and market trends that allow them to discern strategic decisions that are substantiated by data (Brunner, Schuster, & Lehmann, 2023). Having an expert skill in reading data, understanding into digital solutions and providing a roadmap strategyand accurately measuring the effect of digital solutions on the organization.
These are not all of them, but these key features define the attributes that distinguish digital transformational leadership from other forms of leadership. Bringing in a visionary mindset, having an innovative approach to implementing things, with exceptional competency to manage virtual teams, a digital transformational expert can ensure successful organizational transformation with data-driven insights to make a sustained impact and thrive at each stage of digital transformation

Types of Leadership–Digital Transformational Vs Traditional

Even though digital transformational leadership is based on transformational leadership theories, it responds to different complexities of the digital age. Though traditional leadershipmodels often emphasize vision, motivation, and goal-setting, digital transformational leadership requires a different focus on agility, data-driven decision-making, and technological fluency (Kane et al., 2019). Digital transformational leaders, according to one research (Anak Agung Sagung & Sri Darma, 2020) needs to be more proactive in adapting the strategies and align with speedy changes of digital landscape around.

Traditional Leadership Models: Transformational and transactional leadership models are better suited for driving inspiration in teams, reaching various levels of goal attainment, or scaling macro changes within a stable framework (Berson & Avolio, 2004). Yet in a digital world that is ever changing, these hierarchies may create bottlenecks in decision-making and inhibit innovation (Starkweather & Stevenson 2011).

Leading in the Age of Digital Transformation: Digital transformational leadership focuses on versatility and lifelong learning which enable leaders to respond to rapid technological changes. Anak Agung Sagung and Sri Darma (2020) study that leads in era of digital must actively adopt different strategies as digitally technology continually evolves. Agile frameworks and cross-functional collaboration are also demanded by this approach to respond to new challenges quickly (Imran, 2021).

By choosing to make decisions based on data, digital leaders take an analytical approach in directing their strategy and finding opportunities. In contrast to traditional models, where decisions might be more intuitive (Brunner et al., 2023), this reliance on data And technology fluency, important for digital leaders as it enables them to evaluate emerging technology and deal with specific digital issues such as data privacy and security (Philip, 2021).Digital leaders are proactive in adjusting strategiesand prioritizing change management practices that support employees navigate through digital transitions. Continuous learning to develop resilience and innovation to ensure organizations are positioned to remain competitive (Avolio et al., 2014; Gunet al., 2024).Therefore, digital transformational leadership is more agile, change driven, tech-centric, and more proactive compared to leadership styles and traits which exist before the digital age.

The Challenges of Leading a Digital Transformation

Digital transformation is not a simple path and one that must be managed as the technology landscape changes and evolves rapidly. Technical knowledge and skills are imperative for leaders as in order to make better decisions, they should be technically sound so that they mayconvey them to their teams effectively (Brunner, Schuster & Lehmann, 2023).

Employees are also known to resist change for various reasons; they may feel threatened by job loss, or perhaps not have the right skills and knowledge to perform tasks in a digital environment. Leaders will need to use approaches that develop digital literacy and foster buy-in for the transformation (Al-Nuaimi, 2023).

Further Directions and Research Implications

This highlights the need for empirical studies assessing digital transformational leadership and its implications in nurturing organizational resilience and employee well-being over a period of time. Moreover, studies within sustainability-related modern leadership roles alsohelp organizations in understanding how our challenges of balancing the potency of the advancements for the ever-evolving technology with environmental dynamism and social responsibility.

Conclusion

As a result, digital transformational leadership has been shown to become an important competence at the forefront of leading organizations through digital transformation. With a digital transformational leader with the culture of agility, continuous learning, creativity this difference will reflect in performance and help organizations to succeed in this era. Given therapid digital transformation, leadership needs to follow suit in bridging the gap between traditional management approaches and emerging strategies such as digital transformational leadership scoring a spot on the relevance list in times ahead.

References

- Imran, A. (2021). Digital transformation of industrial organisations: A sociotechnicalstudy on the role of leadership, structure, and culture in achieving performance outcomes.
- Kane, G. C., Phillips, A. N., Copulsky, J., & Andrus, G. (2019). How digitalleadership is (n‘t) different. MIT Sloan management review, 60(3), 34-39.
- Berson, Y., & Avolio, B. J. (2004). Transformational leadership and the dissemination of organizational goals: A case study of a telecommunication firm. The leadership quarterly, 15(5), 625-646.
- Van Tulder, R., Rodrigues, S. B., Mirza, H., & Sexsmith, K. (2021). The UN’s sustainable development goals: Can multinational enterprises lead the decade ofaction? Journal of International Business Policy, 4(1), 1.
- Avolio, B. J., Sosik, J. J., Kahai, S. S., & Baker, B. (2014). E-leadership: Re- examining transformations in leadership source and transmission. The LeadershipQuarterly, 25(1), 105-131.
- Hambley, L. A., O’Neill, T. A., & Kline, T. J. (2007). Virtual team leadership: Perspectives from the field. International Journal of e-Collaboration, 3(1), 40-64.
- Starkweather, J. A., & Stevenson, D. H. (2011). PMP® certification as a core

competency: Necessary but not sufficient. Project Management Journal, 42(1), 31-41.
- McCarthy, P., Sammon, D., & Alhassan, I. (2022). Digital transformation leadershipcharacteristics: A literature analysis. Journal of Decision Systems, 32(1), 79-109.

- Gun, L., Imamoglu, S. Z., Turkcan, H., & Ince, H. (2024). Effect of Digital Transformation on Firm Performance in the Uncertain Environment: Transformational Leadership and Employee Self-Efficacy as Antecedents of Digital Transformation. Sustainability, 16(3), 1200.
- Jiménez, A., & Bayraktar, S. (2021). Hello! Namaste? Within-country linguisticdiversity and infrastructure projects in emerging markets. Journal of Business Research, 130, 86-97.
- Brunner, T. J., Schuster, T., & Lehmann, C. (2023). Leadership's long arm: The positive influence of digital leadership on managing technology-driven change over astrengthened service innovation capacity. Frontiers in Psychology, 14, 988808.
- Schwarzmüller, T., Brosi, P., Duman, D., & Welpe, I. M. (2018). How does the digital transformation affect organizations? Key themes of change in work design andleadership. Management Revue, 29(2), 114-138.
- Al-Nuaimi, M. N. (2023). Examining measurement invariance of an ICT literacy self-efficacy scale across gender: a comparative study. Performance Measurement and Metrics, (ahead-of-print).
- Philip, J. (2021). Viewing digital transformation through the lens of