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ACTUAL APPROACHES IN SOCIAL, HUMAN AND ADMINISTRATIVE SCIENCES

Editor: Assoc. Prof. Dr. Serap SARIBAŞ



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Actual Approaches in Social, Human and Administrative Sciences

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Chapter 1

Investigation of the Relationship Between Organizational Trust And Whistleblowing

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ÖZET

Örgütsel güven ile ihbarcılık arasındaki ilişki araştırılmak istenmiştir. Çalışma 24. Bölge Devlet Su İşleri'nde çalışagörev yapan 405 personel üzerinde gerçekleştirilmiştir. Yapılan bu çalışmanın sonucunda örgütsel güven ile ihbarcılık arasında negatif yönde bir ilişkinin olduğu sonucu ortaya konmuştur. Örgütsel güvenin alt boyutu olan örgütsel ve yöneticiye güven ile ihbarcılığın alt boyutu olan dışsal ihbarcılık arasında negatif ilişki olduğu belirlenmiştir. Örgütsel güvenin alt boyutu olan örgütsel ve yöneticiye güven ile ihbarcılığın alt boyutu olan içsel ihbarcılık arasında herhangi bir ilişki bulunamamıştır. Örgütsel güvene ait olan yöneticiye güven alt boyutu ile ihbarcılığın alt boyutlarından biri olan sessizlik ihbarcılığı arasında negatif ilişki olduğu belirlenmiştir. Örgütsel güvene ait olan yöneticiye güven ile ihbarcılığın alt boyutlarından biri olan sessizlik ihbarcılığı arasında herhangi bir ilişki bulunamamıştır. Örgütsel güven ile ihbarcılık arasındaki ilişkiyi su işlerinde araştıran bir çalışma olmayışı çalışmanın özgünlüğüdür. Çalışanların örgüte olan güvenlerinin azalmalarının ihbarcılığa neden olması çalışmanın katkısını oluşturmaktadır. Literatür incelendiğinde örgütsel güven ile ihbarcılığı birlikte araştıran az sayıda çalışma olması sebebiyle çalışmanın kısıtlı olan alana katkı sağlayacaktır.

Anahtar Kelimeler: Örgütsel Güven, İhbarcılık, Yöneticiler ve Memurlar, Kars Devlet Su İşleri.

ABSTRACT

It is desired to search out the bond organizational trust and whistleblowing. Study 24. It was carried out on 405 personnel working at the Regional State Hydraulic Works. Consequently this study, it has been appeared that there is a negative bond between organizational trust and whistleblowing. It has been assigned that there is a negative bond organizational and managerial trust, which is the sub-dimension of organizational trust, and external whistleblowing, which is the sub-dimension of whistleblowing. No bond was found between organizational and managerial trust, which is the sub-dimension of organizational trust, and internal whistleblowing, which is the sub-dimension of whistleblowing. It has been assigned that there is a negative bond between the sub-dimension of trust in the manager, which belongs to organizational trust, and silence whistleblowing, which is one of the sub-dimensions of whistleblowing. No bond was found between trust in the manager, which belongs to organizational trust, and silence whistleblowing, which is one of the sub-dimensions of whistleblowing. The originality of the study is that there is no study inquesting the bond between organizational trust and whistleblowing in water works. The lend of the study is that the decrease in the trust of the employees in the organization causes whistleblowing. When the literature is explored, it will lend to the limited field of the study because there are few studies investigating organizational trust and whistleblowing together.

Keywords: Organizational Trust, Whistleblowing, Kars State Hydraulic Works, Managers and Civil Servants.

1.INTRODUCTION

It is extremely important that the staff working in the institution trust the workplace where they will transfer their knowledge and experience. Employees decrease their performance as a result of decreasing their trust in the institution (Akgün, 2023: 465), move away from the desire to achieve set targets and objectives (Batmantaş ve Örucü, 2018: 201), believe that the workplace has lost its sense of justice (Külekçi ve Akyavuz, 2017: 806), their motivation decreases (Uyar Bulut, 2018: 13) and their intention to quit work increases (Taşkaya ve Sezgin, 2021: 153) is seen. In addition, the decrease in the confidence of the personnel in the workplace leads the way an increase in the inefficiency of the employees, an increase in stress levels and a decrease in their job satisfaction levels (Akyan, 2007: 159). Considering these situations mentioned above, the decrease in the personnels trust in the organization is caused by the inability of the staff to identify themselves with the organization (Tokgöz ve Aytemiz Seymen, 2013: 63) and the decrease in their productivity and effectiveness (Diken ve Güler, 2019: 131).

In the literature, it can be defined as a behavior that expresses the confidence that the staff working in the institution felt at work, the feeling of support from the manager and other colleagues, the faith that managers will be outspoken and that these managers will fulfill their promises (Taş, 2012: 37).

Organizational trust behavior can be expressed as employees in an institution thinking about the interests of the workplace rather than their own interests and employees avoiding behaviors that may be contrary to the interests of the organization (Özdemir ve Erçelik, 2022: 52). Organizational trust behavior is known as employees keeping the liking of the workplace ahead of their own liking (Demirkaya ve Şimşek Kandemir, 2014: 267), employees staying faithful to the faiths and worths of the workplace (Yorulmaz ve Karabacak, 2020: 122), and employees keeping their communication levels with other employees high (Kodra, 2018: 7). The organizational trust behavior is defined as employees keeping the liking of the workplace ahead of their own liking (Demirkaya ve Şimşek Kandemir, 2014: 267).

Again, organizational trust behavior is a form of attitude that causes employees at work to believe in the competencies of another employee and manager, that the organization is fair, that tolerance prevails, and to participate in decisions based on moral principles and these processes (Memduhoğlu ve Zengin, 2011: 212). In addition, employees' expectations that employees will benefit from those who are on the opposite side of the institution (İşcan ve Sayın, 2010: 201) and managers' increases in employee commitment to the workplace (Tabuk vd., 2022: 8) it can be said that it is involved in organizational trust behaviors. These expressed behaviors can only be seen as positive workplace behaviors that concern the employee himself.

However, the trust behaviors shown by the employee are expected to decrease in absenteeism (Karcioğlu ve Naktiyok, 2015: 21), to be successful in power, control and risk issues (Teyfur vd., 2013: 89), increasing the effectiveness and efficiency in communication (Rua ve Araujo, 2016: 47) and increasing the emotional reactions that are positive towards their work (Kılıçlar ve Düzgün, 2014: 181) cause many positive results.

The increasing continuation of the employee's trust in the institution he has been in means that they will constantly trust the workplace. For this cause, it is requirement to know the antecedents that can maintain or reveal the trust of the personnels in the institution to the organization.

When the literature is investigated, when the factors that address the antecedents that can sustain or reveal organizational trust are examined, the increase in manager support (Rhoades & Eisenberger, 2002), the increase in faith in organizational culture (Demircan ve Ceylan, 2003: 143), the increase in contribution to staff empowerment (Akçakaya, 2010: 159), keeping organizational justice equal for everyone (Wasti vd., 2013: 528), the increase in perceived organizational support (İslamoğlu vd., 2007: 30) and the increase of benevolence and honesty (Özdemir, 2020: 29) it is stated that it is among these antecedents.

Again, when examining the literature, when looking at the factors that address the antecedents that can perpetuate or reveal whistleblowing, we see that the increase in altruistic behavior (Dasgupta ve Kesharwani, 2010: 62), the decrease in organizational citizenship behavior (Ertürk, 2016: 1), the weakening of authoritarian organizational structure (Erdost Çolak ve Genç, 2018: 48), the decrease in work ethic (Yıldız ve Tanı, 2018: 58), the extremely high level of professional commitment (Uyar ve Yelgen, 2010: 62), the decrease in organizational citizenship behavior (Ertürk, 2016: 1), the decrease in organizational citizenship behavior (Erdost Çolak ve Genç, 2018: 58), the increase in altruism behavior (Uyar ve Yelgen, 2018: 58), the increase in altruism behavior (Uyar ve Yelgen, 2018: 58), the predominance of personality trait (Brink vd., 2013) and the increase of organizational silence (Liu vd., 2015: 110) it is stated that it is among these antecedents.

Herein, it can be said that they resort to whistleblowing behavior in order to express the feeling felt by the employee whose organizational trust is decreasing within the institution and his/her perspective on the workplace in his/her mind. In this context, it has been tried to be explained using the Theory of Planned Behavior in order to support the working hypotheses. With respect to the Theory of Planned Behavior, it is suggested that the positive or negative events that the staff witnesses at work in the institution affect the behavior and attitudes of the employees and explain the cause for the behavior that the staff will exhibit in the future in these behaviors and attitudes that they have developed (Ajzen, 2005'ten akt. Alhas,

2022:1). However, when the employee does not see the behaviors he hopes and wants to see, he will act as a whistleblower. In this situation, it was thought that the study's treatment of the Theory of Planned Behavior together with the topic of whistleblowing could contribute to the relevant literature.

2.THEORETICAL BACKGROUND

2.1.WHISTLEBLOWING

The whistleblowing behavior exhibited by employees in institutions at work has recently started to be studied intensively. This situation, further, is the violation of the law and general ethical principles of the behaviors that cause whistleblowing (Orak, 2019: 23), reporting situations in which employees abuse their duties at work (Aydan ve Kaya, 2018b: 43), exposing employees' unrighteous behavior (Biçkes ve Toker, 2021: 33), abuse of authority and power (Basri vd., 2017: 2), violation of the rights of stakeholders (Aktan, 2006: 2), detection of corruption occurring at work (Mercan vd., 2012: 169), violation of the rights of stakeholders (Aktan, 2006: 2), behaviors that are contrary to the targets of the organization cause incidents such as deficit removal (Nartgün ve Kaya, 2017: 67) and embezzlement at work (Celep ve Konaklı, 2012: 67) to occur.

This concept, known as whistleblowing in the literature, is described as the disclosure of various behaviors that employees notice or encounter in the institution and that are not in accordance with moral rules by employees working at work (King, 1999'den akt. Arslan ve Kayalar, 2017: 16). Whistleblowing is also defined in many different ways. In one of these definitions, whistleblowing is expressed as a false reporting system that reveals violations of the law committed by other employees with whom people are in a relationship thanks to the award (Givati, 2015: 3). In another definition, whistleblowing is defined as the behavior of transferring information to third parties about harmful, good and non-positive behaviors consequently the behavior to be made (Toker Gökçe, 2014: 262).

2.2.ORGANIZATINAL TRUST

The sense of trust that personnel feel in their workplace in institutions has been researched a lot. This situation means that personnels who have a increase levels of trust in the institution become more successful in crisis management (Yılmaz, 2022: 100), are more willing to take risks (Ayduğ, 2014: 26), and are more satisfactoried with their jobs (Özer vd., 2006: 106), increasing the level of communication and cooperation (Yıldız, 2013: 293), efficient and effective use of resources (Taylor, 1990'dan akt. Yıldırım, 2018: 51), to be more tied with their tasks (Ugwu vd., 2014: 5) and to increase the faith of managers that they will continue to be honest (Gilbert ve Tang, 1998'den akt. Sökmen, 2019: 19) why is it happening.

This concept, known as organizational trust in the literature, is described as the institutionalized state of the roles that employees assume at work, the rules that they must follow and their relationships with other employees in an institution (Durgun, 2019: 60). Organizational trust is also defined in many various ways in the literature. In one of these definitions, organizational trust is expressed as employees' faiths that their rights will be protected and that they will encounter moral behaviors at work (Bozkurt, 2015: 24). In another definition, organizational trust is defined as employees being more satisfied with the workplace they are in and being more effective organizationally (Huff ve Kelly, 2003: 84).

2.3. INVESTIGATION OF THE RELATIONSHIP BETWEEN ORGANIZATIONAL TRUST AND WHISTLEBLOWING

When the relevant literature was investigated regarding the relationship between organizational trust and whistleblowing it was seen that the studies were implemented on employees at educational and research hospitals, public hospitals, Family Health and Community Health Centers.

When the literature was investigated, it was found that the studies implemented were implemented to investigate the relationship between organizational trust and whistleblowing in general. Again, when looking at the studies implemented in the literature, it was implemented that these studies do not bear any resemblance to the study implemented. When we seen at the studies between whistleblowing and organizational trust, Işık vd., (2020) in a study implemented with 276 staff working in an educational and research hospital operating in Ankara province, they revealed that there is a positive relationship between general organizational trust and whistleblowing. In a research implemented by Aydan (2017) with 369 staff working at a university hospital operating in Ankara province, they disclosed that there is a positive relationship between general organizational trust and whistleblowing. Özdemir ve Erçelik (2022)'s study with 405 staff working in hospitals, Community Health Centers and Family Health Centers operating in Bitlis province revealed the implement that there is a positive relationship between general organizational trust and whistleblowing.

3. RESEARCH METHODOGY

3.1. The Purpose and Importance of the Study

In the study, it was requested to investigate whether employees whose trust in the organization decreases in the institution will engage in whistleblowing behavior. Managers and civil servants working in state water works were selected because the studies in the literature are usually carried out in educational and research hospitals, state hospitals, Family Health and Community Health Centers. It was opinion that

the selection of this sample would conduce to the literature. In addition, the lack of a study conducted on this topic in the state water works also made the study different from other studies.

3.2.Hypotheses and Model of the Study

In order for the institution to continue its existence normally, ethically and morally, it is important to increase the confidence of personnels in the workplace. When we seen at the studies in the literature on this subject, it is look that the personnel who have high confidence in the organization are less whistleblowers than other employees in the process of performing their jobs (Özdemir, 2015: 61).

Before establishing the hypotheses of the study, it was tried to the relationship between the two variables in the creation of the hypotheses mentioned above. In the literature, the idea of organizational trust is mainly look as a good and positive situation. The main cause for this situation is because of the increase levels of helpfulness, reliability, competence, honesty and willingness to take risks of employees who have high organizational trust in the institution (Hoy, 2012: 81). However, it can be said that personnels whose trust in the institution decreases may engage in more deviant behavior. In this context, the hypothesis created for the relationship between organizational trust and whistleblowing is as follows:

H1: There is a negative relationship between organizational trust and whistleblowing.

It is extremely vital for employees to cooperate with managers to solve problems in the institution and to have high organizational trust so that they do not stay out of the center. When we look at the studies implemented in the literature, the positive increase in the relationships of employees with superiors who have a increase levels of internal whistleblowing in the institution in these studies (King, 1999: 324'ten akt. Çetinel, 2018: 69) and it is seen that they use oral and written communication channels to upper-level managers more to solve problems (Çiftçi, 2017: 159). In this context, the hypothesis created for the relationship between trust in the manager and internal whistleblowing is as follows:

H1a: There is a negative relationship between trust in the manager and internal whistleblowing.

It is extremely vital for employees to transfer the existing problems in the institution to the management level and to have high organizational confidence to solve the problem before sharing it on platforms outside the workplace. When we look at the studies implemented in the literature, there is an improve in the internal control mechanism of personnels with a high level of internal whistleblowing in the institution (Gözen ve Ergün, 2020: 88) and a decrease in conflicts at work (Aydan,

2018a: 87) in these studies. In this context, the hypothesis created for the relationship between trust in the organization and internal whistleblowing is as follows:

H1b: There is a negative relationship between trust in the organization and internal whistleblowing.

It is extremely vital that organizational trust is high in order for employees to report unethical behavior in the institution to senior managers and not to remain silent about the negativities experienced. When we look at the studies implemented in the literature, it is look that personnels with a increase levels of external whistleblowing in the institution have increased their thoughts that managers' justice mechanisms are not fair (Yürür ve Nart, 2016: 122) and that the employee has concentrated on thinking that managers are inadequate in solving the problems that occur in the institution (Bouville, 2007: 9). In this context, the hypothesis created for the relationship between trust in the manager and external whistleblowing is as follows:

H1c: There is a negative relationship between trust in the manager and external whistleblowing.

It is extremely vital for employees to be high in organizational trust so that they do not become indifferent to the problems occurring in the institution and the reputation of the workplace is not damaged. Thinking the studies implemented in the literature, these studies show that personnels with a increase levels of external whistleblowing in the institution care more about the interests of the workplace than their own interests (Sayğan, 2011: 28-29) and that there is a whistleblowing applied in cases where there is uncertainty in solving problems occurring at work (Şekerli vd., 2016: 6) is observed. In this context, the hypothesis created for the relationship between trust in the organization and external whistleblowing is as follows:

H1d: There is a negative relationship between trust in the organization and external whistleblowing.

It is extremely vital for employees to have high organizational trust in order to prevent injustices, injustices and illegal activities occurring in the institution and not to damage the reputation of the institution. When looking at the studies implemented in the literature, it is look that the personnels who disclose their identity in the institution and notify the manager are willing to personally report risky events that occur at work to senior management (Aydın, 2002-2003: 85) and are behind all kinds of accusations that the employee has made (Cemaloğlu ve Akyürek, 2017: 128). In this context, the hypothesis created for the relationship between trust in the manager by his identity and whistleblowing is as follows:

H1e: There is a negative relationship between trust in the manager and whistleblowing.

It is extremely vital for employees to have high organizational trust in order to repeat the wrong or erroneous behaviors performed by an individual or a group in the institution and for the staff not to engage in behaviors that will harm the organization. When looking at the studies implemented in the literature, it is look that in these studies, directly expressing fraudulent and fraudulent situations that exist in institutions may cause an increase in retaliatory behavior (Mesmer-Magnus ve Visweswaran, 2005: 278) and that they are over-prepared for all kinds of negative behavior compared to other employees working at work (Yeniavcı, 2020: 55). In this context, the hypothesis created for the relationship between trust in the organization by its identity and whistleblowing is as follows:

H1f: There is a negative relationship between trust in the organization by revealing one's identity and whistleblowing.

It is extremely vital that organizational trust is high so that employees do not allow fraud to be committed in the accounting records of the institution and cash transfers are not made without the knowledge of the senior management. When seeing at the studies in the literature, there is an increase in illegal behavior occurring at work by employees who report to the manager by hiding their corporate identity (Celep ve Konaklı, 2012: 67) and an increase in reporting to senior management because of authoritarian and oppressive managers (Erdost Çolak ve Genç, 2018: 48) in these studies. In this context, the hypothesis created for the relationship between trust in the manager by hiding his identity and whistleblowing is given below:

H1g: There is a negative relationship between trust in the manager and whistleblowing hiding one's identity.

It is extremely vital that organizational trust is high in order for employees not to be able to communicate the problems occurring in the institution because of the strict hierarchical structure and not to ignore the complaints of the staff of the workplace. When seeing at the studies implemented in the literature, it is look that in these studies, there is an improve in the behavior of personnels who report to the organization by hiding their corporate identity, spreading the activities of the workplace within the organization without being identified (Arslan ve Kayalar, 2017: 16) and an increase in their desire to voluntarily report more behavior because of feeling restless and responsible for wasting resources. In this context, the hypothesis created for the relationship between trust in the organization by hiding the identity and whistleblowing is as follows:

H1h: There is a negative relationship between trust in the organization and whistleblowing hiding one's identity.

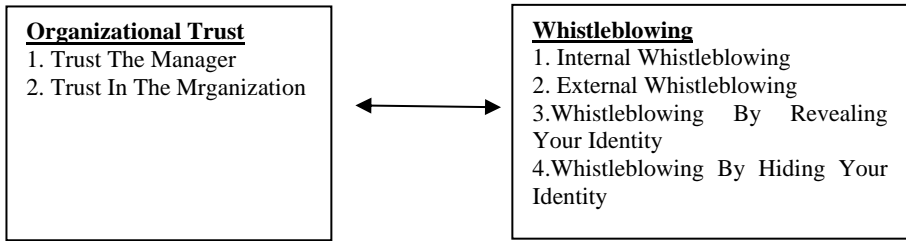


Figure 1. The Model of The Research

3.3.Data collection and Participants' Characteristics

The cause of the research is to investigate the relationship between organizational trust and whistleblowing. The General Directorate of State Hydraulic Works operating in Turkey constitutes the main mass of the study. However, it was selected from the sample because it would not be possible to reach all of the water works employees in Turkey. To make collect the questionnaires belonging to the study quickly and easily, a sample was used easily. T.C. A total of 20,184 people work at the General Directorate of State Hydraulic Works (<https://bolge24.dsi.gov.tr/>).

A sample calculation formula designed with quantitative variables is preferred for the study. According to this formula, it was caused that it would be sufficient to reach 396 samples for a universe with a size of 20,184 and 405 surveys were reached. Bartlett vd.. to calculate the sufficient sample. The calculation method developed by, (2001) and transmitted by Gürbüz ve Şahin (2018) was used.

Stratification has been made for the personnel working in the state water works on the basis of professional groups. 405 people were caused as the sample size for the confidence interval, which is 95%, and the personnel were considered as two groups, namely, the officer and the manager. The cause why employees are treated as civil servants and managers is bcause of the fact that there are more personnel as civil servants and fewer employees in the executive group.

3.4.Measures

Both managers and employees have a very important place for public institutions. Kars State Hydraulic Works 24. The fact that the Regional Directorate provides services under intense and difficult conditions has been a subject of interest and has also been chosed because of the fact that the number of blue-collar employees is higher than the number of white-collar employees.

Data in the research were collected by survey method. The “Organizational Trust Scale” and “Whistleblowing Scale” were used in the study. In the first part of the study, demographic information section is included. A survey consisting of 24 items was used to measure whistleblowing and organizational trust structures. The five

point scale was used to rate disagreement or agreements or with the items in the questionnaire on a scale of 1-strongly disagree to 5-strongly agree.

Ethical approval was obtained by the decision of the Scientific Research Ethics Committee of İnönü University Social and Humanities dated 27.07.2023 and numbered 7/2 because of the ability to perform the study 24.State Hydraulic Works where the study was carried out. From the Regional Directorate, 16.05.2023/E-71316372-929-3393445 the permission of the institution has been obtained with the numbered decision. The requirement information has been provided to the employee working in the institution. The questionnaires were collected based on voluntary participation. The questionnaires to be used for the study have been distributed by hand. The data were analyzed with AMOS 25.0 and SPSS 25.0 program. Frequency distributions, skewness, kurtosis, mean, normal distribution, standard deviation, confirmatory, correlation and multiple regression were actioned to perform the evaluations.

Whistleblowing in the second part of the research, the “Whistleblowing Scale”, developed by Nyhan ve Marlowe (1997) and comprising of 12 items and four dimensions, was used. Trust scale are trust in the manager and the last 4 items are trust in the organization. The first 2 items of the whistleblowing scale are internal whistleblowing, the second 2 items are external whistleblowing, the third 2 items are whistleblowing by revealing their identity, and the last 2 items are whistleblowing by hiding their identity

Organizational Trust in the third and last part, Park vd., (2005) the developed by “Organizational Trust Scale”, and consisting of two dimensions and 12 items, was used. The first 8 items of the organizational trust scale are trust in the manager and the last 4 items are trust in the organization.

3.5.Demographic Information

The frequency distributions of the demographic characteristics of the employees of the state hydraulic works are given below. It was concluded that 15.6% of the personnels were women and 84.4% were men. 27.2% of the personnels in the study were between the ages of 30 and under, 13.1% of the personnels were between the ages of 31 and 40, 44.4% were between the ages of 41 and 50, and 15.3% were 51 years and over. It was concluded that 38.5% of the personnels participating in the study were married and 61.5% were single.

It was concluded that 75.8% of the personnels participating in the study were civil servants and 24.2% were managers. Demographic information was not included in the correlation analysis because the study wanted to investigated a relationship between whistleblowing and organizational trust.

4.CONSTRUCT VALIDITY

4.1.Mean, Normal Distribution, Skewness, Kurtosis and Standard Deviation

Since it is necessary to investigate whether the data are distributed normally first, the normal distributions of the data were investigated by “Skewness” and “Kurtosis” analysis (Tabachnick ve Fidell, 2013). Accordingly, it was caused that the results are in the of -2 and +2 (George ve Mallery, 2010).

The average of the whistleblowing scale is between 4.27 and 4.95; its standard deviation is between 0.483 and 0.557; Skewness values are between 0.274 and -1.715 and finally Kurtosis values are between 0.475 and 1.634.

The average of the organizational scale is between 4.34 and 4.71; its standard deviation is between 0.487 and 0.515; Skewness values are between 0.285 and -1.405 and finally Kurtosis values are between 0.162 and -1.609.

4.2.Confirmatory Factor Analysis Results

4.2.1.The Results of the Confirmatory Factor Analysis of Whistleblowing

The criteria for good compliance are $CFI \leq 1.00$ (Baumgartner ve Homburg, 1996), $NFI \leq 1.00$ (Bentler ve Bonett, 1980), $GFI \leq 1.00$ (Bentler, 1980), $\chi^2/df \leq 2$ (Kline, 2011 ve $RMSEA \leq 0.05$ (Chen vd., 2008).

Table 1: The Results of Confirmatory Factor Analysis Related to the Whistleblowing Scale

Variable	X ² /df	RMSEA	NFI	GFI	CFI	CR	AVE	α
Internal whistleblowing	1,43	0,037	0,979	0,974	0,983	0,712	0,567	0,818
External whistleblowing	1,27	0,025	0,951	0,982	0,980	0,723	0,634	0,824
Whistleblowing by revealing your identity	1,23	0,024	0,972	0,968	0,971	0,745	0,658	0,843
Whistleblowing by hiding your identity	1,32	0,031	0,984	0,978	0,978	0,813	0,649	0,754

The whistleblowing scale comprise of four dimensions. Consequently DFA, the good fit criteria of the model were investigated. As a result, internal whistleblowing is $\chi^2/df=1.43$, $NFI=0.979$, $GFI=0.974$, $RMSEA=0.037$, $CFI=0.983$, $AVE=0.567$, $CR=0.712$ and $\alpha=0.818$. External reporting was obtained as $\chi^2/df=1.27$; $NFI=0.951$, $GFI=0.982$, $CFI=0.980$, $RMSEA=0.025$, $AVE=0.634$; $CR=0.723$ and $\alpha=0.824$. By hiding the identity, whistleblowing was caused as $\chi^2/df=1.23$, $GFI=0.968$, $RMSEA=0.024$, $NFI=0.972$, $CFI=0.971$, $CR=0.745$, $AVE=0.658$ and $\alpha=0.843$. By revealing the identity, whistleblowing was caused as $\chi^2/df=1.32$, $GFI=0.978$,

NFI=0.984, CFI=0.978, RMSEA=0.032 and $p < 0.001$, CR=0.813, AVE=0.649 and $\alpha = 0.754$.

It has been seen that the fit criteria of the model are at the appropriate limit. Therefore, there was no need to look at the modification indexes. In this case, the items of the scale are within the limits of the criteria of good fit. The composite reliability of the nepotism scale should be $CR \geq 0.70$ and the described mean variance should be $AVE \geq 0.50$ (Goyal ve Aleem, 2023). The composite reliability deficiency of the sub-dimensions of the scale is between 0.780 and 0.865. The composite reliability deficiency of the sub-dimensions of the scale is between 0.712 and 0.813. The deficiency of the sub-dimensions of the scale is between 0.567 and 0.649. The Cronbach Alpha of the scale is greater than $\alpha > 0.70$, and the Cronbach Alpha of all its sub-dimensions is between 0.754 and 0.843.

Table 2: The Results of the Confirmatory Factor Analysis Related to the Organizational Trust Scale

Variable	χ^2/df	RMSEA	NFI	GFI	CFI	CR	AVE	α
Trust the manager	1,59	0,029	0,977	0,967	0,971	0,744	0,659	0,784
Trust in the organization	1,73	0,044	0,989	0,991	0,983	0,823	0,685	0,798

The organizational trust scale comprise of two dimensions. Consequently DFA, the good fit criteria of the model were caused. As a result, trust in the manager is $\chi^2/df=1.59$, GFI=0.967, NFI=0.977, RMSEA=0.029, CFI=0.971, AVE=0.659, CR=0.744 and $\alpha = 0.784$. Confidence in the organization was obtained as $\chi^2/df=1.73$; GFI=0.991, NFI=0.989, CFI=0.983, RMSEA=0.044 and $p < 0.001$, CR=0.823, AVE=0.685 and $\alpha = 0.798$.

It has been seen that the fit criteria of the model are at the appropriate limit. Therefore, there was no need to look at the modification indexes. In this case, the items of the scale are within the limits of the criteria of good fit. The composite reliability of the organizational trust scale should be $CR \geq 0.70$ and the described average variance should be $AVE \geq 0.50$ (Goyal ve Aleem, 2023). The composite reliability deficiency of the sub-dimensions of the scale is between 0.744 and 0.823. The deficiency of the sub-dimensions of the scale is between 0.659 and 0.685. The Cronbach Alpha of the scale is greater than $\alpha > 0.70$ and the Cronbach Alpha of all its sub-dimensions is between 0.784 and 0.798.

4.2.2. The Results of the Correlation Analysis of Organizational Trust and Whistleblowing

Table 3: The Correlation Analysis of the Relationship Between Organizational Trust and Whistleblowing

	W-ORT.	IW-ORT.	EW-ORT.	WRYI-ORT.	WHYI-ORT.	OT-ORT.	TM-ORT.	TO-ORT.
W-ORT.	1	-,504**	-,753**	-,742**	-,545**	-,184**	-,105*	-,111**
IW-ORT.	-,504**	1	-,222**	-,196**	-,019	-,122**	-,103*	-,104*
EW-ORT.	-,753**	-,222**	1	-,464**	-,174**	-,104*	-,114*	,043
WRYI-ORT.	-,742**	-,196**	-,464**	1	-,208**	,100	,021	-,037
WHYI-ORT.	-,545**	,019	-,174**	-,208**	1	-,005	,033	-,071
OT-ORT.	-,184**	-,122*	-,104**	,100	-,005	1	-,919**	-,720**
TM-ORT.	-,105*	-,103*	-,114*	,021	,033	-,919**	1	-,389**
TO-ORT.	,011	-,104*	,043	-,037	-,071	-,720**	-,389**	1

**0.01 has two-way meaning.

*0.05 is one-way meaningful.

W-ORT: Whistleblowing

IW-ORT: Internal Whistleblowing

EW-ORT: External Whistleblowing

WRYI-ORT: Whistleblowing By Revealing Your Identity

WRHI-ORT: Whistleblowing By Hiding Your Identity

OT-ORT: Organizational Trust

TM-ORT: Trust the Manager

TO-ORT: Trust in the Organization

There is a negative correlation between organizational trust and whistleblowing ($r=-,184$). There is a negative correlation between internal trust in the manager and whistleblowing ($r=-,103$) and a negative correlation between trust in the organization and internal whistleblowing ($r=-,104$).

It was caused that there was a negative relationship between trust in the manager and external whistleblowing ($r=-,114$), while there was no negative relationship between trust in the organization and external whistleblowing ($r=,043$).

There was no negative relationship between trust in the manager and whistleblowing by identity ($r=,021$) and trust in the whistleblowing organization by identity ($r=-,037$).

Finally, no relationship was found between trust in the manager and whistleblowing by hiding one's identity ($r=,033$) and between trust in the organization in a negative direction and whistleblowing trust by hiding one's identity ($r=-,071$).

4.2.3. Regression Analysis of the Relationship Between Organizational Trust and Whistleblowing

In the study, multiple regression between organizational trust and whistleblowing was performed to whistleblowing. The data related to the results are in Tables 8, 9, 10 and 11.

Table 4: The Results of the Multiple Regression Analysis of the Internal Whistleblowing Dimension

Variable	B	SH	β	T	Sig.
Constant	3,598	0,243	-	9,049	,000
Trust the manager	-0,405	0,045	-0,166	-2,872	,000
Trust in the organization	0,167	0,038	0,392	6,177	,018

In Table 4, it was found that the sub-dimensions of the organizational trust scale significantly prognosticated the internal whistleblowing dimension of the whistleblowing scale ($F=20,136$; $p<,001$). The forecasting variables clear up 16% of the alteration in the organizational trust dimension ($R=0.125$; $R^2=0.0116$). The manager trust dimension, which is the sub-dimension of the organizational trust scale, negatively prognostics the internal whistleblowing dimension, which is the sub-dimension of the whistleblowing scale ($\beta=-0.166$; $p<,05$). The organizational trust scale; the internal whistleblowing dimension, which is the sub-dimension of the organizational trust dimension, is the sub-dimension of the whistleblowing scale ($\beta=0.392$; $p<,05$) does not prognostic in a negative direction.

Table 5: The Results of the Multiple Regression Analysis of the External Whistleblowing Dimension

Variable	B	SH	β	T	Sig.
Constant	3,642	0,415	-	8,765	,000
Trust the manager	0,183	0,088	0,115	2,080	,976
Trust in the organization	-0,223	0,077	-0,217	-5,885	,000

In Table 5, it was found that the sub-dimensions of the organizational trust scale significantly prognosticated the internal whistleblowing dimension of the whistleblowing scale ($F=21,520$; $p<,001$). The prognostic variables explain 13% of the alteration in the organizational trust dimension ($R=0.114$; $R^2=0.0129$). The manager trust dimension, which is the sub-dimension of the organizational trust scale, does not negatively prognostic the external whistleblowing dimension, which is the sub-dimension of the whistleblowing scale ($\beta=0.115$; $p<,05$). The organizational trust scale; the organization trust dimension, which is the sub-dimension, is the external whistleblowing dimension, which is the sub-dimension of the whistleblowing scale ($\beta=-0.217$; $p<,05$) prognostic in a negative direction.

Table 6: The Results of Multiple Regression Analysis of the Whistleblowing Dimension by Revealing Its Identity

Variable	B	SH	β	T	Sig.
Constant	4,515	0,389	-	11,598	,000
Trust the manager	0,162	0,082	0,142	3,755	,451
Trust in the organization	-0,270	0,073	-0,354	-7,843	,000

In Table 6, it was found that the sub-dimensions of the organizational trust scale significantly prognosticated the whistleblowing dimension by explaining the identity of the whistleblowing scale ($F=27,816$; $p<,001$). The prognostic variables explain 23% of the alteration in the organizational trust dimension ($R=0.153$; $R^2=0.0234$). The organizational trust scale; The manager trust dimension, which is the sub-dimension, cannot prognostic the whistleblowing dimension negatively ($\beta=0.142$; $p<,05$) by explaining the identity, which is the sub-dimension of the whistleblowing scale. The organizational trust scale; the organization trust dimension, which is the sub-dimension, negatively prognostic the whistleblowing dimension ($\beta=-0.354$; $p<,05$) by explaining the identity, which is the sub-dimension of the whistleblowing scale.

Table 7: The Results of Multiple Regression Analysis of the Whistleblowing Dimension by Hiding Its Identity

Variable	B	SH	β	T	Sig.
Constant	3,367	0,382	-	7,793	,000
Trust the manager	-0,158	0,079	-0,351	-3,158	,000
Trust in the organization	0,290	0,084	0,149	4,635	,384

In Table 7, it was found that the sub-dimensions of the organizational trust scale prognosticated the whistleblowing dimension significantly by hiding the identity of the whistleblowing scale ($F=23,214$; $p<,001$). The prognostic variables explain 20%

of the alteration in the organizational trust dimension ($R=0.142$; $R^2=0.0201$). The manager trust dimension, which is the sub-dimension of the organizational trust scale, negatively prognostic the whistleblowing dimension ($\beta=-0.351$; $p<,05$) by hiding the identity, which is the sub-dimension of the whistleblowing scale. The organizational trust scale; the organization trust dimension, which is the sub-dimension, cannot prognostic the whistleblowing dimension negatively ($\beta=0.149$; $p<,05$) by hiding its identity, which is the sub-dimension of the whistleblowing scale.

The Results of the Hypothesis:

H1: There is a negative relationship between organizational trust and whistleblowing. (Accepted)

H1a: There is a negative relationship between trust in the manager and internal whistleblowing. (Accepted)

H1b: There is a negative relationship between trust in the organization and internal whistleblowing. (Red)

H1c: There is a negative relationship between trust in the manager and external whistleblowing. (Red)

H1d: There is a negative relationship between trust in the organization and external whistleblowing. (Accepted)

H1e: There is a negative relationship between trust in the manager and whistleblowing by deciphering identity. (Red)

H1f: There is a negative relationship between trust in the organization by revealing one's identity and decriminalizing whistleblowing. (Accepted)

H1g: There is a negative relationship between trust in the manager and deceptively hiding one's identity. (Red)

H1h: There is a negative relationship between trust in the organization and deceptively hiding one's identity. (Red)

H1, H1a, H1d, H1f, H1g hypotheses were accepted from the hypotheses tested consequently of the analysis of the data gained in the research; H1b, H1c, H1e, H1h hypotheses were rejected.

5. Conclusion, Discussion and Suggestions

The issue of whistleblowing, which arises as a result of employees who believe that justice cannot be achieved in the institution, there is no ethical climate, it is hard to communicate with managers, and the institutional structure of the workplace is corrupt and irregular, taking certain actions to correct this current situation, was investigated in this study. It has also been investigated to what extent the decrease in the trust of the employees' trust in the institution affects the whistleblowing behavior. Moreover, it was thought that the decision between these two variables could be considered as a contribution to the relevant literature.

When these findings are investigated in the study, it has been look that there is a negative relationship between organizational trust and whistleblowing. When we look at the sub-dimensions of whistleblowing and the sub-dimensions of organizational trust:

It has been caused that there is a negative relationship between trust in the manager and internal whistleblowing. However, it could not be caused that this dimension has a negative relationship between the trust in the organization. Because of the missing of effective communication between employees and managers in the institution, staff may avoid communicating problems that occur at work to their managers. For this cause, it can be said that employees who think that there are many non-positive or incorrect events in the institution may engage in the behavior of reporting the workplace by avoiding solving existing situations.

It has been caused that there is a negative relationship between trust in the organization and external whistleblowing. However, it could not be caused that this dimension has a negative relationship with trust in the manager. It can be said that the employees who believe that the existing problems cannot be solved between the employees and the organization and the employees who think that no criminal sanctions will be applied against the ethical deceptions that have taken place avoid transferring the current situation to the workplace. For this cause, it can be said that employees whose trust in the justice mechanism is shaken in the institution may engage in behavior to report existing situations to platforms that are outside the workplace.

It was caused that there is a negative relationship between the trust in the organization and the whistleblowing of whistleblowing by revealing their identity. However, it could not be caused that there was a negative relationship between this dimension and trust in the manager. It can be said that employees who think that behaviors such as fraud, deceptive behavior, retaliation that occur in the institution among employees cannot be eliminated avoid expressing their ideas, thoughts and objections by explaining their identity because they do not trust the workplace. For this cause, it can be said that employees whose satisfaction with the institution decreases may engage in the behavior of informing about the current situations from the workplace by explaining their identity.

It has been caused that there is a negative relationship between the trust in the manager and the deceptions by hiding their identity. However, it could not be caused that there is a negative relationship between this dimension and the trust in the organization. It can be said that employees avoid transferring the current situation to the manager because of situations such as having an honest relationship between employees and managers in the institution, the practice of mobbing decrees and the punishment of employees who exhibit unethical behaviors. For this cause, it can be

said that because of the lack of return to negative feedback in the institution, being ignored and not being transparent in solving problems, employees may engage in behavior to report the current situations at work by hiding their identity because of the negative situation they may encounter.

These findings in the research, it was caused that there is a negative relationship between organizational trust and whistleblowing. It is not similar to Aydan's (2017) study with 369 employees working in outpatient surgery and surgeries of a university hospital operating in Ankara Province, and Özdemir ve Erçelik's (2022) study with 405 employees working in hospitals, Community Health Centers and Family Health Centers located in Bitlis province.

It has been caused that there is a negative relationship between trust in the manager and internal whistleblowing. Işık vd., (2020) does not bear any resemblance to the study they conducted with 276 staff working in an educational and research hospital operating in Ankara Province.

It has not been caused that there is a negative relationship between trust in the organization and internal whistleblowing. It does not bear any resemblance to the study conducted by Aydan (2017) with 369 employees working in outpatient surgery and surgeries of a university hospital operating in Ankara Province.

It has not been caused that there is a negative relationship between trust in the manager and external whistleblowing. Işık vd., (2020) it is similar to the study conducted by, with 276 staff working in an educational and research hospital operating in Ankara Province.

It has not been caused that there is a negative relationship between trust in the organization and external whistleblowing. It does not bear any resemblance to the study conducted by Aydan (2017) with 369 employees working in outpatient surgeries and surgeries of a university hospital operating in Ankara Province.

It could not be caused that there is a negative relationship between trust in the manager by deciphering his identity and whistleblowing. Işık vd., (2020) it is similar to the study conducted by, with 276 staff working in an educational and research hospital operating in Ankara Province.

It has been caused that there is a negative relationship between and trust in the organization by deciphering its identity and whistleblowing. It does not bear any resemblance to the study conducted by Aydan (2017) with 369 employees working in outpatient surgery and surgeries of a university hospital operating in Ankara Province.

It has been caused that there is a negative relationship between trust in the manager by hiding his identity and whistleblowing. Işık vd., (2020) does not bear any resemblance to the study they conducted with 276 staff working in an educational and research hospital operating in Ankara Province.

It could not be caused that there is a negative relationship between trust in the organization by hiding the identity and whistleblowing. It does not bear any resemblance to the study conducted by Aydan (2017) with 369 employees working in outpatient surgery and surgerys of a university hospital operating in Ankara Province.

It may be suggested that an effective communication environment should be provided between managers and staff in order for employees not to transfer problems occurring in the institution to platforms that are outside the workplace. When unethical behaviors are observed in the institution, an environment of trust can be provided that employees will not face any retaliation during the process of transferring this current situation to the management level. In order to prevent rumors that there are inaccuracies, injustices and bad behaviors that may occur or exist in the institution from spreading into the workplace, some reward mechanisms may be applied in order to transmit information primarily to the management level. Applications such as in-house notification and complaint line can be put into effect for personnel who are afraid to directly transfer the current situation existing in the institution to the management level and other employees. In order to prevent the spread of unfounded and untrue information about the institution, it may develop some deterrent policies in order to punish employees who spread false news. Conferences can be organized and seminars can be given to problems or problems between employees and other managers to make increase the trust between the management level and personnels in the institution. The company also organizes conferences and seminars to the problems between employees and other managers. This work can be done with personnel working in other public institutions. This can be done by adding demographic information to the study.

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Chapter 2

A Review on Career Concept and Career Values

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ABSTRACT

Career, which is defined as the stage, success and expertise achieved through time and work in a profession, is a concept that progresses and develops with the individual throughout his/her life. Career is important for both the organization and the individual since the career process imposes great responsibilities on both individuals and organizations. The concept of value is an effective factor in shaping behavioral patterns. Career values are explained by the concept of self, which is expressed as the whole of an individual's abilities, core values, motivations and needs developed in relation to his/her career. This study was conducted to examine the concept of career and career values. In this context, it is aimed to examine the historical development of the concept of career, some concepts related to the subject, dimensions of career, career stages and career values. As a result, it was emphasized that working conditions compatible with individuals' career values can create positive results and various suggestions were developed.

Keywords: Career, Value concept, Career values.

ÖZET

Bir meslekte zaman ve çalışmayla elde edilen aşama, başarı ve uzmanlık şeklinde tanımlanan kariyer, bireyle birlikte yaşamı boyunca ilerleyen ve gelişen bir kavram olarak karşımıza çıkmaktadır. Kariyer sürecinin hem bireylere hem de örgütlere büyük sorumluluklar yüklemesinden dolayı kariyer hem kurum hem de birey bakımından önemlidir. Değer kavramı ise davranış şekillerinin biçimlenmesinde etkili olan bir unsurdur. Kariyer değerleri, bireyin kariyeri ile ilgili olarak geliştirdiği yetenekleri, temel değerleri, motivasyonları ve ihtiyaçlarının bütünü olarak ifade edilen benlik kavramıyla açıklanmaktadır. Bu çalışma, kariyer kavramı ve kariyer değerlerinin incelenmesi amacıyla yürütülmüştür. Bu kapsamda alanyazında yer alan kariyer kavramının tarihsel gelişimi, konu ile ilgili bazı kavramlar, kariyerin boyutları, kariyer aşamaları ve kariyer değerleri konularının incelenmesi hedeflenmiştir. Sonuç olarak bireylerin kariyer değerleri ile uyumlu çalışma koşullarının pozitif sonuçlar yaratabileceği vurgulanmış olup çeşitli öneriler geliştirilmiştir.

Anahtar Kelimeler: Kariyer, Değer kavramı, Kariyer değerleri.

1. INTRODUCTION

The concept of career derives from the Latin words "carrus" and "carreral". The meaning of career in Turkish is "life, work and profession" and the concept of career is frequently used in daily life (Aytaç, 2005). The Turkish Language Association Turkish Dictionary defines the concept of career as "the stage, success and specialization achieved through time and work in a profession" (TDK, 2024). The definition of career made by Erdoğan (2008), on the other hand, depicts the progression of individuals in the field of profession or field of work in which they are specialized. In a broad sense, the concept of career is the process that involves the development and training of the individual to fulfill the expectations and goals according to the role of the job he/she has undertaken with the knowledge, skills and experience he/she has acquired over the years regarding the profession he/she can perform.

The concept of career, which is related to both the work and social life of individuals, is a concept that progresses and develops with the individual throughout his/her life. When we look at the concept of a career, it is seen that it can be the most effective driving force for individuals to realize something from themselves (Tuna, 2018). Career is a broad concept that is not only related to the job that people have but also to be trained within the scope of their expectations, feelings, goals and desires in relation to the job role given to them in the work environment; knowledge, skills, abilities and desire to work, as well as the rise of the level in the workplace (Bayraktaroğlu, 2008).

As Şimşek and Öge (2007) stated in their study, the concept of a career has three main dimensions: job, position and individual. Position and job dimensions need an organization. Therefore, individuals coexist with the organization in the career process. Therefore, there are two important dimensions, the individual and the organization, in the basic career concept (Şimşek & Öge, 2007). The position of individuals in the organization where they are in business life should be meaningful and they should know in what position they will find themselves in the future. This is called the phenomenon of self-expression and with this phenomenon, individuals can increase and advance their careers. On the other hand, organizations should communicate well with the individual's desire to reach their goals within the organization and facilitate their progress by providing the necessary consultancy (Taşlıyan et al., 2011).

A career is important for both the organization and the individual. This is due to the fact that the career process imposes great responsibilities on both individuals and organizations. The individual should recognize and apply their

own skills and competencies, while the organization should meet the needs of individuals by providing the environment that employees need (Merdan, 2011).

The standards of social life are included in the concept of value. The concept of value is an effective factor in shaping behavioral patterns. Values determine the reasons for behavior and also affect the formation of criteria. The phenomenon of value, which is effective in determining an attitude, is also useful in deciding how to shape the behavior of the individual as required. Negotiations, standards or motivation approved by social groups and each individual are shown as elements of the concept of value (Sarı, 2005). Values can be understood as a system of thought, criteria or standards of behavior and attitudes of individuals. Norms, roles, values and attitudes are mutually interrelated with the specification of organizational functioning. The structure of a certain work environment causes the development of certain values, roles, norms and attitudes not only through the upbringing of the individual but also through a continuous life experience (Batur & Adıgüzel, 2014). Career values are explained by the concept of self. The self-concept is the whole of an individual's abilities, core values, motivations and needs developed in relation to his/her career (Edinsel & Adıgüzel, 2014).

This study was conducted to examine the concept of career and career values. In this context, it was aimed to examine the historical development of the concept of career, some concepts related to the subject, dimensions of career, career stages and career values.

1.1. Historical Development of Career Concept

Looking at the concept of career in the historical development process, it is determined that it started to develop with the emergence of the concept of civil servant from the beginning of the 16th century. In 1937, Hughes, an American sociology expert, defined the concept of career for the first time (Müftüoğlu & Erol, 2013).

The definition of career concept, which has a scientific place in the literature, was first used by Anne Roe in her book "Psychology of Occupations" in 1956. In later times, there was a discussion about the concept of career in Donald E. Supper's book "Career Psychology" in 1957, Tiedeman and Ohara's book "Career Development Selection and Adaptation and Individual Career Development Theory" in 1963, and Jonh Holland's book "Career Choice Theory" in 1966 (Arifoğlu, 2015).

With the innovations in managerial approaches that attracted attention as a result of globalization, the concept of career has become more important since the 1980s (Arifoğlu, 2015). Within the scope of the career concept, "new career

approaches" have been put forward after the 2000s. The characteristics of new career approaches can be counted as being based on profession and professionalism, career goals and continuous innovations, multiple horizontal progression, and the importance of skills and knowledge (Özdemir, 2013). In its current form, the perception of a career is based on the ability to meet the needs of individuals and organizations at the same time (Özgen & Yalçın, 2010).

1.2. Some Concepts Related to Career

Due to the broad meaning of the concept of career, there are different concepts related to career in the literature.

Career flattening (Career plateau): It is defined as the point that stops the progress and development of the working individual in business life (Altınöz & Çöp, 2010). The concept of career plateau also refers to the situation where people have fewer or no opportunities to move to the top management level. This event, which occurs when people are in middle age, can be eliminated with an effective career counseling service (Gümüştekin & Gültekin, 2010).

Career anchors (Career balances): It is the structure that establishes a balance between the perceived abilities and characteristics of individuals and their motives, values, attitudes and behaviors and guides individuals. When people make choices for their careers, these balance structures come to the fore and they can direct their expectations with this value. Career balances are very effective and important in choosing the right career (Aytaç, 2005).

Career path: It is defined as a specific set of job positions that lead to a desired career goal or a sequence of what one wants to do in one's career (Bingöl, 2006; Uyargil et al., 2008).

Glass ceiling: The glass ceiling is defined as limitations such as stereotypes, recruitment, role conflict, promotion and unfair remuneration, a lack of consultants and a lack of communication networks that prevent women employees from advancing to top management positions (Kocacık & Gökkaya, 2005). The reason why it is called a glass ceiling is that these limitations are not clearly visible (Ögüt, 2006).

2. MATERIAL AND METHOD

The main material of this study, which is based on the examination of career concept and career values, is the concept of career. A broad literature review was conducted on the subject. Within the scope of the study, the historical development of the concept of career and some concepts related to the concept of career were first examined. Then, information on career dimensions, career stages and career values were shared and recommendations were developed.

3. RESULTS AND DISCUSSION

3.1. Dimensions of Career

While the subjective perceptions made by individuals in the career process constitute the internal dimension of career, the external dimension of career consists of objective and real perceptions (Şimşek et al., 2004).

The Intrinsic Dimension of Career: People's characters are formed by the intrinsic dimension (Adıgüzel, 2009). In business life, individuals will have to question and understand their position in the organization and determine how and in what way they will progress in their future careers. In this context, individuals confront themselves with questions such as "What do I really want?", "Where do I want to reach?" and "What do I have to achieve my goals?". In this process of questioning, the individual also questions his/her own character, gets to know his/her personality and in this respect, finds the opportunity to determine his/her career goals for the future. According to Organizational Behavior Terminology, personal orientation is defined as the concept of "self-development". According to this explanation, a psychologically healthy individual, as he/she develops and grows in terms of potential, advances and develops his/her career in order to realize himself/herself and strives to achieve his/her goals. However, in order for his/her efforts to be healthy, he/she should advance his/her career with realistic goals and should not contradict individual realities (Soylu, 2002).

The external dimension of career: The external dimension of career consists of the organizations in which individuals are embedded. Individual careers should be examined and guided by the organization. The organization, keeping its orientation close and being aware of the philosophy required by them, should comply with the personal goals and orientations shaped in line with career planning or adapt them to itself without harming them in terms of content and philosophy. In the literature, the concept of "integration of goals" is mentioned concretely in relation to this principle and it is emphasized that organizational and personal goals should be identified with each other (Tanyeli, 2008).

3.2. Career Stages

The efforts of individuals to make their dreams about business life applicable in real life go through various stages. Generally, people's career stages are related to their work experience or age and the time they can do business. However, these career stages vary according to the personality traits of individuals (Bayraktaroğlu, 2008).

The career stage of a working individual can affect his/her needs, attitudes and professional behaviors. Working time and age are the most important career

stage indicators (Noe, 1999). The career stages examined within the scope of the study are explained below.

Exploring-Searching (0-25 years old): This is the stage in which individuals form value judgments about work life, try to identify and recognize their interests and abilities, and prepare for business life. In the exploration stage, people gain some information, perceptions and attitudes about professions since childhood (Aktaş, 2014). At this stage, individuals identify their own strengths and weaknesses, test their values, interests and abilities, and conduct environmental studies. At this stage, it is necessary for the individual to discover his/her characteristics and define these qualities correctly (Argon & Eren, 2004).

Establishment (Age 26-35): In the Establishment stage, individuals have found the job they are looking for and are trying to improve themselves as much as possible. They try to make use of job-related opportunities and set new goals. This period includes the processes of first finding a job, being hired, becoming competent, learning the job and being approved by peers. Individuals' need for safety and security is emphasized (Aydın, 2007; Tunçer, 2012). In this period, which is also considered to be the most productive time period in terms of productivity, individuals should strive to achieve their goals, on the one hand, and on the other hand, they should continuously monitor their work and work performance and accurately investigate the level of meeting their career expectations (Aytaç, 2005).

Mid-Career (36-50 Years): Individuals who have reached adulthood in the course of their lives have mastered their jobs as much as possible, have consolidated their current position and have moved up the hierarchical ladder. In the mid-career stage, the individual either moves up more levels or maintains his/her current career position statically. Both of these formations are evaluated by individuals in terms of life and career. In the mid-career stage, the individual generally makes an effort to protect the position they have reached. In this period, some individuals have reached a respectable place in their professions and have achieved both material and moral satisfaction (Bingöl, 2006).

End of Career (51-65 years): In the end-of-career stage, the individual is physically older but has gained extensive experience. He/she usually has a teaching position. Because of this position, he/she is respected by his/her environment. The negative point at this stage is that health problems begin to emerge. The individual prioritizes health problems and starts to experience tensions in working life (Akman, 2018). At the end-of-career stage, the organization gradually brings the individual closer to retirement. Retirement is usually experienced after the age of 65. As the age of retirement approaches, the

stress of individuals increases. Some people are shocked by this situation and resist the thought of retirement. For this reason, while some make plans for their retirement, others do not leave the organization and aim to guide the individuals who will come after them (Bayraktaroğlu, 2008).

Decline-Retirement (Age 66 and After): In the decline stage, individuals enter the decision-making phase about quitting the job or have already made a decision on this issue (Akman, 2018). Therefore, this situation causes a decrease in their work performance and emerges as psychological withdrawal. Although this situation varies from person to person, reactions generally manifest themselves as negative attitudes (Yaylacı, 2006).

3.3. Career Values

In 1961, at the Massachusetts Institute of Technology, Edgar H. Schein initiated the concept of career value and put it forward in a 13-year study. As a result of the interviews with 44 people with a master's degree in management about their work experience and educational status and the analysis of the questionnaires on personality concepts, values and attitudes, it was seen that there are some themes that express individuals' perceptions and learning about their own developments during their career progression. It has been observed that these themes affect the decisions that individuals make about their career development, sometimes consciously but often without realizing it. Schein associates these themes with career personality perception and defines them as "career anchors" (Edinsel & Adıgüzel, 2014).

In a study conducted by Schein in the mid-1970s, "career values", which are expressed as self-perceptions reflecting the basic values, needs, abilities and motives of individuals and which have an important place for both organizations and employees, were explained under five headings. However, in the 1980s, three more categories were added to the five categories mentioned in various studies involving more business areas and "career values" are evaluated in eight categories. These eight categories examined within the scope of the study are explained below.

Technical Functional Competence: Individuals with technical functional competence desire to demonstrate their technical skills. These people want to continue to benefit from their education. Individuals want to be able to work in positions that lead them to general management. These individuals characterize maturation as the development of skills (Batur & Adıgüzel, 2014).

General Managerial Competence: These individuals care more about internal balance than external balance and aspire to have a much higher salary than their subordinates. Whether individuals with many general managerial

career values will be able to take their particular skills into middle or older age depends on the company they work for. However, in order not to lose their opportunities and to develop them further, people with these career characteristics, whose numbers are increasing day by day, move to better companies and make use of the privileges (wages, personal rights, leave opportunities, etc.) granted to them or transform them into an equivalent opportunity (Batur & Adıgüzel, 2014).

Entrepreneurship: People are motivated by the need to produce something or to build something stable. They want to make new projects instead of executing existing ones. They engage in the act of making unique products of their own making. They manage small organizations but tend to resign when the organization grows and bureaucracy occurs (Batur & Adıgüzel, 2014).

Autonomy/Autonomy: Autonomous people do not accept to work with organizational constraints. The essence of their career is to be able to act freely and to choose to work alone rather than being dependent on something. Virtual organizations are the best environment for individuals with this career value. They do not have fixed schedules; individuals can work from anywhere they want when they find a computer and internet connection. Therefore, individuals with career values can specialize in their fields (Adıgüzel, 2009).

Security/Stability: People with career values of stability attach great importance to job and job security as well as the length of working time in the organization. Therefore, they feel secure in proportion to the length of their working time. Individuals' main concerns may occur with their sense of success. Since they have the value of stability, they are concerned about security or job security. This is met by the employer's demand for a promise of loyalty in return for the promise of stability and job security. Although they are not interested in the content and scope of their jobs and their position in the organization, they would like to be in high positions if their skills allow it. Social security, health and financial security in retirement are the most important factors in their career choices (Adıgüzel, 2009).

Self-Dedication: Committed individuals desire to improve and change the world. They care about helping other individuals, respecting values and dedicating themselves in this sense. These intrinsically motivated people want to use their work life to improve social life. These people do not give up on continuing these efforts, even outside their own organizations or the institutions they work for. These people are also very sensitive to environmental problems (Adıgüzel, 2009).

Pure Challenge: Dealing with challenging problems, competing and winning, enjoying high level work until insurmountable or unsolvable problems

are solved is the most essential characteristic of this value (Adigüzel, 2009). Individuals with the value of pure challenge often want to show that they can do something or beat someone and are constantly looking for more challenging obstacles. Individuals with this value prefer to do jobs in which they are constantly confronted with more difficult problems. However, these individuals do not have technical functional competence values. Because these individuals are not interested in which field they are in (Batur & Adigüzel, 2014).

Lifestyle: People with career-value lifestyles want to balance their individual needs with the needs of their career and family, and treat them as a whole. In order for these people to integrate and balance these main parts of their lives, they need to choose a task that will give them this flexibility. They may therefore feel obliged to give up opportunities for career advancement. The way they live their whole life, whether there are any problems in their family situation and where they live are more important to them than the way they develop their personality in a random environment. Achieving a balance between career, family, work and an individual's lifestyle is the dominant characteristic of these people (Batur & Adigüzel, 2014).

4. CONCLUSION

Rapid developments around the world and the differentiated career values of individuals have led to different perceptions of careers in the labor market, and differences in perceptions between individuals have been effective in changing career experiences.

Changing market conditions and individual expectations have made it foreseeable that the career values that were at the forefront in the past have also changed and that new entrants to the labor market will expect working conditions from companies that fit their career values.

In this context, it will be important for companies to be aware of career values in order to better observe employee / job compatibility during recruitment in today's conditions, where talent wars are increasing without borders and digital globalization cannot be prevented.

It can be suggested that measuring career values and sharing transparent information on the possible alignment between employee candidates and the company's career values would be beneficial in terms of reducing turnover and retaining/attracting talent.

It is recommended that other researchers in the literature present detailed studies that will guide both the field and companies by determining generational career values beyond individual-based career values.

In addition, it is foreseen that being aware of their own career values for those who are already involved in the labor market and will be involved in the future will be beneficial in this long journey that they will be involved in with a lifelong career understanding. In addition, it is obvious that conducting research on the career values of companies and even countries during the job search process and making choices in line with their own values will provide a more sustainable career development.

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Chapter 3

Reconsidering Talent Management through a Sustainability Lens

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Abstract

Given the global issues of climate change, resource depletion, and social inequity, corporations worldwide have recognised sustainability as a crucial issue. This chapter examines the point where talent management and sustainability cross, highlighting the importance of reconsidering traditional talent management systems to match sustainable business goals. Organisations may increase their potential to find, attract, acquire, and retain high-performing employees and achieve long-term resilience and success by incorporating a sustainability perspective into their plans. The chapter explores the significance of incorporating environmental, social, and economic elements into the processes of talent identification, attraction, acquisition, development, and retention. It emphasises the need for sustainable talent management in promoting a culture of ongoing learning, flexibility, and innovation. In addition, the chapter explores the difficulties that organisations encounter when implementing sustainable talent management strategies, including the need to overcome opposition to change, strike a balance between sustainability and broader strategic objectives, and meet fiscal limitations. In conclusion, this chapter asserts that sustainable talent management is crucial for attaining long-lasting organisational success, a competitive edge, and positive social influence in a swiftly evolving business landscape.

Key Words: Sustainability, Talent Management, Sustainable Talent Management, Sustainable Human Resource Practices

Introduction

With the increasing severity of global issues like climate change, resource depletion, and social injustice, corporations worldwide have made sustainability a key focus. Sustainability has evolved beyond its original focus on environmental issues and now includes a wider dedication to responsible corporate practices that achieve a balance between economic growth and social and environmental care (Jia et al., 2023). Talent management (TM) has become a crucial tool for promoting sustainability in the ever-changing business environment. Organizations are becoming more aware that it is crucial for long-term performance and resilience to find, attract, acquire, develop, and retain talent that shares sustainability principles (Jawali et al., 2021).

The increasing recognition of sustainability's role in nurturing long-term organizational success and competitive advantage has resulted in sustainability becoming a critical concern in talent management practices (Collings and Mellahi, 2009). Ren et al. (2023) assert that the integration of sustainable practices into talent management is not merely a trend but a strategic imperative that is consistent with the overarching objectives of organizations that are striving to achieve resilience in a swiftly evolving business environment.

The necessity for organisations to attract, acquire, nurture, and retain top talent who are increasingly prioritising sustainability in their work-life is one of the primary reasons sustainability is becoming fundamental to talent management. Brulhart et al. (2017) have observed that sustainable talent management practices are crucial for improving employee job satisfaction, which in turn enhances organisational culture and overall performance. Employee expectations are changing, with individuals increasingly drawn to employers who align with their values, especially in the areas of environmental and social responsibility (Crowley-Henry and Ariss, 2016).

Furthermore, sustainable organizational performance is directly linked to the implementation of effective talent management practices. We must underscore that the objective of talent management is to establish sustainable performance that is consistent with both operational and strategic objectives. As companies face pressure to demonstrate their commitment to sustainability through their products and services and internal practices like workforce management and development, this congruence is crucial (De Stefano et al., 2017).

This chapter aims to examine the point where talent management and sustainability intersect by re-evaluating conventional methods from a sustainability perspective. There is a growing realisation that businesses cannot achieve sustainable goals without incorporating these concepts into their human resource systems. Therefore, there is a need to reassess the current approach. Talent management,

typically considered a functional component of human resources, needs to adapt in order to align with the wider strategic goals of sustainable business management.

Organisations should reconsider their methods of finding, attracting, acquiring, developing, and retaining talent by adopting a sustainability perspective, which can lead to outcomes that are environmentally and socially consistent. This chapter scrutinizes the potential reorganization of talent management functions, such as planning, identification, attraction, acquisition, development, deployment, and retention, to effectively advance sustainable business goals. The study delves into the potential benefits of aligning talent management with sustainability, offering insightful insights into innovative methods and emerging trends that could potentially boost business success in a rapidly changing environment.

This chapter aims to enhance the ongoing discussion on sustainable business management by emphasising the crucial role of talent management in achieving sustainability goals. By adopting this lens, companies can cultivate a workforce that is not only capable of achieving long-term success but also more sustainable, resilient, and future-orientated.

Understanding the Sustainability Lens

The integration of environmental, social, and economic factors into talent acquisition, development, and retention is a critical component of a sustainability-orientated approach to talent management. This viewpoint acknowledges that organisations are not autonomous entities; rather, they are components of a more extensive ecosystem that encompasses their environment, communities, and employees. The sustainability lens underscores the significance of generating value for all stakeholders, including society at large, customers, and employees, in addition to shareholders (Hossain and Ng, 2020).

Communities increasingly expect organisations to reduce their ecological footprint from an environmental perspective. This encompasses the implementation of procedures that encourage sustainable operations, conserve resources, and minimise waste. For example, talent management strategies may include training programs that promote environmentally responsible behaviours and educate employees about sustainability initiatives (Saeed et al., 2018).

Socially, the sustainability lens emphasizes the creation of an equitable and inclusive work environment. This entails guaranteeing that talent management practices foster diversity, equity, and inclusion, thereby increasing employee engagement and satisfaction (Saleh and Atan, 2021). Organisations that prioritise social sustainability are more likely to recruit and retain talent who appreciate these principles, resulting in a more productive and committed workforce (Kim et al., 2016).

In an economic sense, sustainability in talent management entails aligning practices with the organization's long-term financial stability. This encompasses the investment in talent development and the establishment of career advancement pathways that not only benefit the individual but also contribute to the organisation's strategic objectives (Ahn and Avila, 2022). By doing so, organisations can ensure long-term growth while simultaneously improving their competitive advantage.

Traditional talent management practices, while effective in driving business performance, often limit their scope, primarily focusing on maximizing efficiency, productivity, and profitability in the short term. Global challenges such as climate change, resource scarcity, and social inequality influence the increasing emphasis on sustainability, necessitating a fundamental shift in how organisations manage their talent (Martí-Ballester, 2015). Employees, customers, investors, and regulators are increasingly expecting organisations to prioritise sustainability. The expectation is growing. As younger generations enter the workforce with a strong preference for working for socially and environmentally responsible companies, talent management strategies that fail to reflect these values may struggle to attract and retain top talent (Almaçık et al., 2020).

Businesses must incorporate resilience into their operations due to the rapid velocity of technological change, evolving regulatory landscapes, and increasing environmental pressures. In order to cultivate a workforce that is capable of flourishing in swiftly changing and uncertain environments, it is imperative to implement sustainable talent management practices, including the cultivation of a culture of continuous learning, adaptability, and innovation (Gutiérrez et al., 2018). By cultivating a workforce that is not only productive but also dedicated to the long-term well-being of the business, society, and planet, organisations that consider their talent management practices through a sustainability lens can generate enduring value (Touboulic and Walker, 2015).

It is not merely a trend to re-evaluate talent management through a sustainability perspective; it is a strategic imperative. Organisations can guarantee that they are not only satisfying the current needs but also preparing for a more resilient and sustainable future by adapting their talent management practices to align with sustainability objectives.

Sustainable Talent Management

Sustainable Talent Management (STM) is a strategic method that combines a talent management system with the wider objectives of organisational sustainability (Uygur, 2023). The notion highlights the significance of consistent planning: identifying, attracting, recruiting, nurturing, deploying, and retaining highly skilled personnel who can make valuable contributions to the sustained success and

adaptability of an organisation in a rapidly changing business landscape (Yildiz and Esmer, 2023). The idea is based on the recognition that human capital is a crucial resource for attaining a lasting competitive edge, particularly in light of global difficulties including economic volatility and environmental issues (Odugbesan et al., 2022).

An effective talent management system is crucial for promoting employee engagement and wellbeing, which are vital for the long-term sustainability of an organisation. Stahl et al.'s (2020) study revealed that organisations prioritising talent management can enhance productivity and retain high-performing employees, thereby fostering sustainable growth in the complex current business environment. Moreover, it is important to emphasise that skilled people have a substantial impact on the performance and long-term viability of an organisation. This underscores the criticality of effectively managing these personnel in order to successfully navigate the ever-changing market conditions. This is consistent with the idea that organisations should develop a group of skilled individuals who can fulfil both immediate operational requirements and long-term sustainability objectives (Mujtaba and Mubarak, 2021).

Furthermore, the correlation between talent management and job satisfaction is crucial. Effective talent management systems foster trust and a sense of belonging among employees, leading to decreased turnover intentions and improved organisational stability (Barkhuizen & Gumede, 2021). Khoreva et al. (2017) echo this sentiment, emphasising that organisations must cultivate high-potential workers capable of excelling in unpredictable circumstances. This is crucial for ensuring future organisational performance and sustainable growth.

Incorporating sustainability into talent management strategies and practices also entails cultivating a culture of ongoing learning and growth. According to Jibril and Yeşiltaş (2022), a cyclical and sustainable talent management process is crucial for staying competitive. This process involves finding, developing, engaging, and retaining outstanding individuals. The research of Aina and Atan (2020) reinforces this viewpoint, arguing that organisations must adopt sustainable talent management strategies aligned with global market conditions to achieve exceptional performance.

In summary, sustainable talent management is a holistic approach that recognises the interplay between talent management systems and organisational sustainability. It entails a commitment to finding, nurturing, and retaining talent through effective management practices that promote employee engagement, satisfaction, and continuous development, ultimately contributing to an organisation's long-term success and resilience.

Challenges on Sustainable Talent Management

Businesses have multiple obstacles when implementing sustainable talent management, as they want to integrate their human resource practices with environmental, social, and economic objectives. Organizations often face several challenges when incorporating these ideas into talent management. An essential obstacle is the need to overcome internal resistance to implementing change within the organization. Sustainability frequently necessitates substantial modifications in business operations, which may face resistance from both management and staff (Roy, 2019). Conventional practices and mindsets, which usually prioritise immediate benefits and traditional measures of success, can be challenging to change in order to align with long-term sustainability objectives. Furthermore, there can be a deficiency in knowledge or comprehension regarding the incorporation of sustainability into talent management strategies, resulting in opposition to novel endeavours.

Economic barriers also present an obstacle to the implementation of effective talent management strategies that promote long-term sustainability. Although sustainability projects might provide long-term advantages, they typically necessitate substantial initial commitments in terms of time and resources. Introducing initiatives like environmentally friendly training programs, advocating for diversity, or revamping performance management systems can incur significant expenses, particularly for small and medium-sized firms (SMEs) (Chenoweth et al., 2021). These organisations may face difficulties in allocating the required resources without jeopardising their current financial stability. Furthermore, sustainability initiatives may not always yield immediate quantifiable benefits, making it more difficult to justify these investments to stakeholders who prioritize short-term profitability.

A further challenge is achieving a harmonious equilibrium between sustainability and broader strategic objectives. Many organisations face difficulties in incorporating sustainability into their fundamental business plan while also retaining competitive performance (Carter and Rogers, 2008). Implementing remote work arrangements to decrease a company's carbon footprint can potentially result in operational difficulties that impact productivity and collaboration (Bui et al., 2022). Similarly, the successful implementation of diversity and inclusion efforts may necessitate substantial cultural transformations that require a considerable amount of time. Attaining an optimal equilibrium between sustainability and corporate performance necessitates meticulous planning and strategic congruence.

Insufficient proficiency and understanding in sustainable talent management pose a significant obstacle. Several organisations may lack the requisite

proficiency to develop and execute impactful human resources strategies with a focus on sustainability. Human resource professionals and company leaders may have a deficiency in their understanding of sustainability principles or in their capacity to use them in talent management procedures (Hartog et al., 2012). A skills gap may impede the seamless incorporation of sustainability into talent management. Furthermore, the ever-changing sustainability standards and best practices require organisations to consistently stay updated, which can be demanding in terms of resources.

Employee expectations contribute to the complexities of sustainable talent management. Talented and responsive employees are increasingly insisting that their employers implement sustainable practices, but it can be difficult to match these expectations with the capabilities of the organisation. Facilitating employee involvement in sustainability projects necessitates effective communication, unwavering leadership, and avenues for active engagement. However, organisations may have difficulties in fulfilling these requirements (Tu et al., 2022). Furthermore, there could be a lack of alignment between individuals' personal sustainability principles and the organisation's sustainability objectives, potentially resulting in disengagement or unhappiness if not appropriately addressed.

Implementing sustainability initiatives typically necessitates a transformation in the culture of an organisation, which may be a challenging and time-consuming process (Gusmerotti et al., 2019). Integrating sustainability into talent management construct of a company requires altering mindsets, behaviours, and values across the entire organisation. To achieve this cultural shift, it is essential to have robust leadership, ongoing communication, and active engagement from all organisational tiers. Nevertheless, altering the organisational culture is a challenging task, and companies may face opposition or reluctance, especially if employees are not fully committed to the sustainability agenda (Frandsen et al., 2013).

Ultimately, sustainable talent management provides substantial advantages for organisations seeking to harmonise their human resource strategies with wider sustainability objectives, but it does present certain difficulties. Organisations must traverse important obstacles such as overcoming resistance to change, finding a balance between sustainability and corporate objectives, resolving fiscal restrictions, and developing the requisite knowledge. By acknowledging and resolving these obstacles, organisations can enhance their ability to adopt sustainable personnel management strategies that promote long-term organisational performance and sustainability.

Conclusion

In a progressively intricate and interconnected global environment, sustainable talent management has shifted from being a secondary concern to a primary strategic necessity for firms that strive to achieve enduring success and adaptability. Organisations may promote a workforce that not only enhances corporate performance but also supports wider environmental, social, and economic goals by integrating talent management techniques with sustainability concepts. Integrating sustainability into TM enhances employee engagement, satisfaction, and retention while also tackling pressing global issues like climate change, resource scarcity, and social inequity.

Within the realm of business management, sustainable talent management plays a crucial role in developing a flexible and forward-looking workforce capable of successfully navigating the changing requirements of the global market. As organisations confront increasing demands from stakeholders, such as employees, customers, and regulators, to prove their dedication to sustainability, the capacity to attract, cultivate, and retain skilled individuals who prioritise sustainability has emerged as a crucial factor in gaining a competitive edge. Furthermore, companies that adopt sustainable talent management practices are more likely to attain operational efficiency, improve their reputation, and make a positive impact on society.

Nevertheless, the pursuit of sustainable talent management is not without obstacles. Organisations need to address and overcome any opposition to change, find a way to maintain sustainability while pursuing other strategic objectives, and allocate the required resources and competencies to successfully execute effective practices. Although there are difficulties, the advantages of implementing sustainable talent management are much greater than the expenses. This provides organisations with the chance to generate enduring value for all parties involved.

In sum, sustainable talent management is crucial for organisations aiming to prosper in a swiftly evolving business landscape. Organisations may develop a strong and adaptable workforce that promotes long-term success, innovation, and positive global influence by integrating sustainability into their personnel management strategies.

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Chapter 4

Unfettered or Shackled?: On Media Trends and Couplings with Governance Indicators

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ABSTRACT

Considering the impacts and importance of the media and communication studies on society and other study fields; in addition to an overview over media and communication concepts, in this study it has been aimed to investigate the relationships between the 2023 World Press Freedom Index -which includes political, economic, legislative, sociocultural and security indicators- and the World Governance Indicators (WGI) which consist of "voice & accountability", "political stability & absence of violence/terrorism", "government effectiveness", "regulatory quality", "rule of law" and "control of corruption" components. Data from 120 countries have been analyzed in the study. According to the analysis results, it has been detected that the two biggest contributions to the explanation of the Press Freedom Index set among the Governance Indicators set variables are provided by "voice and accountability" and "control of corruption" variables; on the other hand, it has been determined that the Press Freedom Index component which affects the Governance Indicators set the least is the "security" indicator.

Keywords: Media and Communication Studies, World Press Freedom Index, Worldwide Governance Indicators (WGI), Voice & Accountability, Sociocultural Indicator

ÖZET

Medya ve iletişim çalışmalarının toplum ve başka çalışma alanları üzerindeki etkileri ve önemi göz önüne alındığında, bu çalışmada medya ve iletişim kavramları üzerine genel bir bakış yapılmasının yanı sıra; siyasi, ekonomik, yasama, sosyokültürel ve güvenlik göstergelerini içeren 2023 Dünya Basın Özgürlüğü Endeksi ile “ses ve hesap verebilirlik”, “siyasi istikrar ve şiddetin yokluğu”, “hükümetin etkinliği”, “düzenleyici kalite”, “hukukun üstünlüğü” ve “yolsuzluğun denetlenmesi” bileşenlerinden oluşan Dünya Yönetişim Göstergeleri (DYG) arasındaki ilişkilerin araştırılması amaçlanmıştır. Çalışmada 120 ülkenin verileri analiz edilmiştir. Analiz sonuçlarına göre Basın Özgürlüğü Endeksi kümesinin açıklanmasına Yönetişim Göstergeleri kümesi değişkenlerinden en büyük iki katkıyı “ses ve hesap verebilirlik” ile “yolsuzluğun denetlenmesi” değişkenlerinin sağladığı; öte yandan Yönetişim Göstergeleri kümesini en az etkileyen Basın Özgürlüğü Endeksi bileşeninin ise “güvenlik” göstergesi olduğu saptanmıştır.

Anahtar Kelimeler: Medya ve İletişim Çalışmaları, Dünya Basın Özgürlüğü Endeksi, Dünya Yönetişim Göstergeleri, Ses ve Hesap Verebilirlik, Sosyokültürel Gösterge

INTRODUCTION

Whether it contains visual elements or not, communication includes a message to be conveyed. Industries -such as radio, newspaper, television, marketing, advertising- are opening the gates of the communication to the large audiences via making use of media. Which of us hasn't been impressed by those brightly colored billboards we see in New York City's Times Square or in Tokyo? Other than these digital streamed stages as an outdoor media instrument; also like in-hospital pictures that express a "hush" by nurses (i.e., print media), various patterns of communication media are everywhere and keep going on offering us the opportunity to explore the world surrounding us by helping us grasping fundamental information. All in all, media and communication are interconnected concepts. Most course contents concerning the media and communication researches fields at the world universities focus on the words of journalism, justice, law, ethics, digital, freedom to express, social, new media. This gives us a wink about that the mentioned research areas cannot be separated from society, policy, information technologies and culture in the general sense. Besides, curriculums of the education centers at the media-communication spheres give place to the online gaming or quantitative research components as well. Contrary to yesterday, popularity of the digitally-constructed games -such that manifesting a production in media as the display, video or audio designs- being a new media (Yengin, 2011) is far at the high level in an unavoidable manner.

Soaring social network platforms today have made it possible for people to get into touch with different methods to a great extent. In particular, Twitter has been one of the hits among its competitors. Super Bowl 2014 where the social media which makes its impact felt with an immense number of posted tweets and conventional TV broadcast meet under the same roof, has made its stamp by drawing on the audience in interest and attaining the capability of being a huge arena for ads. That is, social media has functioned like a marketing instrument as well and its stature has reached a considerable position (Shin et al., 2015: 109-110). As a matter of fact, the inimitableness and diversity exhibited by the Super Bowl in the media world made it stand out as the dynamo of the media (Swan, 2024).

So much so that the way we exhaust information changes day by day. Now we want to browse a wide variety of content with short video duration. We want to provide communication by creating a personal account on a platform (internet publishing), and see the fruits as extra income, so to speak. Of course, for this, you have to swim in the deep rules sea of being a publisher. In this context, progressions in technology brought by the globalization age may direct

us on re-thinking the dimensions of communication. After all, you have to pay taxes on your earnings, and the legal basis is of great importance in your relations with your followers or in terms of the content you create. Under all circumstances, you are legally responsible for your actions in return for the added value you create. As those who approach consumption from a dissimilar perspective, we are now forced to adapt ourselves to new financial conditions and find ourselves as having subject to a new genesis of culture. Thus, globalization enables to redefine social interactions. It also constitutes activities that transcend traditional political boundaries apart from the cultural ones. It is noteworthy to say that communication get its power from globalization and vice versa. So, without one of them, it remains incomplete and meaningless to explain the other (Ors, 2015: 911-912).

On the ground of media & communication researches, in the impact evaluations covering the year 2014, it is stated that institutions such as the London School of Economics and Political Science, Cardiff, Goldsmiths, King's and Westminster were at the forefront on the influential base and that in gripping those effects in-depth, besides their organizational structures, smooth accession of the institutions in question to industry -as a superiority of being in the capital towns- and policy makers may be significant (Downey, 2017: 176). In their paper, Yates and Orlikowski (1992) handled the organizational communication and media linkages in a comprehensive way. That doing so, specifically, it was drawn attention to two unlike notions of "communication genre" (i.e., characterizing a communicative deed like letter or memorandum [Orlikowski and Yates, 1993: 20]) and "communication medium" (i.e., a tool where the information is delivered or stocked; such as e-mails), also to interactions between them. They also mentioned that with this clear distinction, new media-oriented communication will be able to be comprehended in a more elaborate manner (Yates and Orlikowski, 1992: 310-311, 319).

Taking the importance of media into consideration, this study aims to shed light on the relationships between world press freedom and worldwide governance indicators (WGI), thereby giving a potential insight about the social and political roles at the core of media. In this context, it will be focused on the "media" phenomenon within the conceptual framework and evolutionary processes of it. Furthermore, intertwined perspectives of media and government will be mentioned. The associations between press freedom and six governance indicators -which are voice & accountability, political stability & absence of violence/terrorism, government effectiveness, regulatory quality, rule of law, corruption control (Kaufmann et al., 2010)- will be clarified via canonical

correlation analysis. At the ultimate phase, findings of the study will be presented.

“MEDIA” NOTION AND SOME GOVERNANCE BENCHMARKS

Media has evolved into the form it has now days through a momentous chronological process. Starting from the Bible of 1455 by Johannes Gutenberg, the familiarization of Microsoft Windows Operating System in the year 1985 was a part of that process. Of course, ongoing advances on technology have been the remarkable driving force to shape the media. Surely, it may take a long time for the impact of these advances to be felt in society. The basic mentality of technology is to expect a beneficial response. To put it more clearly, it is certain that innovations in communication technology disrupt a situation that has been going on for a long time. They are accepted only if they promise radical potential, therefore they cannot be isolated from the economy and communalities. Re"new"al of media -via internet- call social alterations into being with an impinge on the force equilibrium among social units as in politician-elect or man-woman interrelations (Adams, 2009: 13-15). On the other hand, there exists the posit that besides the Cold War period -experienced after World War II- coming to an end, those progressions at issue also strengthen the competence that the coverage of news media conspicuously penetrates the foreign politics even further. It is remarkable to express that journalists have a potential to play an active role in diplomatic matters. So much so that, there are some researches indicating that their attitudes based on personal perspective affect their coverages (Seo, 2011: 467-468). This could be possible when they are unable to remain neutral on political issues with some "lurking" prejudices. Large number of studies have covered the components by which journalists are affected in the matter of news selection. Regarding this, Donsbach (2004) states that it should be paid attention to those matters: 1) news factors that mean scrutinizing the attributes that will make an occurrence newsworthy depending on a professional plane, 2) personal judgments, 3) institutional goals, 4) manipulative power of news sources -i.e., the intervention potency of media or public relations counselors on news coverage (Donsbach, 2004; Caple and Bednarek, 2013: 7). On the other hand, role conceptions adopted by journalists and their effectiveness (i.e., role performance) on news have also been discussed by many scholars. The role conception framework is concerning what journalists express about what sort of duty they undertake in community -thus, the way they perceive their vocation- and what they should perform (Hellmueller and Mellado, 2015: 4; Perreault et al., 2020: 5). Journalistic roles do realize their existence mainly on two core areas that are

daily life and policy (Hanitzsch, 2019) and it would be noteworthy to put a strive on exploring the journalistic roles in order to figure out the position of journalists within society in a better way. In a clear representation, journalistic roles can be stated as the modes of a) normative, b) cognitive, c) practiced and d) narrated. In "normative" representation, the task journalists should acquire in society is created according to vocational expectations, and this role is usually stemmed from the effort of bringing the perspective that journalism bolsters the democracy to operate accurately to the fore. "Cognitive" type is about coveted values and beliefs that emerge depending on taking up the culture of their profession [i.e., "occupational socialization"] (Banjac, 2022: 77). However, the other two roles are concerned with the role performance (Hanitzsch, 2017).

Another indispensable concept that should be covered for media and cultural researches is violence. Undoubtedly, all forms of violence are evil, and according to some scholars, it is great likely to speak of the existence of events such as the engagement in get-tough actions, enemy and bitterness among the individuals when faced with the violence in the media. So, the notion of "media violence" is closely tied to society and its past traces back to the 1950s along with the TV functioning as mainstream (Reissler, 2006). In order to reveal the damage that violence induces on citizens, it has been seen that politicians who bring media violence to the agenda also provide fund the works of media people who endeavor with the aim of making the government prevent that violence (Grimes et al., 2008: ix, 31).

Frohardt and Temin (2003) report that despite the enlightening function of the media, it has also been recorded that media is exploited by someones who take action to trigger off the violent conflict. Their paper utters structural and content indicators to be examined thoroughly for proper decisions making against this exploitation, also implying that media should be tracked for vulnerable communities. As delicated, the scope of structural indicators is over media institutions or government bodies that are pertinent to press while content indicators are relevant to the themes on the climate of fear or despair. To which degree those governmental institutions have efficacy and independency is quite important too. On the other side, the extent to which the media will function is associated with the legal environment. Because without a legislation that will enable media to work freely without government intervention or to protect against exploitation, it will mean that the media will be easily manipulated (Frohardt and Temin, 2003: 1, 5). In the literature, there are many studies focusing on the press freedom. Peifer (2018) takes the "perceived news media importance" (PNMI) concept at the heart of the study in order to build up a scale for PNMI by using three kinds of survey and the major press functions of

information, investigation, analysis, social empathy, mobilization and public forum. This concept concerns the degree to people attach importance to normative journalistic approach in the domain of political public relations, and among the reported findings, it has been stated for PNMI to be beneficial for making predictions of backup for press freedoms. On the other hand, some studies cover the freedom of press and development together (Salwen and Garrison, 1989; Tran et al., 2011) while some focus on press freedom and corruption (Casanova, 2007; Färdigh et al., 2011; Kalenborn and Lessmann, 2013; Steien, 2017; Breen and Gillanders, 2020). Additionally, media and society linkages are given place at those some sources: Peterson et al, 1965; Gurevitch et al., 1982; McQuail, 1997; Winston, 2002; Kennedy and Hills, 2009; Burton, 2010; Poe, 2010; Berger, 2012; Amedie, 2015; Akram and Kumar, 2017; Hodkinson, 2017; Goldlust, 2018; Moores, 2019.

AN EMPIRICAL ANALYSIS ON THE WORLD PRESS INDEX AND GOVERNANCE INDICATORS

Considering the importance of media, this paper aims to underline highlights about the relationships between World Press Freedom Index (WPFI) indicators -political, economic, legislative, sociocultural and security- and Worldwide Governance Indicators (WGI) which are a) voice & accountability, b) political stability & absence of violence/terrorism, government effectiveness, c) regulatory quality, d) rule of law, and e) corruption control. To clarify the relationships in question, “canonical correlation analysis” (CCA) as a multivariate statistical procedure has been performed. Dataset for WGI was extracted out of Kaufmann & Kraay (2023), and WPFI index was obtained from Reporters Without Borders (2023). Totally 120 countries were handled in the research in a way not to include any missing observations. These countries are namely *Albania, Andorra, Argentina, Armenia, Australia, Austria, Belgium, Belize, Benin, Bolivia, Bosnia-Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Cabo Verde, Cambodia, Cameroon, Canada, Central African Republic, Chad, Chile, Comoros, Congo-Brazzaville, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Ecuador, Estonia, Eswatini, Fiji, Finland, France, Gabon, Gambia, Georgia, Germany, Ghana, Guatemala, Guinea, Guinea Bissau, Guyana, Haiti, Hong Kong, Hungary, Iceland, Indonesia, Ireland, Israel, Italy, Ivory Coast, Jamaica, Japan, Kazakhstan, Kenya, Kosovo, Latvia, Lebanon, Lesotho, Liberia, Liechtenstein, Lithuania, Luxembourg, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Mauritania, Mauritius, Moldova, Mongolia, Montenegro, Morocco, Mozambique, Namibia, Nepal, Netherlands, New Zealand, Niger, Nigeria,*

North Macedonia, Norway, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Romania, Rwanda, Samoa, Senegal, Serbia, Seychelles, Sierra Leone, Slovakia, Slovenia, South Africa, South Korea, Spain, Suriname, Sweden, Switzerland, Taiwan, Thailand, Timor-Leste, Togo, Tonga, Trinidad and Tobago, Uganda, Ukraine, United Kingdom, United States and Uruguay. This dataset of the study has been handled as the first 120 countries in which the World Press Freedom Index is ranked according to sociocultural indicators and does not contain missing data when faced with governance indicators variables.

CCA method is performed to maximize the correlation between canonical variates (i.e., linear combinations of the original variables for each set. Naming X (predictor variable) set as “WPF” set and Y (outcome variable) set as “Governance” set, we can define the content of variable sets like that: WPF (WPF indicators: political [X1], economic [X2], legislative [X3], sociocultural [X4] and security [X5]); Governance (WGI: voice & accountability [Y1], political stability & absence of violence/terrorism [Y2], government effectiveness [Y3], regulatory quality [Y4], rule of law [Y5] and corruption control [Y6]). Defining U as a function of X variables and V as a function of Y variables, Table 1 reports the calculated canonical correlations for different canonical variate pairs U_iV_i .

Table 1: Canonical Correlations (ρ)

Canonical Variate Pairs	1 (U_1V_1)	2 (U_2V_2)	3 (U_3V_3)	4 (U_4V_4)	5 (U_5V_5)
ρ	0.853302	0.564123	0.420624	0.238569	0.040226

According to Table 1, five canonical correlation coefficients have been computed. This number is determined as the minimum variable number considering two variable sets ($5 = \min [5,6]$; “WPF” set includes five variables, “Governance” set includes six variables). Based on the results, the linkage between canonical variates is seen to be accounted the most by the 1st canonical correlation coefficient (0.853302). On the other hand, the last three canonical correlations can be said to explain the accounted-for variance as less than 20% when canonical R-squared values (squared canonical coefficients) are examined.

It is of great importance to interpret only the significant canonical correlations. Moving from here, Table 2 presents statistical significance test results of the computed canonical correlation coefficients on the basis of Wilk’s Lambda test statistics. According to this, the canonical coefficients which are

obtained through the first three canonical variate pairs (0.853302, 0.564123 and 0.420624) have been found to be statistically significant at 5% significance level (i.e., <0.05). Since the Wilk's Lambda test value for the first canonical variate pair is 0.144 (indicating unexplained part of the variance), it implies a high level of effect size ($1-0.144=0.856$) for the whole model.

Table 2: Statistical Significance of Canonical Correlations

Canonical Variate Pairs	Wilk's Lambda	Approx. F.	df1	df2	Significance
U ₁ V ₁	0.144	9.115	30	438.0000	0.00000
U ₂ V ₂	0.528	3.879	20	365.7786	0.00000
U ₃ V ₃	0.775	2.478	12	293.9699	0.00422
U ₄ V ₄	0.942	1.141	6	224.0000	0.33932
U ₅ V ₅	0.998	0.092	2	113.0000	0.91256

Note: df1 denotes numerator degrees of freedom, df2 denotes denominator degrees of freedom

Table 3: Standardized Canonical Coefficients and Canonical Loadings

Standardized Canonical Coefficients												
	Governance Set						WPF Set					
	Y1	Y2	Y3	Y4	Y5	Y6	X1	X2	X3	X4	X5	
V ₁	-0.983	0.084	0.763	0.022	-0.268	-0.537	U ₁	-0.410	-0.199	-0.162	-0.164	-0.195
V ₂	0.437	-1.335	0.013	0.998	-0.877	0.537	U ₂	0.377	0.170	0.227	0.254	-1.269
V ₃	1.395	0.346	-0.486	1.736	-2.254	-0.830	U ₃	-0.921	-0.621	1.407	0.296	0.060
V ₄	-0.634	0.750	1.509	1.238	-3.346	1.005	U ₄	-1.496	2.172	0.609	-1.442	0.355
V ₅	-0.689	0.124	-1.112	2.164	1.870	-2.144	U ₅	1.949	-0.894	0.169	-1.367	0.039

Canonical Loadings												
	Governance Set						WPF Set					
	Y1	Y2	Y3	Y4	Y5	Y6	X1	X2	X3	X4	X5	
V ₁	-0.964	-0.682	-0.711	-0.752	-0.820	-0.835	U ₁	-0.965	-0.914	-0.814	-0.900	-0.734
V ₂	-0.047	-0.608	0.028	0.135	-0.047	0.060	U ₂	0.130	0.191	0.185	0.064	-0.678
V ₃	0.030	-0.069	-0.363	-0.229	-0.389	-0.396	U ₃	-0.127	-0.220	0.523	0.029	0.032
V ₄	0.125	0.358	0.446	0.418	0.223	0.366	U ₄	-0.062	0.236	0.113	-0.229	-0.018
V ₅	0.095	0.173	0.265	0.425	0.323	0.086	U ₅	0.177	-0.152	0.126	-0.364	-0.018

Table 3 reports both the standardized canonical coefficients and canonical loadings, thus being useful to figure out how much any set variable has a contribution on the canonical variates relatively. Standardized coefficients have a very practical usage in terms of their interpretation. They show how much change (in std. dev. unit) will occur in a canonical variate for a one standard deviation (std. dev.) change in the original variable. In terms of the standardized coefficients, "Governance" (Y) set is mostly affected by voice & accountability [Y1], government effectiveness [Y3] and corruption control [Y6] variables respectively for the first canonical variate (Y4 -regulatory quality- impacts Y set

the least); and Y2 (political stability & absence of violence/terrorism), Y4, Y5 (rule of law) variables respectively for the second canonical variate (Y3 impacts Y set the least). In terms of canonical loadings, Y1 and Y2 variables are the variables which affect the governance indicators the most when the first (V1) and second (V2) canonical variables are covered, respectively. With respect to V1, the variable that contributes the least to the governance indicators set is Y2. In terms of the first canonical variable, the greatest contributions (in absolute terms) to the press freedom (WPF) set come from political and economic indicators, respectively, and these variables affect the WPF set in a negative direction. In addition, legislative indicator has been the variable that has the least absolute impact on the WPF set in terms of the standardized coefficients while the security indicator has the least impact on the WPF set for canonical loadings too. Additionally, for the second canonical variates, the security indicator is the variable that affects the "WPF" (X) set the most.

Table 4: Canonical Cross Loadings

	Governance Set Variables						WPF Set Variables					
	Y1	Y2	Y3	Y4	Y5	Y6	X1	X2	X3	X4	X5	
U ₁	-0.823	-0.582	-0.607	-0.642	-0.700	-0.713	V ₁	-0.824	-0.780	-0.695	-0.768	-0.627
U ₂	-0.027	-0.343	0.016	0.076	-0.027	0.034	V ₂	0.073	0.108	0.104	0.036	-0.382
U ₃	0.013	-0.029	-0.152	-0.097	-0.163	-0.167	V ₃	-0.053	-0.093	0.220	0.012	0.013
U ₄	0.030	0.085	0.106	0.100	0.053	0.087	V ₄	-0.015	0.056	0.027	-0.055	-0.003
U ₅	0.004	0.007	0.011	0.017	0.013	0.003	V ₅	0.007	-0.006	0.005	-0.015	-0.001

Table 4 reports canonical cross loadings which give an idea on the relationship between the original variables in one set and the canonical variates of the opposite set. Therefore, we could say that taking the first canonical variates, voice & accountability, corruption control and rule of law are the variables being associated with the canonical variable of the WPF set the most, respectively. Likewise, political and economic indicators are the WPF set variables that are related to the canonical variable V1 (of the Governance set) the most.

Since statistical significance tests of canonical correlations have revealed the significance of first, second and third canonical correlation coefficients; only three canonical functions have been covered here. Table 5 shows the communality coefficients that are derived from the sum of the squares of the values which have been taken from Table 4. Bold values in Table 5 imply the most useful variables for the entire analysis. Thus, all variables except for Y3 (government effectiveness) and Y4 (regulatory quality) have been found to be useful in clarifying the reciprocal relationships between variable sets.

Table 5: Community Coefficients (h^2)

Variable	Function 1		Function 2		Function 3		h^2 (%)
	r_s	r_s^2 (%)	r_s	r_s^2 (%)	r_s	r_s^2 (%)	
X1	-0.824	67.90	0.073	0.53	-0.053	0.28	68.71
X2	-0.780	60.84	0.108	1.17	-0.093	0.86	62.87
X3	-0.695	48.30	0.104	1.08	0.220	4.84	54.22
X4	-0.768	58.98	0.036	0.13	0.012	0.01	59.12
X5	-0.627	39.31	-0.382	14.59	0.013	0.02	53.92
Y1	-0.823	67.73	-0.027	0.07	0.013	0.02	67.82
Y2	-0.582	33.87	-0.343	11.76	-0.029	0.08	45.71
Y3	-0.607	36.84	0.016	0.03	-0.152	2.31	39.18
Y4	-0.642	41.22	0.076	0.58	-0.097	0.94	42.74
Y5	-0.700	49	-0.027	0.07	-0.163	2.66	51.73
Y6	-0.713	50.84	0.034	0.12	-0.167	2.79	53.75

Table 6: Canonical Redundancy Analysis

Standardized Variance of the WPF Variables (X set) Explained by				
Their Own Canonical Variate (Shared Variance)			The Opposite Canonical Variate (Redundancy)	
Canonical Function	Percentage	Cumulative Percentage	Percentage	Cumulative Percentage
1	75.606	75.606	55.051	55.051
2	11.024	86.63	3.508	58.559
3	6.805	93.435	1.204	59.763
4	2.498	95.933	0.142	59.905
5	4.067	100	0.007	59.912
Standardized Variance of the Governance Variables (Y set) Explained by				
Their Own Canonical Variate (Shared Variance)			The Opposite Canonical Variate (Redundancy)	
Canonical Function	Percentage	Cumulative Percentage	Percentage	Cumulative Percentage
1	63.925	63.925	46.545	46.545
2	6.619	70.544	2.106	48.651
3	8.295	78.839	1.468	50.119
4	11.690	90.529	0.665	50.784
5	6.695	97.224	0.011	50.795

Table 6 reveals that the first canonical variate V1 (that belongs to “Governance” set) accounts for approximately 55.1% of total variation in WPF set. On the other side, it is seen that 59.9% of the total variation in “WPF” set has been explained by all V canonical variates. In the same manner, while

50.8% of the total variation in “Governance” set is explained by all U canonical variates, 97.2% has been explained by all canonical variates (V) of the same set.

CONCLUSION

This study has mainly attempted to explain the relationship between freedom of the press and governance indicators with multivariate analysis findings using the most up-to-date data available in the data sources (the year 2023 for WGI, the year 2022 for WPF). Data from a total of 120 countries have been used in this paper. If necessary to summarize the general findings; for the first canonical variable (V1), the variables "voice & accountability" and "corruption control" are within the first three variables that affect the Governance set the most while the least contribution to the set in question has come from the "political stability & absence of violence/terrorism" variable when it is looked at the canonical loadings. Also, in terms of the standardized coefficients, the least contribution to the Governance set has come from the "regulatory quality" variable. In addition, it can be concluded that all canonical loadings for the first canonical variates are above 0.30 in absolute terms, therefore their own variables included in the variable sets contribute significantly to their own sets. When canonical loadings are considered, it is seen that the least contribution (in absolute value) to the WPF variable set -related to press freedom- for the first canonical variate comes from the security variable. When considered in terms of the second canonical variate, the two within-set variables that affect the "Governance" set the most have been "political stability & absence of violence/terrorism" and "regulatory quality" variables respectively, while the variable that has the least impact has been "government effectiveness". In terms of the canonical cross loadings, the WPF set variables that affect the canonical variate (V1) of the Governance set the most are political, economic and sociocultural indicators, while the least affecting variable is the security indicator (the second least one is the legislative indicator). On the contrary, the Governance set variables that affect the canonical variable (U1) of the WPF set are "voice & accountability" and "corruption control", while the least affecting variable has been "political stability & absence of violence/terrorism" (the second least affecting variable has been determined to be "government effectiveness").

When looked at the communality coefficients in Table 5, it can be observed that the calculations are made through three canonical functions. This is because only the first three of the five canonical correlation coefficients have been found to be significant based on Wilk's Lambda test statistics. An important finding is also that all variables of the WPF set, that is, all dimensions of the Press Freedom Index, are closely related to Governance components, such that all

communality coefficients are above 45% (those shown in bold type within the mentioned table). In addition, all Governance variables except government effectiveness and regulatory quality have been found to be closely related to press freedom (the most related variables: voice & accountability, and control of corruption). Therefore, the government effectiveness and regulatory quality variables have been found to be useless in terms of the entire analysis, that is, these variables don't make a significant contribution to the Press Freedom set in the context of the countries considered. In this context, it is thought that this study will make a significant contribution to the media research literature by presenting the relationships between media and governance factors with an empirical analysis.

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Chapter 5

The View Of Bosnian Sabit to Various Characters of the Society and to His Period

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Introduction

Divan literature has an identity and a style which is peculiar to itself. The fact that it was written in certain forms and mods does not abstract from the society. Every human being is the mirror of the society in which she lives, and the society appears in the words, attitudes and behaviours of its members and in its literature and in all the cultural characteristics. Alaaddin Sabit Ujiçevi, who was born in Ujitse, Bosna Hersek -today a place in Serbia- with the original and simple language he used in comparison with his contemporaries, is one of the greatest poets of the oriental language of of our Classical Turkish poetry. In this achievement, his clear style and his not being indifferent to the social subjects plays a great role. Although he stayed in Sareyova for a long time, the matters which he saw as a problem are wide range of social matters in Otoman land outside Balkan borders. The fact that his not becoming a stranger to social problems and the reality of life in his poems did not affect his art negatively, and he does not violate the classical form of our classical poetry. While Sabit was telling negative aspects of a person, he did not deal with only his personality, he depicted the society by that person, his main concern is the society. We can say that Sabit is a populist poet who comes from the inside of the society by looking at his point of view to the people and the events in the real life. He could have had the anxiety of making only art, or could not have mentioned the subjects which were irrelevant for himself. However in the poetry of Sabit, the society, the characteristics of the period, the people profiles of the period lie one inside the other.

“Does the classical Turkish poet have any ebb and flow in life, or does he always live in the same way, in his own way, with a fixed view of life?” In this work, in which I sought an answer to the question, I saw that a poet did not remain passive in the face of social issues. Such a study is important as it shows that social issues are also discussed in classical Turkish poetry, as well as the beauty elements of the lover. Scientific studies in this field are almost non-existent. Because most researchers, stuck on the fact that classical Turkish poetry was written with certain rules, thought that classical Turkish poets were always the same, like a uniform product coming out of a factory, and always dealt with the same subjects. Therefore, these researchers have seriously neglected to look at the social aspect of classical Turkish poetry. This study is a study that will fill this gap that most researchers neglect or even fail to see.

Since the framework of Classical Turkish poetry, the topics it will cover and the aspects in which it will examine these topics are generally determined in advance, most researchers working in this field have not been sufficiently interested in whether there is a social aspect in Classical Turkish poetry.

Therefore, it is clear that the knowledge about the connection of classical Turkish poetry with life is very weak. My relevant work is a study that can serve this almost unseen aspect of classical Turkish poetry. For this reason, I tried to show that scientists working in the field of classical Turkish poetry can make syntheses by interacting with other disciplines. I tried to do this by blending literature and sociology in my relevant work.

There are values, expectations and lifestyles that build every society. Although this varies from society to society, it also varies periodically within the same society. Epidemic diseases, wars, famines or riches have brought different emotions to the fore in a society from time to time. These differences have somehow become the subject of poets' poems. In my relevant study, there are social issues related to the living conditions of the Balkan region where Sabit was born and raised, as well as social issues related to Ottoman life in general.

Word, which is the most powerful element of communication and communication that started with the existence of humans, has become the most powerful and indispensable carrier of culture through language. Efforts to say the word beautifully and effectively gave birth to literature, and literature has always included aesthetics. There is no doubt that literature's aspiration for the beautiful has not made it a mere means of aesthetic enjoyment.

Saying that literature will not remain alien to the social without intervening in the nature of literature, in other words, without touching the words that come together in the name of beauty, and being able to see the natural organic bond between the social and literature, is not an intervention in the aesthetic aspect of literature, but on the contrary, a more realistic and accurate approach to its broad meaning integrity.

Of course, literature does not have the function of reflecting the social as it is, but to say that literature is a field that only opens its window to aesthetics, completely outside of life, in its own ivory towers, means to misinterpret literature. The sociology of literature, which takes the literature-society relationship as its main starting point, is the tendency to look at literature from a different perspective. Sociology of literature strives to analyze the social situation with the results and observations of literature and to reach sociological connections based on literature.

It is natural for literature which is a branch of art that it tells the love, happiness, beauties, goodness, on the other hand, it is also natural for the literature that it tells anger, hatred, and the wrong. If a poet who creates the poem exists in a social environment, and that environment shapes him/her, we should focus on the social aspect of the poetry, examine it carefully, and put it

in a place in the general frame of the literature. Because we cannot think the literature separately from the society in which it exists. Literature and the society interact each other reciprocally.

No one can say that poets of the Classical Turkish literature were not aware of the society, the problems of the society, and the justice. In today's Turkey, we see unrefined fanatic adherents of religion, pharisaical people, politicians who lack moral values, incompetent administrators, criers of religious beliefs. It was not different in the past, and their successors have come to today without any change. Being indifferent to the social life which is so alive and clear in Classical Turkish literature means understanding it incompletely. In Sabit's poems which are chosen as examples of the reflection of the society, can be seen the understanding of life and the people profiles of that period.

1. Sabit's view to the Ambitious People

The society advises its individuals to be moderate in every subject, and it presents the characters who should be taken as a model. People sometimes become the captive of their ambitions, and magnify their wishes, and they become a passion. These behaviors of the people who are over-passionate for the world is explained as the cause of the fact that they do not know the world in a reasonable way. They overvalue the world as a result of their ignorance. These attitudes of the people constitute the essence of the negativeness which Sabit saw.

Every society has a culture which includes its all life. Some cultures are prone to be materialistic, and some are prone to be spiritual. Sentimentality is on the fore in the societies which are prone to be spiritual. In the cultures which the emotions are important, overvaluing the world and the worldly goods are not accepted because of their being incompatible with the existing tendencies.

Most of the Classical Turkish literature criticizes this subject mostly. This is closely related to the widespread view of world which was formed parallel to the time and the place in which the Classical Turkish literature was formed. To the people who relies the world blindly without knowing it, to the people who think that they will not leave from the worldly goods, to the people who work and struggle hard for the world are separately addressed in Sabit's poems. The people who consider the world as important as a result of their lack of learning through misfortune, and the people who are deceived of the show the world are in the center of the negativeness in Sabit's poems. According to Sabit, not being able to see the distressing aspects even of the world's pleasures which cause pain, not thinking of leaving from the world at all, not being able to realize that the world endeavors to eat up and do away with the people are great

unawareness. Not grasping what the world is thoroughly is the ignorance of the people who have built so much things and the magnificence on the world which has an end. The people who are realize late that the world is a place which is not taken seriously suffer loss as much as the days they do not realize. Not being able to see, in the era in which is lived, the happiness is not a real happiness, even they are great trouble is a great deficiency. The people who rely and commit themselves to the world which rational people do not rely on should take the rational people as their model. It should be seen that the world does not belong to even the sultans who brought their power into play.

Acıma münhanî-i bâr-ı girân-ı hırsı

Yardım etme şaşırırsın dedigin hammâlın

(Do not pity those who are burdened like porters under heavy loads of personal ambition and never render them assistance!)

Sâbit Ode 221, 5th Couplet [5]

According to Sabit, the people who do not meet face to face the realities of the world by being deceived of the show of the world, the people who do not realize the fact that the world is instable should compensate for their these deficiencies. The people who do not know the interface of the world should realize that the world does not allow a person to live in the same condition forever. The world which grows the person and endows him/her with everything to keep him/her alive in the early stages of the life, adopts an attitude to do away with him/her mercilessly in the later stage of life. The people who do not realize this fact should meet face to face the realities without losing time. Thinking the world endless, and the people dwell in it forever means mis-comprehending the world.

Sabit who addressed to the people who do not realize the instability of the world, the people who have weakness for the world and who are anxious about they will lose their material things, the people who do not give up the beauties of the world is not even tolerant of the people who have signs weakness.

In the verse, we see the influence of the religion of Islam which is effective on the social structure of the period. In this philosophy of life, we see that the world is ignored, and we have information about what the world is, how the world should be understood, and the mistakes of the people.

In the light of this information, why Sabit severely criticized the people who were passionate for the world, why he advised them can be explained by his point of view of life. In the lands where certain thoughts were predominant, the people who thought in the opposite way called the attention to themselves

immediately, and they were not able to save themselves from being criticized because of their evaluation of the world.

By not realizing the fact that the tricks and the plays of the world are temporary, being deceived by its pleasures and thinking that they are endless, being eager to live long by not knowing the world is a place of sorrow are perceived by the poet as great deficiencies of people. According to the poet, the blind people who cannot see the profanity and the repulsiveness of the world should know that the realities are behind the things you want to see. It is a reality that the people who have weakness for the world cannot express themselves clearly and they always think some things secretly for the world, as if they would live in the world forever, gathering too much property, overvaluing the world than it deserves are the circumstances which are hard to understand. Being happy or unhappy by the things which belong to the world, crying or laughing for the world are not accepted as rational and understandable.

By nearly all the Classical Turkish poets including Sabit, destiny-world as a rebellion, complaint from the world, result from the mistakes by interpreting the world in a different way and considering it more important than it deserves. Why we study this aspect of the poet who criticized the world with the negative adjectives such as “mean, old woman, disgraceful, unfaithful, old, merciless” in the context of the world is a place the pleasures of which are fleeting is, -with his independent personality- his not being a kind of person who does not accept the harm immediately, and his not accepting the excuses of the people whose views form the settled idea of world as an over-valued place.

No reason is reasonable to show the world as an overvalued place. In the culture in which Classical Turkish literature was formed, the place of the world and the price it deserves according to this evaluation are evident. According to Sabit, while the value of the world is being determined, ignoring settled norms is a reason for negativeness.

Dü-rûze 'ömr ile pâ der-rikâb-ı rihlet iken
Nedir bu dûr ü dirâz ihtimâm-ı fikr-i ku'ûd

(What is the meaning of working so diligently for this futile world while this brief life is waiting to end just in front of the gate to death?)

Sâbit Qasida (Naat) 2, 3rd Couplet [5]

If the wishes of the people were boundless ocean with no shore, you would see neither a land nor an island. In that ocean the person walks back and forth until s/he is caught by the whirlpool and then swallowed. Lots of the religion

nobles and the wise people who portrayed the unsatisfied aspect of the people advised them to be content with what s/he has, as a prescription. Sabit, who thought in this way, advised the same things, criticized the people who are not prone to learn from the mistakes and the greedy people who always want, and added that passions would never end.

Sâbit bize enfâsı hisâb üzre verirler

Bir müft soluk yok ya bu gavga ne belâdır

(Alas Sâbit, how ridiculous it is to fight for this world while even the breath we inhale is not free in this life and even the number of breaths we shall take was already calculated before.)

Sâbit Ode 87, 7th Couplet [5]

2. Sabit's view to the People Who Have Weakness for the Bodily Desires

In the period in which the Classical Turkish poetry was predominant, some behaviors were praised and appreciated because the religious sensitivity of the people was in a perceived level. Controlling the bodily desires, raking them are high traits which were praised, and considered crucially important. The people who acted against these actions which the society accepted were criticized. By losing the control, leaving them to the stream of the world, having no anxiety to give an explanation for their uncontrolled activities were not accepted as a suitable behavior.

Sabit shows the people who lived according to their bodily desires when they are young, powerful, and healthy that period of time, and remind them the realities they forgot:

Tâ'ib ol tâze iken kuvvet-i nefis ü şehvet

Mürde keyvân mı i'tikâd edersin a fakîr

(Alas poor man, instead of believing in the light, star [Saturn], facts while you are already dead, repent for your sins while you are still very young and at the peak of your strength!)

Sâbit Ode 105, 4th Couplet [5]

There are people who are slaves of their bodily desires among the people who are to be models and a leader. This is the reality of the society.

Mihrâb-ı dilde vesvese-i nefse uymazız

Nefse uyan imâm da muhtârımız değil

(In the Kibla of our heart, we do not fall for the traps of our desires.
Also not any man of faith ruled by his desires can be our leader.)

Sâbit Ode 233, 5th Couplet [5]

Sabit draws attention to the other negativeness which people who have a weak will which cannot say “No!” to their bodily desires. These kind of people cannot control their will.

‘Ukâb-ı murdenin peri de bâd-zen olur

Ehl-i hevâya mevt ile terk-i hevâ muhâl

(It is hard for a man who became a slave of his desires to die or forsake his ambitions. Those who are the slaves of their passion should never forget that once the eagle covering their desires like storm is dead, its wings turn into a useless fan but nothing more.)

Sâbit Ode 240, 2nd Couplet [5]

3. The negativeness in the people who have an occupation, a post, and a position from Sabit’s point of view

Some of the criticism which is related to the people who have a post and an occupation is directly aimed at the occupation’s itself.. A generalization can be made without giving a name, but in some of them, a member of that occupation is criticized. The person’s not deserving that job, or s/he does his/her job for his/her own benefit is criticized.

3.1. Preacher

Sabit criticize the people who criticize the others for their mistakes, if these people had a chance to do the same thing, they could do the same mistakes. These people are ignorant in that they give advice to the people who are similar to themselves. This kind of ignorance is criticized by Sabit:

Vâ’izin bunca ‘akârat ile irfânı mı var

Ki harâbâta koya hânı mı dükkânı mı var

(The preacher who talks so badly about eating and enjoying has neither money to spend for fun nor a house, a shop and he knows absolutely nothing. He talks this way since he is an ignorant man without any financial means.)

Sâbit Ode 121, 1st Couplet [5]

Insincerity of the preacher or the kind of people who should enlighten the society, and lead to it is evident even though they try to hide it.

Hypocrisy of the preacher who should be frank and should be relied on actually conflicts with his face which is seen.

While the preacher is giving advice, his doing this only as a job, as a duty, not for an inner and a deep goal, not as a sincere man, can be explained only by his insincerity.

Vâ'izâ biz sıfat-ı merd-i hudâyı biliriz

Seni ihlâs bilir gibi mürâyî biliriz

(Alas preacher, we know quite well the man of Allah, holy men but we know your hypocrisy as well just we know quite well the meaning of "Ihlâs" surah.)

Sâbit Ode 149, 1st Couplet [5]

Ne kavli fi'line ne fi'li kavline uyuyor

Efendi dinleme bu vâ'izân-ı zerrâkı

(Do not give an ear to this insincere preacher whose acts and thoughts are in conflict!)

Sâbit Ode 326, 5th Couplet [5]

Sabit depicts the preacher as a hypocritical person, as well. Sabit says the preacher is lustful, contrary to his appearance:

Taş attı çâr-tâk-ı hammârı yıktı vâ'iz

Dahl etti nerdübâna bir hayli çıktı vâ'iz

Mecliste el öperken zâlim zarâfet etti

Dest-i latîf-i yâri bir pâre sıktı vâ'iz

(The preacher who ruined the sales of wine seller with his stinging attacks believed to have reached the highest stair with his words but in fact he unveiled his mask while flirtingly holding the hand of a beauty amongst friends.)

Sâbit Stanza 17 [5]

Bosnian Alaaddin Sabit objects to the fact that the preacher and the people like that who gains the confidence of the society by hypocrisy, without discriminating girls and boys he is with them in solitary places in a way violating the borders of ethic. He also objects to their breathing on sick people in order to cure them, and the society's showing respect toward these people:

Rukye-hânlıkla eder derde müdâvâ vâ'iz

Kız okur oğlan okur tekyede tenhâ vâ'iz

(It is not moral that the preacher who allegedly finds cure to diseases through magic and breath secretly abuses young boys and girls in the hidden and desolate corners of lodges.)

Sâbit Ode 186, 1st Couplet [5]

Sabit criticize by saying that they are not able to become a self-actualized man, people who give the society some guidance should eradicate the deficiencies in their essence first:

Sana her meclisinde söyleriz sen mülzem olmazsın

Değil kürsüye vâ'iz 'arşa çıksan âdem olmazsın

(Alas preacher, we keep telling you that in all your gatherings there is always a man good for nothing. Indeed you would never be a real man even if you reached the sky let alone this seat you occupy now.)

Sâbit Ode 254, 1st Couplet [5]

3.2. The critique of the poets

There is much criticism directed towards poets. The poets are criticized in that their poems are not good, and they are not appreciated by the society or their poems are stolen from the poems of the other poets.

If the critic did not have enough information as the person who is criticized, if an incapable person criticized a talented one, so if the talented one was harmed by the ignorant, the outcome would inevitably become a rebellion.

Sabit objects to the fact that deceitful and mean poets talk about the honest poets without knowing their own essence.

Suheni mübtezel ü nazmı çep-endâz ü çepel

Nakd-i güftârı dağel nukre-i endîşesi kem

Bu şekil bir hâr iken işte temâşâ bunda

Dahl eder âdeme bir kendiyi bilmez sersem

(Those silly poets whose words, poems are cheap and tricky and naturally whose income is low are a kind of thorn in a sense. What is interesting however is that unaware of their situation, these poets still try to impress people with their words.)

Sâbit Qasida 17, 69th and 70th Couplets [5]

3.4. Fascination for a position and a rank

People whose only aim is to occupy a position, to reach their aim which turns into a passion, sometimes behave in a way which is to the detriment of the society. These kinds of behavior are criticized.

According to Sabit, running after a position and a rank is well-proportioned with the increase of trouble and anxiety.

Düşdüm hayâl-i mansıb ile gam şikencine

Uğrattı bu ümîd beni umama rencine

(I have been unhappy and uneasy since the time I fell into trap of worries surrounded by dream of fame and authority.)

Sâbit (Musammat)Terci-i Bent 1, 8th Bent, 5th Couplet [5]

3.5. Self-seeking and the Worry for Good Fortune

The people who value only the material things always think their benefit with a worry of good fortune. While doing this, they do not hesitate saying false to the right, and right to the false. By doing so, they harm the society.

Bosnian Sabit criticize the people who both struggle for a position and a rank and criticize the others who are eager for a post and a rank.

Mansıb sakız gülü dil-i pür-nağme 'andelîb

Rağbet edip de çam sakız olmak değil garîb

(When fame and authority becomes gum rose and the singing nightingale of the heart, one should not consider the demand for mastic strange.)

Sâbit (Musammat)Terci-i Bent 1, 7th Bent, 1st Couplet [5]

4. The exploiters of religion from the point of View of Sabit

Under this title, it will be studied the people who are apparently religious, and use the religion as a means of getting their simple desires, or not the the religious people in essence. Religion has been a subject about which the people are sensitive since the past. In every period, there are apparently religious people who use it for their own benefit by addressing the sensitivity of the people.

Bosnian Sabit, while he was criticizing the religious people, he criticized not the religious people, but he criticized the characters who makes the religion a vehicle for their own benefits. Sabit, also, was a religious person who was loyal to his religion. What he was angry about was that the people who say they are religious, but display ignorant acts, perceive the religion as a pile of rules which are only in shape, the characters that lack understanding and tolerance, coarse, and inflexible.

Main subject of the social psychology is the social attitudes and the behaviors adopted by an individual under the effect of socio-cultural, socio-economic products which the people constitute, in other words, materialistic or non-materialistic concepts, value judgments and the objects. Cultural and social products exist as a result of interaction and relations between the people. After the cultural products and the social value judgments which originate from the human relations settle in the society, they begin to form and direct human relations and interaction. Human being creates the culture, but that culture forms the person and causes him/her to gain experience. Motives and experiences produce the behaviors of the person. Human being does not come to the world as a notable are a pasha, rich or poor, religious or irreligious. Individuals acquire social attitudes and behaviors according to the social assets of the cultural environment in which they live (Güler, 2007: 29). However the people who made the religion his way of living and benefit see themselves different and very exceptional. This tendency is criticized.

Ignorant sheikh and disciples, hypocritical guides and dervishes who are hashish addict are the liars who show themselves as a great man of the time. Even though they are not even literate, know nothing, people whose only aim is their own benefit by deceiving the others...

There is no difference between a donkey which breaks off its rope and these kind of people who says they have discovered the divine secrets, with a show, like a guide, sit on the prayer rug. The simile "a donkey which breaks off its rope" is a nice figure of speech used for the behaviors of the characters who are unconcerned, shameless, do no fear from the God, and do not feel ashamed of the human (Güler, 2007, p.38).

Sabit, tells the hypocrisy of the sheiks and religious leaders who should be distinguished characters in the society in a humorous way:

Müridi söyledi şeyhin riyâ-furûş ettiğın

Uzun kulaktan işittim dırâz-gûş idigin

(His own disciple warned me about the hypocrisy of the sheikh who, I was told by a donkey that, had eaten a rabbit.)

Sâbit Ode 261, 1st Couplet [5]

Some of the people who are interested in religion behave contrary to what they say in the society, they cannot control their bodily desires, and they do not have any sensitivity as we see. They live only for their bodily desires, and for their pleasure, they have no worry about any subject. They are not people of emotion, but they are people of material things:

Zemâne şeyhleri sonradan yoğurtluyor
Riyâzetin doruğu tâcî gibi yağlı pilâv

(The sheiks of this age that pretend to be fasting for soul-purification actually eat those buttered rice with yoghurt in times when no one is around.)

Sâbit Ode 280, 2nd Couplet [5]

There are some nice behaviors which should be seen in the people who want to be a hadji, but we cannot see these, on the contrary, we see some impolite behaviors of hadjis. It shows how the society has decayed, how the hadjis go away from the religion.

Sakın hediye-i 'ûd eylemen edeple talep
Zemâne hacılarında ne 'ûd var ne edep

(Do not ever ask shyly for a musical instrument from the hajjis of our age. They have neither lute nor any sense of shame! Indeed they are ready to play without music.)

Sâbit Müfred (singular line without rhyme) 11 [5]

5. Negativeness of his period from the point of view of Sabit

One of the complaints of Sabit about his period is the unjust attitude of the present authority towards the citizens.

The most important duty of the state is the ensure the citizens' safety of life and property, and ensure them live in a peaceful anda in a safe atmosphere. However, disorder in the management of the state caused the justice system being spoilt, and as the unjust practices and the oppression increased, most of the people were offended by the state, and they longed for the past. As a result, they started to complain, and they wanted the state to correct the situation.

An individual gives or takes a bribe to gain a post or a ranking the society or to gain material profit. Sake-heart bribe can also be explained by these needs. Apart from the people who give and take a bribe, there are intermediaries, arrangers, and the people who see and know this event. There are interactions among these. It results in appreciation or condemnation. In this period, ranks and posts are given randomly, unjustly, the people who are poor in quality are employed, and this situation becomes the disaster of the society. Sabit complains an out his period in this way. This change in the society does not harm only the people who cause this situation but also lays the groundwork for social problems which interest all the society.

Complaint from the period in which was lived, being respected of the ignorant people in the society while the knowledgeable and the mature were not

respected are among the main concerns of Sabit. One and the biggest of the factors which lay the groundwork for the disaster of the societies is the fact that the talented people are not appreciated while the worthless is applause, valued, and, respected. That's why this kind of change in that period is criticized.

The basis of the complaint of the period in which Sabit lived is the people of the period. People acted beyond the social norms, and they ran after personal benefits instead of the society's.

From this time on, change and the decay have come out in a different way in the different layers of the society. Criticism for the each layer of the society aimed at repairing these in the direction of the expectations of the society.

Sabit says in his quatrain that the feeling of trust which carries a society, and makes the society feel relieved was non-existent in the people of his period any more, and he takes refuge behind God from the evil of the people. He advises the people who are innocent, and who are not sullied not to lose their humane characteristics, and not to trust in the people of the period.

Aldanma uyup her girîve-i rûbâha
Sâbit sığın ol kerîm olan Allâh'a
Gör vâkı'a-ı Yusuf ü gürk-i çarhı
İhvân-ı zemân ipile inme çâha

(Alas Sâbit, ask mercy from Allah only, do not ever fall for the blind alleys of cheaters! Remember the wolf story of Hz. Yusuf; never trust your false friends!)

Sâbit (Musammat), Rubai (four line poem) 1 [5]

Conclusion

Dîvân poet Sâbit did not write his poems with an aesthetic concern just to make art. Since I had experienced this in my previous works, I approached Sabit's poems from the perspective of sociology. Putting forward such a thesis for Dîvân poetry is not a conventional scientific approach so far. The scientific world did not accept such a thesis until 2008. With my doctoral thesis titled "Social Criticism in Turkish Classical Ottoman Poetry" in 2008, I announced to the scientific world that social issues are extensively discussed in Dîvân poetry. Although there have been some studies in this direction since then, these have remained very insufficient. In this study, the fact that Sabit, instead of just making art, also talked about some behaviors that disrupt society in his poems, caused him to move his poetry to a social field and wander into the world of sociology.

Sabit saw that society would deteriorate as a result of behaviors that could

cause deterioration of each person in particular, so he entered the field of sociology by directing his social criticisms to the society in general instead of directing them to an individual. If Sabit's criticisms had remained at the personal level, there would be no sociological aspect left and Sabit's criticisms would have remained "Satire". However, Sabit also undertook a social duty by turning to the general public.

Every society can be as healthy as the mental and physical health of its individuals. If an individual is mentally and physically problem-free, it paves the way for the formation of a society with very few problems. In particular, addictions, deceitfulness, aggression, etc. seen in individuals, it generally harms social health. In Sabit's poems, personal negativities such as hatred, grudge, financial gain, etc. are among the main factors that drag a society into the abyss. Therefore, the direction of Sabit's criticism is from individual flaws to social flaws. Financial interests, grudges and hatred are the main issues that Sabit sees as the cause of the deterioration of society. As a result of the emotion caused by grudge and hatred, it serves the feeling of doing harm to the hated person, group or political structures. This naturally gives birth to evil. Since the evil done will lead to the opposite evil, the feeling of grudge and hatred was seen by Sabit as a social problem in itself. In their negative approaches towards individuals, we see that that person's temperament and some of their behaviors resulting from their temperament are the subject of their negativity. While the poet, who is thinking of disgracing his interlocutor, says that he is dishonorable, faithless, liar, ungrateful and traitor, he does not do this only with the thought of disgracing him and losing his reputation in society. In fact, if such a purpose were pursued, it would be criticism of a person, that is, satire. However, Sabit's criticisms have social content and are social.

Sabit, like a social doctor, tried to show treatment methods for the problems he identified and tried to draw attention to, and he also aimed to heal the society by getting rid of its basic problems. In every society, there are behaviors that are accepted or unacceptable and social norms that regulate these behaviors. In every society, social norms make the distinction between beautiful and ugly, and Sabit aims to raise the awareness of the society while drawing attention to social issues.

The reason why Sabit's criticisms are about poets like himself who write poetry is due to the fact that poets who have the title of "intellectuals", who are supposed to enlighten the society by guiding it, are very concerned about their personal interests. In those years, in the Ottoman country, where the printing press had not yet arrived, poets had to find a protector and financier to practice

their art. This mostly meant being under the protection of the Palace and statesmen close to the Palace. While poets who exaggerated the desire to find a protector were criticized by Thabit, the general type of person who looked after his own interests was criticized.

In Sabit's poems, subjects such as not speaking the truth, lying, constantly whining without being grateful for his situation, dissatisfaction, insincerity, bad habits, trying to reveal other people's flaws, opportunism, boasting about himself, being lazy are discussed a lot in. In these criticisms, if the subject of criticism had been any person such as Ahmet or Ayşe, it would have been satire. However, in Sabit's poems, the subject of criticism is general, these criticisms are social criticisms and these criticisms have a sociological side.

Bosnian Alaaddin Sabit aimed at serving the society, and being deterrent in order to eradicate the negativeness by his style of poetry which is in the form displaying and criticizing the negativeness which interests the society in the general subjects, extreme points, and the strangeness. While mentioning about a person's physical and spiritual negativeness and the person's himself/herself, there is not a special aspect. However, if the person misuse the possibilities of the group which s/he belongs to, or of the post s/he has, or s/he is of inferior quality, or s/he is incompetent, and so he behaves in a way which is not suitable for his/her post or rank, it has a social dimension. These kind of people are bad representatives of the group which they belong to. By displaying the person like these, the poet draws attention to the disrupted aspect of the society by this person. In his poems, Sabit tries to guide the society by criticizing a kadhi who takes bribe, by criticizing an oppressive governor of a province to show the corruption and the defect ian management, by criticizing the negativeness of some negative characters, and by putting the positive against the negative.

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