



REVIEW

Psychological Aspects of Behavioral Disorders in Management

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ABSTRACT

In today's organizations, working environments direct the work activities of all employees. The psychological aspects of behavioral disorders that employees may exhibit in organizational management constitute the main problem of the research. With the help of the Web of Science database, research on the psychological aspects of behavioral disorders in management were examined on a global scale. The bibliometric analysis method was applied to the obtained data using R and R Studio software. Research on the psychological aspects of conduct disorder in management; was conducted from 1994-2023 and 229 sources. The annual growth rate of research is 2.42%. The number of research conducted on the subject reached maximum levels in 2020 and the number of citations in 2002. Contributing the most to the subject; author, Davis, journal, AIDS Care-Psychological and Socio-Medical Aspect of AIDS/HIV, country, USA, keywords therapy and depression, and the University of Washington. Some of the keywords that authors focused on the most in their research; depression, anxiety, treatment, chronic pain, HIV, Covid-19, psychotherapy, quality of life, managing, stress, psychological, and adolescents. The strongest relationship among the concepts related to the subject was between depression and anxiety. In recent years, the idea of depression has been emphasized the most. In terms of the psychological aspect of behavioral disorder in management, the strongest relationships were between the concepts of "depression, anxiety, HIV, psychotherapy, pain, sleep, cognitive behavioral therapy, mental health, and therapy". The conclusion reached by using the literature was that individuals should be healthy both biologically and psychologically in their organizational activities.

Behavior in organizations shapes psychology. Behaviorism aims to influence employee behavior to suit the constraints and demands of the system in which they work (Dekker, 2014). In this context, the restrictions existing in the organizations or the practices that may affect the employees in general cause behavioral disorders in the management, and the employees are affected psychologically by this situation. The close relationship between behavior and psychology directs the activities of all stakeholders (lower or higher-level employees) in the organization.

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It is valuable for the physical and mental health, psychological well-being, and productivity of employees in organizations (Fitzgerald & Danner, 2012). The high prevalence of mental and behavioral disorders in organizations is a warning of the magnitude of the problem. Whether the disorder is work-related or not, it requires the detection and prevention of psychosocial risk factors in workers (Bouzada, Sol & Silva, 2022). In this respect, the physical and psychological health of employees can affect their behavior in organizational activities. Examining and resolving psychological dimensions in employees with behavioral disorders serves both employee and organizational purposes.

Behavioral disorders in organizations can cause disruptions in employee and manager relationships. A psychologically unhealthy workplace results in an unhappy work environment. This situation affects all stakeholders. In the literature, Idris, Nair, and Kurniawan (2023) stated that management mechanisms in organizations can provide training to protect the mental health of employees. It was emphasized that managers should be aware of behavioral changes that indicate employee needs. It has also been stated that manager support increases productivity and commitment. Taubman and Parikh (2023) stated that for a healthier organization, managers' effective communication with problematic individuals will reduce stress, and positive behaviors can be demonstrated through practices that encourage mental health.

Existing psychology in organizations includes the study and application of psychological capacities with human resources that measure, develop, and effectively manage performance improvement in organizational behavior (Luthans, 2002). This situation reveals that human resources in organizations can direct business activities in terms of behavior and psychology. Therefore, the behaviors and psychological aspects of individuals can be evaluated in terms of organizations. In organizations, the psychological feeling of positive human resources depends on the improvement of management practices and organizational policies. In terms of all employees, the psychological aspect of behavioral disorders in management constitutes the main problem of the research. The behavioral disorder is reflected in employees' work activities. This situation can have permanent psychological effects on individuals. In general, the psychological aspect of behavioral disorders in management affects the formation and development processes of organizational outcomes.

In examining the psychological aspect of conduct disorder in management, literature outputs were evaluated holistically regarding conduct disorder and psychological consequences. The number of studies examining organizational management, factors that may cause behavioral disorders, and psychological repercussions together is very limited. Considering this gap in the literature, behavioral disorders that may be effective in employees' organizational activities were examined within a psychological framework. In the research method, it was evaluated based on the concepts that the authors frequently emphasized in previous studies on the subject. WoS database resources were utilized using bibliometric analysis.

Behavioral Disorders in Management

Managers have an effective role in the sustainability of employees and their adaptation to business activities (Nielsen & Yarker, 2023). In behavioral disorders, social interactions such as verbal and physical aggression, bullying, oppositional behavior, and lying can be observed in individuals. Within the framework of behavioral disorders; there is an interaction related to all biological, psychological, and social processes (Hill, 2002). Behavioral disorders, as specifically examined in the literature, have been associated with outcomes such as loneliness, boredom, mental illness, depression, anxiety, ruining the day, apathy, talking loudly, sleep problems, rapid progress, physical aggression, self-harming behavior, hoarding, resistance, sexual restriction and delirium (Desai & Grossberg, 2001). In this respect, Guo and Kumar emphasized that employees with low work commitment in the organization answer their colleagues' questions late, gossip, talk loudly, and exhibit hostile behavior (Guo & Kumar, 2020). Behavioral disorders that can be exhibited in organizations; can lead to inefficiency of work activities, the poor performance of employees, verbal or physical aggression, and distraction from the goals of the organization. Behavioral disorders can cause intense stress in employees. For example, Kelloway, Dimoff, and Gilbert (2023) emphasized that depression is one of the most common mental illnesses in organizations and is treatable.

Today's organizations demand their employees to be proactive, open to collaboration, demonstrate quality performance, and problem-free collaboration (Bakker & Schaufeli, 2008). Giving importance to excessive

production in organizations leads to neglect of the health and safety of employees, various work behavior disorders, and occupational diseases in organizations (Bhardwaj & Srivastava, 2008). Situations such as the fact that the management in organizations wants employees to carry out continuous performance-oriented business activities, do not value employees outside of business activities, and an oppressive understanding that lacks empathy and common sense is dominant; may cause behavioral problems in employees.

Damage to the human central nervous system can cause behavioral or movement disorders (Aiello, Crescimanno, Giovanni & Csarrubea, 2020). Individuals with emotional or behavioral disorders have difficulty assessing their job performed correctly. These individuals may not be aware of the need to regulate their work and social skills performance in the face of environmental demands (Carter & Wehby, 2003). This situation limits the ability of employees to use their talents in the workplace and also causes disruptions in communication with other employees. Conduct disorder can lead to conflicts, work disruptions, and inefficiency in the workplace. Aiello et al. (2020) emphasized that behavioral disorder covers a wide area and has consequences such as social dysfunction, aggression, and impulsivity.

There are many factors underlying the behavioral disorders of employees in organizations. Conduct disorder is shaped by individuals' past experiences or experiences related to their activities in the organization. This shows that there may be many external factors (such as a childhood trauma) that may affect employees' behavioral disorders. The prevailing organizational culture in the work environment and the interaction with other employees affect individuals' behavior towards actions. While employee-centered work activities keep the occurrence of behavioral disorders at low levels, purely work or performance-oriented work activities (such as excessive workload) may trigger the occurrence of behavioral disorders. In the literature, Brief and Weiss (2002) stated that employees' perceptions of their work environment may be affected by their emotional characteristics or situations. Stein, Blum and Barbaresi (2011) emphasized that developmental and behavioral disorders such as intellectual disability, learning difficulties and attention deficit (hyperactive disorders) are quite common in individuals and have a lifelong effect.

The behavior that prevails in organizations can influence the activities of individuals. The presence of conduct disorder may prevent individuals from focusing on their work. Additionally, behavioral disorders can cause conflicts in organizations. Ete, Epitropaki, Zhou and Graham (2022) emphasized that the behavioral integrity existing in organizations positively contributes to the organizational citizenship behavior of employees. They stated that leaders' behavioral integrity also contributes to the behavioral integrity of individuals. This has shown that healthy organizational behaviors can produce positive outcomes, while behavioral disorders can have negative effects.

Psychology of Abnormal Behaviors

Abnormal behavior in organizations; consists of individual, group, or organizational traumatic behaviors such as inappropriate performance, avoidance, physical attack, sabotage, verbal hostility, theft, and sabotage. Abnormal behavior in organizations causes economic, social, and psychological costs. This situation reduces productivity and performance in employees' behavior (Sadeghi, Mooghali, Sarlak & Hozoori, 2020). The psychological effects of abnormal behavior may also disrupt employees' work activities. In general, abnormal behaviors can be described as behaviors that operate contrary to accepted behavior in organizations (or rules, norms, organizational culture), create chaos, or display disharmony.

The emotional stability, reliability, and cognitive complexity of employees in organizations can be examined (Black et al., 2019). Factors such as new technologies, increasing competition, globalization, and privatizations have an impact on the way work is done in organizations. Rapidly changing job designs, working conditions, working environments, the need to adapt to new job types, demands to learn new skills, high productivity, time pressure, and pressures on job quality have increased the psychological workload and workload with increasing stress. These developments affect employees physically and psychologically positively or negatively (Bhardwaj & Srivastava, 2008). Management practices and management psychology in organizations affect

the psychological behavior patterns of employees and their behavior toward work activities. There may be many abnormal behaviors that are psychologically unacceptable in the organization.

Psychological evaluation is the process of evaluating and measuring psychological factors, and social and biological relationships in a person or group with psychological disorders (Casado-Lumbreras, Rodriguez-Gonzalez, Alvarez-Rodriguez & Colomo-Palacios, 2012). Behavioral disorders in organizational management or the psychological aspect of abnormal behaviors affect the social relations of individuals in working environments. While regular and balanced behaviors, especially in subordinate-superior relations, contribute to the positive psychology of employees, abnormal behaviors create negative results in terms of communication and psychology.

Many factors can affect employee psychology in organizations. These factors can be caused by individuals themselves or external factors. These factors may prevent employees from performing their activities. Especially obstacles arising from external factors (such as physical conditions in the work environment, working hours, and behavior patterns of other employees) can cause stress and poor performance in employees. In the literature, Carr (2001) emphasized that abnormal behaviors are habits in the cognitive behavioral tradition theory. He stated that psychological disorders are learned behaviors and are affected by mental and emotional states. Carr emphasized that abnormal behaviors are learned in the same processes as normal behaviors. Santuzzi, Waltz and Finkelstein (2014) stated that there may be various physical and psychological invisible barriers such as sensory, cognitive, chronic, depression, stress, sleep disorder, and learning disability in organizations. Wang, Zhou, Zhu, Zhu and Zhang (2017) stated that malicious behavior in the organization is abnormal behavior. They emphasized that detecting and controlling abnormal behavior in the organization will contribute to the effective use of resources.

To reduce the effects of abnormal behavior or psychological stress factors in organizations, the implementation policies of the management mechanism can be reviewed. Structures such as working and rest hours in the organization, employee rights, organizational culture, and corporate affiliation mechanisms can play an active, employee-oriented role. Prakash (2018) stated that proponents of behavioral approaches state that inefficient or inappropriate conditioning (or learning) can lead to deviant behavior. Prakash emphasized that new, appropriate, and adaptive responses can be taught to change abnormal behavior.

Methods

Data Source and Research Questions Related to the Research Problem

To be able to perform bibliometric analysis, the first step is to decide on the best data source that fits the scientific context of the research area. Among the bibliographic databases used with the help of bibliometric analyzes is Web of Science (WoS), Scopus, Google Scholar (GS), Microsoft Academic (MA), and Dimensions (Moral-Munoz, Herrera-Viedma, Santisteban-Espejo & Cobo, 2020). With the help of scientific mapping in bibliometric methods, all scientific disciplines have become an important activity. The increase in the number of publications and their fragmented development have made collecting information more complex (Aria & Cuccurullo, 2017). To keep this complexity at a minimum level, WoS broadcasts were taken into account. There is a wide and regular flow of publications on research topics in WoS. In addition, WoS's international literature resource has been effective in the use of research data. In the research method, the data source related to the psychological aspect of behavioral disorder was examined with the help of the WoS database on 06.04.2023. In the analysis, all studies carried out in the literature were included in the study without any time limit. There is no region, area, category, or language limitation in the application. In the research, with the help of the WoS database, the basic questions about the psychological aspects of behavioral disorders in management are expressed below.

- What is the general information about the research on the psychological aspects of behavioral disorders in management?
- What are the distribution and citation rates of studies on the psychological aspect of behavioral disorder in management by years?

- What are the most popular sources, authors, and highlighted keywords on the psychological aspect of management conduct disorder?
- What is the productivity of the resources that contribute the most to the psychological aspect of behavioral disorder in management?
- Which institutions do the most research on the psychological aspect of behavioral disorders in management?
- What is the productivity of the authors who have done the most research on the psychological aspect of behavioral disorders in management?
- What is the ratio of countries in research on the psychological aspect of management behavior disorder?
- What are the keywords emphasized by the authors in research on the psychological aspect of management conduct disorder?
- What is the frequency of use of author keywords related to the psychological aspect of management conduct disorder over time?
- At what level are the author keywords related to the psychological aspect of management conduct disorder related to each other (co-occurrence network)?
- How was the thematic map of the keywords emphasized by the authors related to the psychological aspect of management behavior disorder formed?
- What kind of change (thematic evolution) did the keywords emphasized by the authors regarding the psychological aspect of management conduct disorder show over the years?

Information on Research Methodology

The bibliometric analysis provides an overview of the literature in a particular field and contributes to relevant knowledge (Ellegaard, 2018). With the rapid increase in academic publications and the difficulties in following research objectively, the bibliometric analysis provides insight into future research in terms of a particular subject or field to identify effective research and create themes (Wang & Ngai, 2020). The use of bibliometrics as a method as a study subject is quite new and makes significant contributions to the literature (Roig-Tierno, Gonzalez-Cruz & Llopis-Martinez, 2017). The bibliometric analysis method is a very valuable method for evaluating scientific production. To perform bibliometric analysis, there should be sufficient articles in the literature on the subject (Ellegaard & Wallin, 2015).

R, R Studio software used in bibliometric analysis method in research; accessibility, ease of use, and speed were reported to be quite beneficial (Caputo & Kargina, 2022). In bibliometric analyses, the conceptual structure of the field can be drawn with the R package, and conceptual structures can be used to reveal multiple suitability analyses (Aria & Cuccurullo, 2017). As a result, research design, data collection, data analysis, data visualization, and interpretation processes are carried out with a workflow with bibliographic data (Derviş, 2019). In the research, the R program was used to reveal the conceptual structure of the subject. Research design, data collection, data analysis, data visualization, and interpretation were carried out with the help of the R program. In addition, the bibliometric analysis technique reveals two categorical results, the first of which is a performance analysis on the subject and the contribution of the research components; In the second, it was emphasized that the scientific mapping method was applied and it reflected the relationships between the research components (Donthu, Kumar, Mukherjee, Pandey & Lim, 2021). Performance analysis and scientific mapping methods were preferred in the research.

The following steps should be taken into account to create a science map in the analyzes performed with bibliometric methods (Zupic & Cater, 2015):

1. Research design
2. Compiling bibliometric data
3. Performing the analyzes

4. Visualize Results

5. Interpreting the results achieved

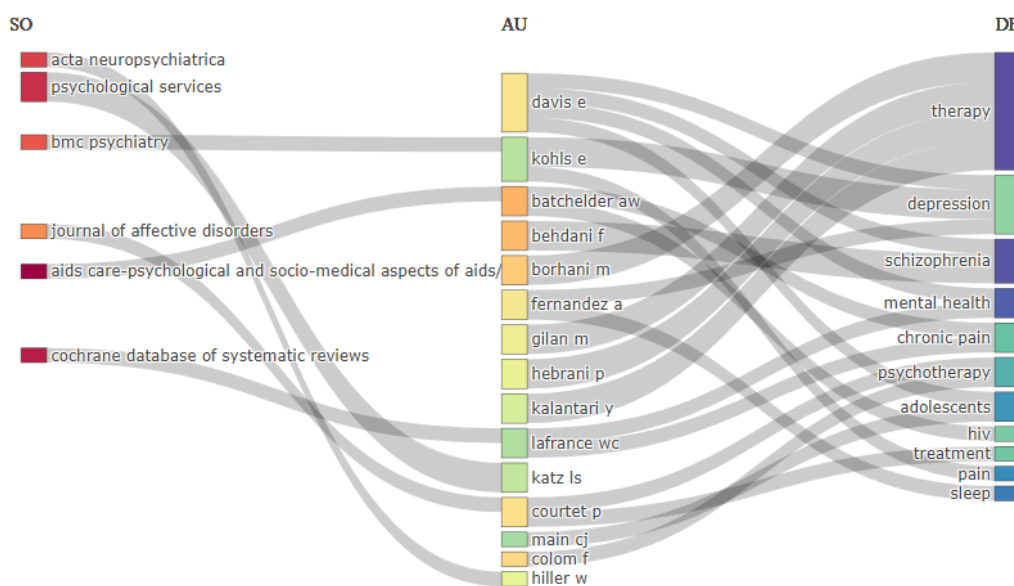
While applying the bibliometric method to examine the psychological aspect of conduct disorder in management; research design, compilation, analysis, and visual results of bibliometric data were concluded. In the research, publications were generally checked to keep the effects such as the possibility of repetition of research on the subject, author names, and database indexes to a minimum level. By using bibliometric analysis, new inferences were obtained from the research conducted in the literature on the psychological aspect of behavioral disorders in management. Bibliometric analysis, data visualizations, and interpretations are included. Hints such as authors who have carried out intensive research on the subject, concepts that the authors frequently emphasize in their research, general literature information, places of publication, and new research areas are presented. The research was designed within the bibliometric framework with the application of "Psychological aspects of behavioral disorders in management". There was no time limitation on the research data. Additionally, there is no limitation regarding any country, category, or area. Data regarding the application was obtained on 06.04.2023. Network analyses regarding conceptual, intellectual, and social structures were used in the analysis.

Results

Considering the results of the literature on the psychological aspects of behavioral disorders in management, it has been observed that worldwide research on the psychological aspects of behavioral disorders in management is included in the WoS database between 1994 and 2023 (without year limitation). In the research, it was seen that there were a total of 229 studies from 169 different sources. It has been understood that the studies have an annual growth rate of 2.42%, a total of 1146 authors have worked, and there are 21 studies with a single author. The rate of international authors in the studies was 22.71%, and the rate of co-authors per study was 5.14%. It was observed that the authors on the subject used 779 keywords and benefited from 14232 sources. The average publication year of the studies was 8.34, and it was observed that 27.93 citations were made per research.

In WoS information, it has been observed that studies on the subject have been intensively examined after 2010 and reached the maximum level in 2020. It was observed that the citations to the studies reached the highest level in 2002, and the citation rate was quite low in 1994 and 1999 when the first studies were carried out.

Figure 1. Source (journal), author, and keyword match within the framework of the Sankey diagram

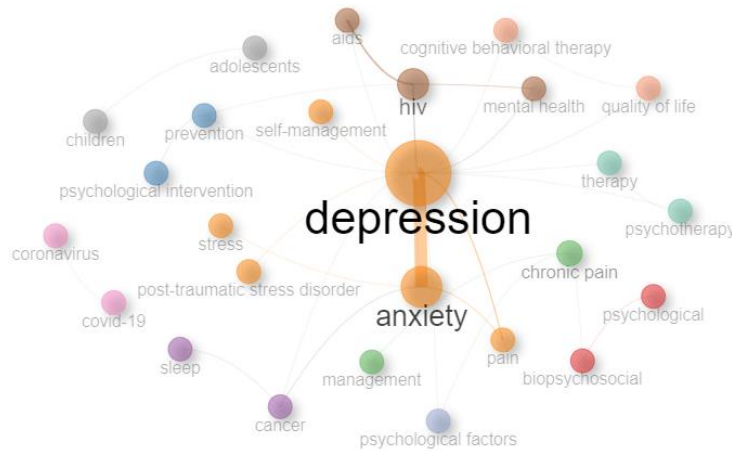


The author's keywords, which emphasize the psychological aspect of behavioral disorder in management, are respectively; depression, anxiety, treatment, chronic pain, HIV, Covid-19, psychotherapy, quality of life, managing, stress, psychological, adolescents, pain, sleeping, schizophrenia, cognition, prevention, psychological factors, cognitive behavioral therapy, mental health, psychosocial, psychology, therapy, sleeping, pain, aids, cancer, children, disorder, behavioral, pain management, irritable bowel syndrome, psychological intervention, qualitative research, epilepsy, cognition, adolescent, cognitive, headache, mindfulness, coronavirus, obesity, self-management, biopsychosocial, rehabilitation, post-traumatic stress disorder, weirdness, family, veterans, behavioral therapy, and Alzheimer's disease. The results obtained show that the studies of behavioral disorders in management are mainly examined in the field of health. It is understood that conduct disorder can be a serious health problem. Depression and anxiety had the most effect on the psychological aspect of conduct disorder in management. Keeping the factors that may cause depression and anxiety at lower levels in management provides more positive results. In the research, the concepts of chronic pain, HIV, Covid-19, psychotherapy, quality of life, managing, stress, and psychology also affected behavioral disorders in management psychologically. In addition to the limitations brought by Covid-19, the risk of contracting the disease may have affected the psychological aspect of behavioral disorders in management. It shows that in addition to health problems, quality of life, management, stress, and psychological concepts are also effective in the psychological aspect of behavioral disorders in management. In this framework, the quality of life, stress level, and psychological characteristics of individuals operating in organizations can shape their behaviors.

The word with the most emphasis on the psychological aspect of conduct disorder in management and the most popular field of study over the years; The word Covid-19 has been studied extensively, especially after 2020. From the first appearance of the Covid-19 virus to the end of 2021, it may have caused many behavioral disorders. In the analysis, the word sleep was found a field of study in 2019-2021. Some behavioral disorders can be observed in sleepless employees in organizations. HIV found a study area in 2017-2021. Especially in the field of health, HIV, insufficient immunity of individuals, and similar conditions can cause psychological behavioral disorders in the management. The word "children", which has been researched in terms of behavioral disorders in the literature, has been extensively studied in the 2016-the 2020s. In the analysis, aids found a field of study in 2017-2021, especially in terms of health. In the research, the word management has been intensively examined in the years 2015-2020. Management can have significant effects on the psychological aspect of conduct disorder, both for the employee and the manager. In the analysis, it is understood that stress was popular in the 2014-the 2020s and has an effect on the psychological aspect of management behavior disorder. It was observed that the concept of adolescents, which found a wide range of studies on the subject in the literature, was examined in the 2017-the 2020s. In the analysis, anxiety, which has serious effects on the psychological aspect of management behavior disorder, has been studied extensively from 2013-2020. Depression, which has the most impact on the psychological aspect of conduct disorder in management, had an intense field of study in the 2014-to 2020s. It was seen that the concept of psychotherapy, which has an impact on the subject, was examined from 2013-2019.

Especially in clinical (health-medical) investigations regarding the psychological aspect of behavioral disorder in management; The word pain has found an intense field of study in the years 2015-2018, chronic pain in the years 2011-2018, mental health 2012-2019, cancer 2012-2020, treatment in the years 2008-2018. The psychological concept, which emphasizes the psychological aspect of conduct disorder in management, became very popular from 2007-2019. Quality of life was studied from 2012-2018. In the analysis, the concept of psychosocial became a popular field of study from 2011-2016.

Figure 3. Co-occurrence Network of Author Keywords



In Figure 3, the relationship between the words emphasized by the authors regarding the psychological aspect of management behavior disorder is revealed. The analysis includes lines and colors that represent the size of relationships and study areas. In research on the psychological aspect of management behavior disorder, it is observed that the strongest relationships are with depression and anxiety. In addition, other keywords involved in this relationship; are self-management, stress, post-traumatic stress disorder, and pain.

In other words, they have a relationship with the psychological aspect of behavioral disorder in management; It has been observed that HIV, AIDS, and mental health have a relationship within themselves and affect depression. It has been observed that individuals' quality of life is related to cognitive behavioral therapy and depression affects this relationship. In the analysis, it was understood that therapy and psychotherapy were related and depression had an effect on this relationship. It has been observed that biopsychosocial and psychological concepts are related, management and chronic pain are related, biopsychosocial and chronic pain affect each other, chronic pain affects each other with psychological factors, and there is an interaction between psychological factors and anxiety. It has been understood that cancer is associated with sleep and affects depression and pain. In the analysis, it was observed that covid-19 and coronavirus were related. It has been seen that prevention is associated with the psychological intervention, and prevention affects depression and HIV. In the study, it was concluded that there is a relationship between children and adolescents.

Figure 4. Thematic map of the keywords highlighted by the authors

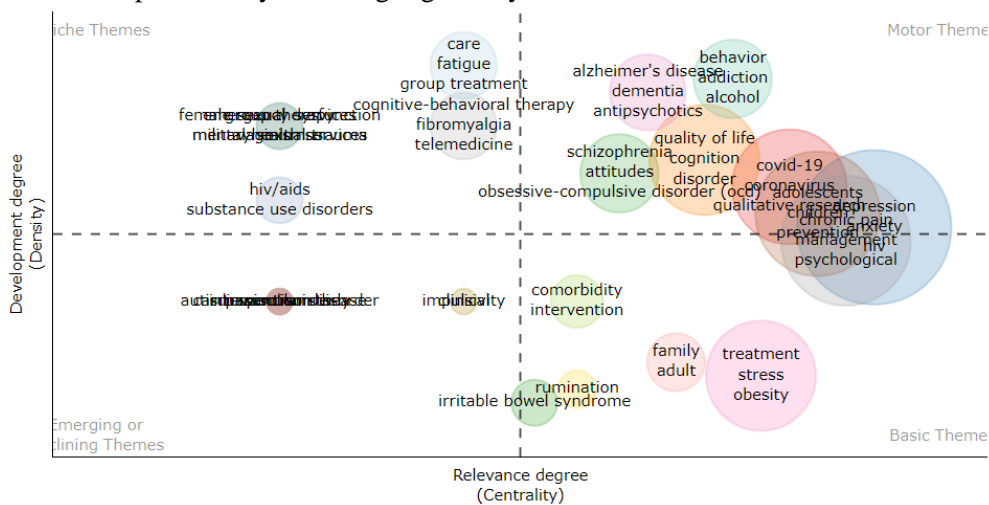


Figure 4 shows that in terms of the keywords emphasized by the authors, in the motor themes section on the upper right of the thematic map, both the density of the keywords in the literature (in terms of the rate of usage) and the level of centralization (in terms of having a high relationship) is high. The keywords highlighted in the niche themes section on the upper left are the words with a high study density in the literature but with a low level of centralization. In the lower left part, there are disappearing or newly emerging themes. Both the degree of centralization and intensity of these themes are low. On the lower right, keywords are included in the basic themes section, where the density is low and the level of centralization is high.

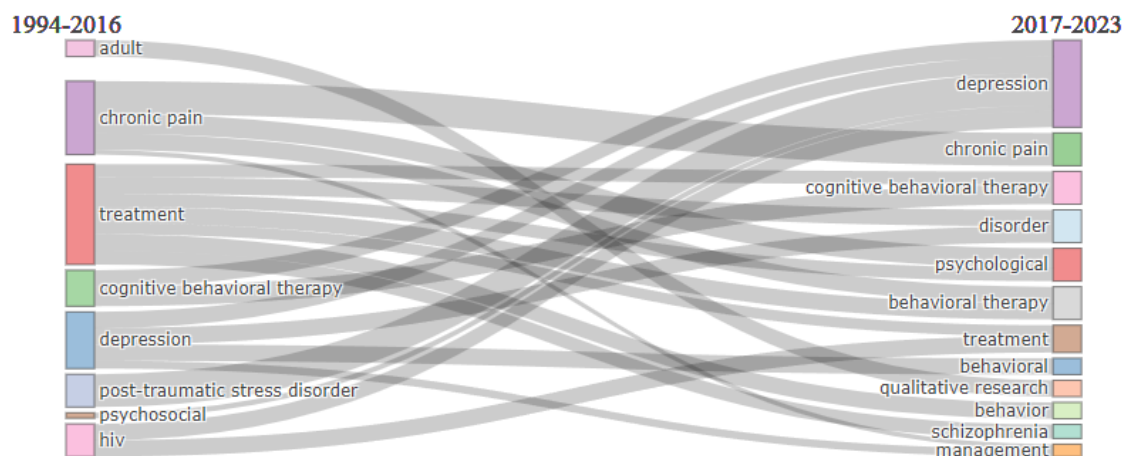
Most of the words in the analysis are in the motor themes section. This shows that the density and level of centralization regarding the issue are high. In the first group, which is related together in the motor themes section, where both the intensity and the level of centralization are high; depression, anxiety, HIV, psychotherapy, pain, sleep, cognitive behavioral therapy, mental health, therapy, and aids. In the second group of the motor themes section; chronic pain, management, psychological, psychological factors, behavior, behavioral therapy, biopsychosocial, headache, pain management, and cognitive co-relationship. The third group; is related to the concepts of adolescents, children, prevention, psychosocial, epilepsy, post-traumatic stress disorder, psychological intervention, self-management, parents, and youth. In the fourth group; The concepts of Covid-19, coronavirus, qualitative research, rehabilitation, veterans, psychiatry, resilience, Sars-cov-2, co-morbidities, and coping have strong relationships. Motor themes are in the fifth group; quality of life, cognition, dysregulation, psychology, conversion disorder, diagnosis, distress, emotions, pathophysiology, and psychogenic nonepileptic seizures. In the sixth group; The words behavior, addiction, alcohol, compulsion, and memory are related to each other. Seventh group; The words schizophrenia, attitudes, obsessive-compulsive disorder, and quality of life are effective. In the eighth group; Alzheimer's disease, dementia, antipsychotics, behavioral disorders, and patient words are included.

The niche themes part of the research consists of words with a low level of centralization, although they are dense in the literature. The first group; is cognitive behavioral therapy, fibromyalgia, telemedicine, and virtual reality concepts. The second group; is caring, burnout, group therapy, and insomnia. The third group; is emergency services and mental health services. The fourth group; consists of the words HIV/aids and substance use disorders.

Considering the disappearing or emerging themes with low density and centralization in the analysis, in the first group; The word serotonin is in the second group; impulsivity is involved.

In the simple themes part where the density is low and the degree of centralization is high; in the first group; The concepts of treatment, stress, obesity, adolescent, overweight, cortisol, and functional have strong relationships with each other. In the second group; The concepts of family and adults have strong relationships. In the third group; You have irritable bowel syndrome. In the fourth group; accompanying disease and intervention words.

In general, it is understood that the obtained results have a wide variety of concepts affecting the psychological aspect of conduct disorder in management. In addition, it is observed that research on the psychological aspect of behavioral disorders in management has an intense field of study, especially in the field of medicine. In organizations, a psychological conduct disorder may require medical attention. This situation can cause serious problems in the business activities of individuals in business life.

Figure 5. Thematic evolution of the keywords highlighted by the authors

In the thematic evolution of the words emphasized by the authors in the studies on the psychological aspect of behavioral disorder in management, the words that found the field of study in 1994-2016; adults, chronic pain, treatment, cognitive behavioral therapy, depression, post-traumatic stress disorder, psychosocial and HIV. The words that emphasize the psychological aspect of behavioral disorders in management between the years 2017-2023 are; It is observed that the words depression, chronic pain, cognitive behavioral therapy, disorder, psychological, behavioral therapy, treatment, behavioral, qualitative research, behavior, schizophrenia, and managing are emphasized. In recent years, it is seen that an important emphasis has been made on the concept of behavior. As a result of the analysis, it is understood that the most intense study area in recent years is the word depression.

Discussion

Studies on the psychological aspect of management behavior disorder show that many factors are effective. Determining the factors that may cause psychological behavior disorder in organizations both in terms of management (superior) mechanisms and practitioners (subordinate) affects the work activities of employees. Researches on the psychological aspect of behavioral disorder in management are not only limited to the field of social sciences but also has serious relations with other fields of science (especially medicine). This situation shows that the behaviors of employees in organizations while carrying out their activities are related to many different fields in addition to clinical research. The results show that the relationship between psychology and behavior disorder or the psychology of abnormal behavior will not be limited to the policies implemented by the administration.

In the analysis, both the degree of centralization and the motor themes, where the intensity is high, have strong relationships with distress and quality of life, cognition, disorder, psychology, conversion disorder, diagnosis, emotions, pathophysiology, and psychogenic nonepileptic seizures. Problems caused by behavioral disorders in management negatively affect the entire organization. In addition, the presence of distressed situations in the work activities of individuals harms their emotional and psychological behaviors. Employee emotions or perceptions may be effective in the formation of psychological disorders. In organizations, employee emotions can affect employee psychology and the workplace environment. In the literature, Dohrenwend (1966) stated that the way of expressing distress in psychological disorders differs between individuals. Carr (2001) stated that abnormal behaviors consist of habits, psychological disorders are learned behaviors and are affected by cognitive and emotional states. Brief and Weiss (2002) stated that employees' perceptions of their work environment may be affected by their emotional characteristics.

In the research, quality of life is related to the psychological aspect of behavioral disorders of individuals. Positive or negative situations that individuals may experience in their business and non-business life are reflected in organizational activities. In the literature, Cohen et al. (1984) state that negative life events have a positive relationship with psychological disorders.

Self-management has a strong relationship with the psychological aspect of behavioral disorders in management. Self-management in organizations contributes to employees acting with a sense of responsibility and carrying out organizational activities in a functional way. In the literature, Davis et al. (1989) state that through self-management, management helps employees change by teaching them something.

The concepts of children, intervention, and psychological intervention are widely used. This concept is often emphasized in research carried out in the field of medicine. In the literature, there are many studies on the subject, generally on children and adolescents. In particular, conduct disorder studies have a wide field of study on children or adolescents. Traumas experienced by individuals during childhood may be effective in their behavioral disorders. In the literature, Gresham (1991) emphasizes that the concepts of intervention, referral, and evaluation are effective in terms of resistance in the framework of behavioral disorders in children. Carr (2001) emphasized that behavioral disorders that occur in individuals' childhood are psychological problems such as depression, anxiety, schizophrenia, and personality disorders.

As a result of the analysis, it is seen that prevention is related to psychological intervention, and its intensity and centralization level are high in the motor themes part. In terms of the psychological aspect of behavioral disorder in management, individuals need to protect themselves from many external factors to exhibit a healthy business life. This concept can represent many different meanings associated with psychology, society, and health. In the literature, in order not to exhibit the behavioral disorder in terms of Alonzo (1993) prevention, the individual; states that it is important to have good nutrition, reduce stress, and have physical dynamism.

Research on the psychological aspect of management behavior disorder reveals that many studies have been conducted on adolescents. This shows that behavioral disorders exhibited by young people, especially in terms of business activities, will affect their performance and future business behaviors. In the literature, Kazdin (1997) behavioral disorder in young individuals; states that it has problems in terms of open behaviors, social relations, and academic performance. Carter and Wehby (2003) on the other hand, emphasize that the job performances of young employees with emotional or behavioral disorders in the organization do not meet the expectations of the managers. Low performance in business behavior; they state that it can cause disappointment at work, lack of promotion, and negative consequences such as dismissal.

In the psychological aspect of behavioral disorder in management; Cognitive and cognitive behavioral therapy appears to be effective. Concepts are found in many studies on young individuals, especially in the field of medicine (or health, clinical studies). There may be work environment practices that may cause negative behavior to occur. Additionally, workplace training and negative incentives may lead individuals to this behavior. In the literature, Reisine and Douglass (1998) emphasize that with the help of cognitive behavioral interventions, health promotion behaviors can be initiated, harmful behaviors can be eliminated, and the effect of stress on health problems can be reduced. Prakash (2018) stated that inefficient or inappropriate conditioning (or learning) can lead to deviant behavior.

In terms of the psychological aspect of behavioral disorder in management, preparing the working environment so that employees can easily perform their work activities contributes positively to the behavior and psychological satisfaction of the employees. This situation is especially shaped by the practices put forward by the management. In the research, it was seen that the concept of management had an intense study between the years 2015-2020. In addition, the word management was included in the engine themes section. This shows that both the level of centralization and the research intensity is high in terms of the relationship between the concept of management and other variables. In the literature, by making Bhardwaj and Srivastava (2008) organizations safe and healthy, employees; emphasized that they will have a healthy, high level of satisfaction, productive, efficient, harmonious, and profitable organizational structure.

In the psychological aspect of behavioral disorder in management; anxiety, stress, and psychosocial factors were effective. High levels of anxiety, stress, and other psychosocial factors in the organization cause depression and behavioral disorders. In this respect, high levels of anxiety and stress in the organization may be the determinant of behavioral disorders. Abnormal behavior in organizations can have negative effects on employees' job performance and productivity. In the literature, Tennant (2001) psychological aspects of job insecurity imposed on employees and structural changes in the workplace; emphasized that it causes occupational stress and that occupational stress factors cause depression. Wang et al. (2008) on the other hand, they stated that high stress related to job insecurity and social support had a positive relationship with anxiety disorder. They emphasized that psychosocial factors both inside and outside the workplace should be taken into account to understand mental health problems such as behavioral disorders in the organization. Wang et al. (2017) stated that malicious behavior in the organization is abnormal behavior. Sadeghi et al. (2020) emphasized that abnormal behaviors in organizations incur economic, social, and psychological costs and reduce the productivity and performance of employees' behavior.

In the psychological aspect of behavioral disorder in management; It has been observed that depression and anxiety play an effective role. Anxiety and depression are factors that affect each other positively. The high prevalence of these factors in employees may cause various behavioral disorders. Improving practices that can cause depression and anxiety in organizations contribute to healthier behavior of employees. In addition, mental health interventions that organizations apply to their employees in line with their goals can reduce employees' depression and anxiety. In the literature, Bubier and Drabick (2009) emphasized that the fear of rejection in individuals can manifest as anxiety and increase the risk of developing disruptive behavioral disorders. Dellacrosse et al. (2019) emphasized that depression and anxiety symptoms can be improved by applying messaging therapy to employees. Dimoff and Gilbert (2023) emphasized that depression is one of the most common mental illnesses in organizations.

In the research, the psychological aspect of the management's behavioral disorders; quality of life was found to be effective. In addition to the quality of life, the quality of work can also affect the work activities and behavioral disorders of the employees. Behavioral disorders may be associated with individuals' mental disorders. In this respect, the poor quality of work of employees in organizations leads to psychological and mental disorders. In the literature, Butterworth et al. (2012) emphasized that those who are unemployed and those who work in the lowest quality jobs have similar mental disorders and that the neglect of experiencing mental disorders is higher than those who work in high-quality jobs. Ponnam and Akondi (2021), on the other hand, stated that telepsychology and telecounseling can raise awareness about mental disorders in people and can remove taboos related to psychological disorders.

In the analysis, in the motor themes part of the psychosocial concept; It has been observed that it is related to the concepts of adolescents, children, prevention, epilepsy, post-traumatic stress disorder, psychological intervention, self-management, parents, and youth. In addition, it was seen that the concept of psychosocial found a wide field of study from 1994-2016. A positive psychosocial environment in organizations contributes positively to employees' work activities and healthier behaviors. When the negative psychosocial environment in the organization is taken into account in the concepts with which it is related, it causes the employees to exhibit behavioral disorders. In the literature, Plenty et al. (2014) revealed that a positive psychosocial work environment promotes emotional and behavioral adjustment among young individuals (students).

In organizations, the psychological pressure of the managers on the employees may cause behavioral disorders in the employees. In addition, different events that may affect the activities of employees outside the organization may also lead to behavioral disorders. For example, family, social, peer, and other (economic, cultural, social) pressures on the employee may be effective in exhibiting behavioral disorders. This shows that internal and external factors may be involved in forming behavioral disorders. In the literature, Gugliandolo et al. (2015) stated that with the increase in the psychological control of the family over the adolescents, the emotional intelligence of the adolescents decreases and this situation increases behavioral disorders.

In the research, it has been seen that one of the most emphasized and emphasized concepts in the most recent studies by years is Covid-19. In addition, it has been observed that both Covid-19 and the word sleep find an intense working area in the motor themes section. In the analysis, it was understood that anxiety and stress have many effects on the psychological aspect of management behavior disorder. Practices carried out during the Covid-19 period may have caused many behavioral disorders in employees. Many factors such as anxiety, stress, and unhappiness can cause negative results in employees. Research on the subject during the pandemic period shows that behavioral disorder research in management is a critical factor in organizational psychology. The behavioral disorders of employees in organizations due to COVID-19 and the psychological effects of the pandemic show that the issue is very important. The restrictive policies implemented in work environments along with the pandemic have negatively affected employee psychology. In general, the workplace habits of both managers and employees have changed, and this is reflected in business activities. In the literature, Giorgi et al. (2020) of Covid-19; emphasized that it affects employees psychologically and mentally, causing work-related stress and lack of work support. Radic et al. (2020) psychologically, the ship workers stranded at sea during the Covid-19 period; revealed that they have feelings such as anxiety, fear, sleep disorders, not being able to see family and friends, not being able to provide financial support to family or loved ones, and losing control of their lives. Zhou et al. (2023) during the Covid-19 period, health workers; stated that they showed stress reactions such as easy fatigue, difficulty in making decisions, bad sleep, fear, and feeling unhappy. They stated that employees who are anxious about the epidemic also show a stress reaction. Ozturk et al. (2023) stated that the fear of Covid-19 is more intense in female healthcare workers than in males.

Conclusion

As a result of the research, it has been observed that many factors can affect the psychological aspect of conduct disorder in management. In addition, it has been seen that the concepts of behavior disorder and psychology have found an intensive study area in the literature, especially on young individuals (children or adolescents). The results of the analysis show that the research on the concepts has a wide research network in the fields of medicine, health, psychology, and social sciences in general. Research on the psychological aspect of conduct disorder in management reveals that it is the result of the interaction of many interdisciplinary studies. This shows that the work activities of all employees in organizations are not limited to applications related to social sciences. In particular, the results related to behavior and employee psychology have been the subject of study by different disciplines. This shows that the researches carried out on the subject are of interest to different disciplines and the field of collaborative work.

The research is limited to the research carried out in WoS until April 2023 (06.04.2023) on the psychological aspect of management behavior disorder in the world. There were no limitations on time and type of research in the analysis. There were no language, web of science category, or country restrictions in the research. All research on the subject in WoS is included in the study. In future research, the factors that may cause behavioral disorders in the organizations of employees can be detailed with new research, especially in the field of social sciences, as well as clinical applications. In the literature, the occurrence of psychological behavioral disorders, especially in children and young individuals (adolescents), has been investigated. In this respect, it can be examined what the main factors that may be effective in the observation of psychological behavior disorders in later ages. In addition to the psychological aspect of management conduct disorder, the psychological and social aspects of emotional disorders can be an interesting research topic.

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