An Overvıew of Organizational Behavior Literature in Turkey: Content Analysis on The University Social Sciences Journals Published Between 2012-2016

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Extensive Summary

Introduction

The main purpose of the organizational behavioral discipline is to measure human behavior and make it manageable and so that this discipline can manage the effect that behaviors have created on the organization. Organizational behavior discipline focuses on the behaviors, decisions, perceptions and emotional responses of employees as a field of study of how people think, feel and reflect on their behaviors in and around the organization. In this context, the discipline of organizational behavior is about how individuals and groups are related to each other in the organization and to their colleagues in other organizations. Therefore, organizational behavior researchers systematically examine these issues at the level of individuals, groups and organizations (McShane ve Glinow, 2016:4).

Organizational behavior when looking at the development of the discipline in Turkey, it is seen that the developments do not go simultaneously with the world`s. The studies done in Turkey before the year 1990 have been for more management areas, since the late 1990s has given place to the study field of research within the discipline of organizational behavior (Akyol&Akçay, 2015:153). It is important that the general trend of the discipline be revealed by examining the studies made in the area of organizational behavior which is a relatively young discipline in terms of our country. In this context, in Turkey in recent scientific research examining the organizational behavior literature, focused issues have been revealed on the basis of postgraduate, doctoral theses, submitted notifications, the articles that published in particular journals.

In this research, organizational behavior literature is examined through a different periodical research based on scientific journals. As a result, the aim of the research is to determine how the subjects focused on scientific articles in organizational behavior are displayed according to basic variables such as years, title, method. Within this study, the

articles published in the field of organizational behavior at universities social sciences journals between the years 2012-2016 in Turkey, are examined.

For this purpose, the answers to the following questions are sought:

1- Which main and sub-themes are separated by articles written in the area of Organizational Behavior?

2- How is the distribution of examined articles through the main themes, sub-themes, year, published university, number of authors and title, method ?

Data and Method

The articles published in the field of Organizational Behavior are limited between 2012-2016 as of the period and in the case of obtaining the data, the journals published in Turkish in the field of "social and human sciences" belonging to universities were scanned using ULAKBİM database filtering method. The 332 articles identified were subject to content analysis in terms of keywords, publications, authors and methods. In this respect, the limitations of the research constitute the ULAKBİM database filtering system and the university journals published between the years of 2012-2016.

The data of the research were obtained by using the screening model and the main and sub themes were determined for coding the keywords of the examined articles. Three main organizational behavioral books (Özkalp E. Ve Ç.Kırel. 2016. Örgütsel Davranış. Bursa:Ekin Basım Yayın; Robbins S.P. ve T.A. Judge. 2015. Örgütsel Davranış. İ.Erdem (çev. edt.). Ankara: Nobel Akademik Yayıncılık; McShane S.L., M.A.V. Glinow 2016. Örgütsel Davranış. A.Günsel, S.Bozkurt (çev. edt.). Ankara: Nobel Akademik Yayıncılık.) were examined while main themes were created and Individual-Group-Organizational System-Job Behaviors were defined as the main themes. However, for the key words that can not be included under these headings, also Organizational Behavior and Other main themes have been established. Sub-themes under these main themes were also built on the basis of the examined organizational behavior books and 68 sub-themes were identified. Thus, the key words of the articles are examined one by one and classified according to main theme and sub theme and these themes were transferred to SPSS 17.0 package program with the variables of year, number of authors, author titles, published university journals and method.

Findings and Discussion

According to the main themes of the key words of the examined articles, the first 3 key words were found to be more in the main theme of the Individual.

It was found that job satisfaction, burnout and personality were the most common sub-themes in the main theme of the Individual; leadership, conflict and communication were the most common sub-themes in the main theme of the Group; human resources policies, organizational culture, organizational justice were the most common sub-themes in the main theme of the Organizational System; organizational commitment, negative business behaviors and mobbing were the most common sub-themes in the main theme of the Job Behaviors.

In the main theme of Individual, the mostly found sub-theme is job satisfaction. Job satisfaction is one of the most important attitudes in terms of organizational behavior (Özkalp&Kırel, 2016:113). Especially, the fact that job satisfaction has a close relationship with individual and organizational performance and has a qualification that can be an input to other subjects of organizational behavior can explain this situation.

In the main theme of Group, the mostly found sub-theme is leadership. As for the concept of leadership, the fact that leadership has a constantly evolving character and that it is a basic concept that guides the future of the organization leads to the maintenance of being up to date and the increase in the number of researches done.

In the main theme of Organizational System, the mostly found sub-theme is human resources policies. Human resources management is considered to be a young discipline such as organizational behavior and it is thought that human resources policies are emphasized because of affecting human and human related conditions which are directly related to organizational behavior through the policies implemented in this discipline.

In the main theme of Job Behaviors, the mostly found sub-theme is organizational commitment. Organizational commitment is a basic attitude that can be examined like job satisfaction in terms of expressing the attitude of the employee to the organization. Therefore, the concept of organizational commitment is also directly related to other aspects of organizational behavior, and this leads to the fact that it does not lose its update and that it is a field of continuous investigation.

As a result of all these studies, it is seen that recent researches on organizational behavior focus on concepts that express more positive meanings. In particular, the fact that businesses subject to research conducted in the area of organizational behavior look warmer towards concepts that have positive meaning, makes it easier to carry out researches on these issues. However, research on concepts that have negative meanings should not be perceived as a specific characteristic of the organization in which the research will be carried out and it is also important to approach these concepts within the scope of the lessons learned.

In conclusion, the examination of Organizational Behavior discipline at certain periods reveals the tendencies of development of discipline and illuminates the future work. The continuation of such studies will constitute a projection for the history of the organizational behavioral discipline. In addition, while the studies conducted in the field of organizational behavior are subjected to content analysis, it will be useful to examine the research topics in terms of the discrimination between dependent and independent variables.