

Makale Bilgisi

Makale Türü
Derleme Makale

Geliş Tarihi
06.05.2023

Kabul Tarihi
12.06.2023

Anahtar Kelimeler
Aidiyet,
Mesleki Aidiyet,
Değerlendirme

Türkiye'de Yapılan Lisansüstü Çalışmalar ve Akademik Makalelerdeki Mesleki Aidiyet Duygusunun Değerlendirilmesi

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ÖZ

Bu çalışma, mesleki aidiyeti konu edinen, Türkiye'de yazılmış makale, yüksek lisans ve doktora tezlerini inceleyen nitel bir çalışmadır. Yöntem: Çalışmanın evreni mesleki aidiyet konusunda yazılmış tezler ve bilimsel makalelerdir. Bu kapsamda, çalışmada belirtilen anahtar sözcüklerle arama yapılmış ve evrenin tamamı çalışmaya dahil edilmiştir. Çalışmada Yüksek Öğretim Kurumu'nun tez merkezi YÖKTEZ ve Dergipark platformlarından yararlanılmıştır. Çalışmada ölçme aracı olarak Demirci, Arıkan & Onuk'un 2018 yılında geliştirdikleri "Akademik Yayın İnceleme Formu" kullanılmıştır. Form sayesinde yapılan çalışmalar hakkında detaylı bilgilere sahip olunmuş bunlar da bulgularda paylaşılmıştır. Bulgular: Çalışmaların çoğunlukla devlet üniversitelerinde yapıldığı görülmüştür. Konuya ilginin yıllar geçtikçe arttığı söylenebilir. Birbirini takip eden 2020-2021-2022 yıllarında konuyla ilgili çalışmaların sayıları düzenli artış göstermiştir. Çalışmaların büyük çoğunluğu nicel araştırma şeklinde yapılırken en çok kullanılan örnekleme yöntemi amaca yönelik örneklemedir. Nicel çalışmalar yoğunlukta olduğu için ölçek ve anketler en çok kullanılan ölçme araçları olmuştur. Özgünlük: Konunun iş hayatı için ne kadar önemli olduğu göz önünde bulundurulduğunda yapılan çalışmaların sayısı yıllar içinde artsa da hala sınırlı olması, mesleki aidiyet konusunun henüz istenilen düzeyde ilgi görmediği şeklinde yorumlanabilir. İş dünyasındaki performans kaygıları göz önünde bulundurulduğunda, ilerleyen yıllarda konunun daha fazla ilgi çekeceği ve daha çok araştırmacının bu konuya yönelmesi gerektiği söylenebilir.

Atıf: Yıldız, P. (2023). Türkiye'de yapılan lisansüstü çalışmalar ve akademik makalelerdeki mesleki aidiyet duygusunun değerlendirilmesi. *Akademik Platform Eğitim ve Değişim Dergisi*, 6(2), 364-387. DOI: 10.55150/apjec.1373427

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** Bu çalışma İstanbul Ticaret Üniversitesi Sosyal Bilimler Enstitüsünde Doç.Dr. Mustafa POYRAZ danışmanlığında Pınar YILDIZ tarafından yürütülmekte olan yüksek lisans tezinden üretilmiştir.

Article Information

Article Type
Review Article

Received
06.05.2023

Accepted
12.06.2023

Key Words
Belonging,
Professional Sense of
Belonging,
Evaluation

An Evaluation Of Professional Sense Of Belonging In Master's Theses, Dissertations And Articles In Turkey

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ABSTRACT

This qualitative study examines articles, master's and PhD dissertations written in Turkey, which is about professional sense of belonging. Method/Design/Methodology/Approach: The masters' and doctoral degree theses and scientific articles on this issue creates the context of the research. In this context, a search was made using the keywords specified in the study and all literature found was included in the study. Council of Higher Education National Thesis Database (YÖKTEZ) and Dergipark platforms were employed in the study. The "Academic Publication Review Form" developed by Demirci, Arıkan, & Onuk in 2018 was used as a measurement tool in the study. Thanks to the form, detailed information was obtained about the studies carried out and these were also shared in the findings. Findings: The study shows that the studies analyzed were mostly carried out in state universities and that academic interest on the subject has increased over the years. In the consecutive years 2020-2021-2022, the number of studies on the subject has increased gradually. While the majority of the studies are carried out in the form of quantitative research, the most used sampling method is purposive sampling. Since quantitative studies are intense on the subject matter, surveys and scales have been the most used measurement tools. Originality: Considering how important this issue is for business, the fact that the number of studies has increased over the years is still limited, which can be interpreted as the subject of professional sense belonging has not yet received the desired level of attention. Considering the performance concerns in professional life, the study concludes that the subject will attract more attention in upcoming years.

1. INTRODUCTION

Professional sense of belonging is an important factor in every profession, and it helps employees contribute to working environment and culture, connect better with all parties, and perform better. Sense of belonging allows everybody to feel important and valued at workplaces and in their profession, and to feel connected to the work environment with customers, colleagues, administrators and third parties. Therefore, increasing sense of personal belonging helps everybody to be happier, motivated, and successful in their works, while also contributing to creating a more positive atmosphere.

Several studies suggest that investing in employee engagement and well-being can lead to increased productivity, innovation, and profitability. For example, a report by the Harvard Business Review found that companies with highly engaged employees had 22% higher profitability than those with low engagement levels (Harvard Business Review, 2017). Another study by Gallup found that highly engaged teams showed a 21% increase in profitability (Gallup, 2016).

To improve employee engagement, companies often invest in programs and initiatives aimed at improving the sense of belonging and inclusion. For example, according to a report by Deloitte, 69% of executives consider diversity and inclusion a priority for their organizations, and they invest in programs to improve diversity and inclusion in the workplace (Deloitte, 2020).

In conclusion, while there is no specific data available on the amount of money spent on improving the sense of belonging and performance at workplaces worldwide, there is evidence to suggest that investing in employee engagement and well-being can lead to increased productivity and profitability. According to a report by Deloitte, in 2020, the global spending on employee experience programs, which includes initiatives aimed at improving a sense of belonging and performance at workplaces, was estimated to be around \$1.2 trillion. It also shows that organizations that invest in professional sense of belonging initiatives report an average increase of 15% in employee productivity. Another study has revealed that 80% of employees who feel a strong sense of belonging are more likely to stay with their organization for more than five years. Similarly, organizations with inclusive cultures and a focus on professional belonging has observed a 10% improvement in employee engagement scores (SHRM, 2020).

Given the significant impact of sense of professional belonging on work life and performance, and the considerable resources invested in improving performance in organizations, it is necessary to examine the extent to which professional sense of belonging has been academically studied and emphasized. As the ultimate goal of a business is to create profitability, organizations try to enhance their workplace and workforce by investing in human resources. Thus, professional sense of belonging has a crucial role to achieve workers, human resource, satisfaction in their workplaces and personal lives. Academic research helps the businesses or organizations to create more profitable and efficient workplaces. Therefore, this study aims to provide a general overview of academic studies on the concept of professional sense of belonging in Turkey. Academic literature on professional sense of belonging in Turkey should be studied to see if it provides enough data or information for both academia and businesses to grow on. This work can serve as a guiding study for determining the quality and quantity of research on the topic and assessing the degree of satisfaction achieved in the field of academic research.

2. CONCEPTUAL FRAMEWORK

Explaining some basic concepts related to this subject will be useful for a better understanding of the study.

2.1. Image (Public Opinion)

How workers perceive their professions, and the image of their professions and themselves has a significant impact on their work performance. At this point, the concept of image should be explained to get the overall understanding of the subject. The notion of image or public opinion is the way in which the visual counterparts of an individual or object are kept in mind (Robins, 1999). In other words, image; people's ideas about the object, event, person or situation they encounter (Oktay, 1991). In this study, notion of image is used to public opinion or perception of a profession. Hereafter the term image will be preferred.

Occupational image is a concept that emerges when knowledge and abilities are used in the most effective way, and thus advantages are provided, exhibited and transferred (Güneş, 2007). Professional image is formed by the quality of the services provided by an institution or organization (Geçikli, 2012). One factor affecting the positive development of a profession's image is the benefits that the profession offers to those who practice the profession, such as status, prestige or a good standard of living. The moral reflection of the profession, the attitudes, behaviours

and characteristics of those who practice the profession are also effective in this regard (Gök & Derin, 2014).

2.2. Sense of Belonging

Belonging can be defined as relating to a sense, person or a notion (TDK, 2022). In a more detailed definition, belonging is a personal feeling of having a place in a community, seeing himself accepted and seeing an importance and value for himself with the help of these (Bacanlı, 2004). Human being is a social entity. Therefore, belonging is an important phenomenon for human development and self-realization. Belonging to family, society, a nation or a team has an important function in the development of personality roles and gaining status (Şahan, 2007). Belonging is a feeling nurtured against very different people and concepts. To deal with the belonging in the work context, if the person is doing a job that suits his needs and values, they develop a sense of belonging to this job (Erdoğan, 1996). It is also closely related to the concepts of belonging, motivation and identification with work.

One of the important conditions of being successful in business life is to develop a positive commitment to the profession. However, identification with work rather than motivation comes to the fore here. While motivation describes moving towards a goal, the concept of identification is more important in belonging (Başaran, 1982).

2.3. Professional Sense of Belonging

Professional belonging or sense of belonging to a profession is a concept that is directly related to the general attitude of the person towards their work. At this point, the concept can be explained as an attitude that develops as a result of all desired and unwanted experiences related to the profession and the balance between them (Şimşek, 1999). The behaviour of the person is also directly affected by these attitudes (Erdoğan, 1996). Attitude towards the workplace and the profession is a phenomenon that encompasses all of the emotional, cognitive and psychomotor approaches that a person feels towards their job (Çakır, 2006). Although there are many definitions of the concept, it can be said that definitions are often made around the attitudes of the person towards their profession.

2.4. Dimensions of Professional Sense of Belonging

Evaluating three dimensions of professional sense of belonging in order to understand the organizational commitment of the employee will yield beneficial and healthier results.

2.4.1. Emotional Belonging

This term expresses the identification and integration that the person feels towards the institution and organization he works for. People with high emotional commitment tend to continue their work because of their positive feelings towards the institution and organization. As a result of feeling happy and identifying at work, the employee makes self-sacrifice and does not hesitate to make extra efforts (Meyer & Allen, 1991). Organizations prefer developing emotional commitment to other types of commitment. For the employee who has emotional belonging, the job and the institution mean value and meaning. Those who have an emotional attachment to their organization are more loyal to their jobs. The degree of commitment of the employees is directly related to the degree of emotional commitment (Bayram, 2005). The thought in emotional belonging is "I am not quitting my job because I want to continue." (Meyer & Allen, 1991).

Factors affecting emotional commitment:

- Difficulty of the job,
- Clarity of the objectives, the employee's knowledge of the purpose of the work,
- Clarity of the task, knowing exactly what is expected from the employee,
- The attitude of the management to suggestions, taking the suggestions and complaints of the employees seriously and evaluation by the managers,
- Justice and equality,
- Participation, the employee's opinion being effective in corporate decisions,
- Commitment among colleagues,
- The employee's feeling of value,
- Giving feedback, getting feedback on the performance of the employee (Meyer & Allen, 1990).

2.4.2. Normative Belonging

This notion is the feeling of duty-bound to the institution-organization that the person works for. They feel connected to his organization with the training received while working, friendships, and the feeling of being invested in them (Özkaya et al., 2006). The source of this commitment lies in the fact that the person regards commitment as a duty and thinks that this is the right thing. It is thought that abandoning the organization is immoral and wrong (Meyer & Allen, 1990).

Normative belonging occurs in two ways. In the first, social, cultural and familial factors outside the work life are effective, while in the second, the experiences gained during working life and socialization are effective (Meyer & Allen, 1990). The thought in normative belonging is "I'm not quitting my job because that's the right thing to do." (Meyer & Allen, 1991).

2.4.3. Continuance Belonging

This type of belonging, also known as continuance commitment, can be expressed as rational commitment or cost commitment. In this type of belonging, it is thought that leaving the job will cost the person more and this thought provides motivation to continue working (Balay, 2000). As financial interests are at the forefront, this type of belonging is seen in cases where the person thinks that they will be deprived of personal rights such as retirement, retirement bonus and insurance if they leave the job. Basically, belonging to the job and the organization depends on the high financial cost of leaving the job. Continuance belonging negatively affects the employees and the general functioning of the organization (Balay, 2000). The thought in continuance commitment "I am not quitting my job because I have to keep going." (Meyer & Allen, 1991).

Factors affecting continuance commitment:

- The skill and experience of the employee,
- The thought that the acquired job knowledge will not be useful in another job,
- The employee's willingness not to change jobs,
- Individual investments made in the institution,
- Earned pension right and premium,
- The employee's social connection with their colleagues,
- The scarcity of alternative jobs (Meyer & Allen, 1990).

2.5. Factors Affecting Professional Belonging

The factors affecting professional belonging can be considered in two groups as organizational factors and personal factors (Erdoğan, 2006; Sönmezer, 2007):

Organizational factors: nature of the job, title, colleagues, wage, promotion opportunities, management style and working conditions, health and safety and labor-job protection, use of knowledge and skills, reward and recognition, behaviour of managers, audit, personality of employee, conditions of society, absenteeism and transferability of workforce, communication.

Personal factors: age, gender, marital status, educational status, work experience, seniority, intelligence, personality, mental health, skills, motivation.

2.5.1. Job Satisfaction

Working life, which has an important place in the lives of individuals, takes place entirely in the workplace. Individuals maintain this order in a systematic framework that they continue with less intervention every year. In order to reach happiness in this monotonous life, job satisfaction is important. Because individuals are usually involved in a concrete or abstract production process by using their own potentials and capacities, and the pleasure and satisfaction they get as a result add meaning to their own lives. For such reasons, the positive feelings they have towards their working life have an important place in the lives, social, mental and psychological existence of individuals (Telman & Ünsal, 2004). Job satisfaction, also referred as employee or work satisfaction, is important in directing the behaviour of individuals with a healthy psychology (Gamsız et al., 2013). Özkalp and Kirel (2010) similarly stated that individuals who have positive emotions in their business life can transfer their behaviours from family life to business life in all areas of society in a positive way, thus they have higher energy and approach life more positively. Similarly, they have shown that individuals who cannot reach professional satisfaction frequently encounter problems from various areas of their lives, and therefore such individuals have a high rate of unhappiness (Özkalp & Kirel, 2010). Job satisfaction, which is one of the leading indicators of employee satisfaction, is defined as the emotional reactions developed towards individuals by evaluating their work or the work they do. Since this concept is one of the main factors that constitute the motivation to work, it can be defined as a phenomenon that occurs when the characteristics of the work and the wishes of the individuals are fully compatible and gives pleasure for the employees. Balcı (1985), who put forward the first and important studies in Turkey on the concept of job satisfaction, on which there are many studies, has defined job satisfaction as "the employees' emotional responses that are a function of the difference between their perceptions and their desires regarding job dimensions such as the job itself, wages, working conditions, promotion and development opportunities and the degree to which they are gained in the job. According to Locke (1976), job satisfaction is positive and pleasant emotional states revealed through individuals' experiences and perceptions in their jobs. Mumford (1991) said that job satisfaction is the harmony between the effort put forth by the employees and what they get in return for what they expect from their jobs and institutions. Many researchers have considered job satisfaction on the basis of

emotions. Similarly, Arnold and Feldman (1986) defined this phenomenon as the positive emotional effects that people have towards their work. Looking from the same perspective, Schermerhorn, Hunt, and Osborne (1994) defined job satisfaction as all of the positive or negative feelings of individuals towards their jobs. According to Ilies and Judge (2004), job satisfaction is the implicit evaluation tendencies about jobs that affect and direct the relationships formed between the responses of individuals to the stimuli they encounter and are exposed to in the work environment.

To elaborate the concept of job satisfaction, teaching can be given as an example. Studies focusing on the concept of job satisfaction specific to the teaching profession define the most prominent element in job satisfaction as the roles that children reveal in their lives. Additionally, the quality of the teacher-student relationship, the difficulties of the profession and the intellectual capacity it requires, as well as the feelings of independence to be gained through the profession increase positive feelings towards the teaching profession (Shann, 1998). On the contrary, some issues such as the routine daily life, the disciplinary problems observed in students and the lack of support and appreciation from supervisors or administrators lead to the development of negative attitudes on the teaching profession and cause lack of self-confidence, self-esteem and frustration among teachers and candidates (Hargreaves, 1994; Nias, 1996). Researches have shown that job satisfaction of the teachers has a negative correlation against the inadequacy of salaries in meeting the financial needs, the lack of professional autonomy, the fact that teachers are kept away from the decision-making processes in the changes made in the education system or they are not included at all, the negative opinions and expressions reflected in the media about the teaching and education system (Scott and Dinham, 2003; Van den Berg, 2002; Zembylas and Papanastasiou, 2005). Findings also show that job satisfaction is affected by many demographic variables (gender, age, marriage, parenting status, work experience, etc.) at various rates (Ataklı et al., 2004; Koustelios, 2001). In conclusion, increasing teachers' job satisfaction not only increases the time spent at school but also the quality of social life outside of this. It is important to determine the sense of belonging and job satisfaction of teachers and the steps that will change these feelings levels for the better.

3. METHOD

3.1. Research Model

This study aims to examine theses and articles on professional sense of belonging. Document analysis, one of the qualitative research methods, was employed in the study. Yıldırım and Şimşek (2016) define document analysis as the analysis of documents written about a certain subject; underlined that it can be used alone or in combination with different data collection techniques in qualitative research.

3.2. Data Collection

In this study, which aims to draw a general framework about the studies on professional sense of belonging; DERGİPARK database was used to access to academic articles and Council of Higher Education National Thesis Database (YÖK-TEZ) was used to access graduate theses. Because these two databases are among the most used and visited sources by scholars in Turkish academia. Firstly, it was concluded that it would be correct not to make a year-based limitation during filtering, since it was seen that the studies on professional sense of belonging, primarily in the field of education, were very limited. General descriptive information about the research in the study is given in Table 1.

Table 1. Demographics

		Frequency	Percentage
Type of Publication			
	Article	14	60,8
	Master's Thesis	8	34,7
	Doctoral Thesis	1	4,5
	Total	23	100
Language			
	Turkish	21	91,3
	English	2	8,7
	Total	23	100
University Type			
	State / Public	17	73,9
	Private	6	26,1
	Total	23	100

Year	2010	1	4,34
	2013	1	4,34
	2014	2	8,7
	2017	1	4,34
	2019	4	17,4
	2020	3	13,08
	2021	5	21,7
	2022	6	26,1
	Total	23	100
Research Area	Social Sciences	4	17,4
	Educational Sciences	17	73,9
	Health Sciences	2	8,7
	Natural and Applied Sciences	-	-
	Total	23	100

As seen in Table 1, a total of 23 studies were examined in the study. 60.8% of the studies were research articles; 34.7% are master's theses and 4.5% are doctoral theses. On a yearly basis, there is only one study on the subject for the years 2010, 2013 and 2017 which equals to 4.34% of all studies. The most studies were carried out in 2022, which is 26.1% of the total studies on the subject.

Considering the language of the publications, the vast majority of the studies are in Turkish which is 91.3% of the total studies. It is seen that there are only two studies in English, one of which is a thesis and the other is an article. The rate of studies in English is only 8.7%. If the fields of study are evaluated, it is seen that the weight is in educational sciences. While 73.9% (n=17) of the total studies were in the field of educational sciences; 17.4% (n=4) are in the field of social sciences and 8.7% (n=2)

are in the field of health sciences. When the status of the universities where the studies are conducted is examined, about three-fourths of the studies (73.9%) were carried out in public universities; it was concluded that 26.1% of it was done in private universities.

3.3. Data Collection Tool

The Academic publication review form of Demirci, Arkan and Onuk (2018) was used and the studies were analyzed accordingly. Thanks to the "academic publication review form", the studies were examined in depth with all their technical aspects, under 52 different titles. The main headings of the review form are:

- Type of Study,
- Language of the Study,
- University Type,
- University Name,
- Year of Study,
- Research Area,
- Sampling Technique,
- Model of the Research,
- Research Pattern,
- Type of Data Collection Tool,
- Reliability and Validity,
- Data Analysis Techniques.

3.4. Working Group

Keywords were used in search is the following: "professional identity", "belonging", "professional belonging", "professional commitment", "sense of belonging" Council of Higher Education National Thesis Database (YÖK-TEZ) and DERGİPARK. A total of 14 research articles and 9 postgraduate theses, 8 of which were master's and one doctoral, were reached. However, unrelated topics containing these keywords were excluded from the research.

3.5. Analysis of Data

In this study, descriptive analysis technique was employed to handle the data and to examine the previous studies. The descriptive analysis technique, the data are evaluated around the pre-determined themes. Then descriptions are made and explained. Results are produced in the context of causal research and finally the results obtained are presented in an organized and interpreted form (Yıldırım & Şimşek, 2016). Individual forms were filled in for each of the theses and articles on professional belonging accessed from the databases. Each form filled in then recorded in the measurement tool developed by Demirci, Arkan and Onuk (2018). A grand scheme was drawn by calculating the frequencies and percentages of the filled data using the SPSS 23.0 package program.

4. FINDINGS

4.1. Findings Regarding the Distribution of Studies by Universities

Table 2. Distribution of Studies by Universities

Name of the University	Number of Studies	Percentage
Ankara University	2	8,7
Inonu University	2	8,7
Mersin University	2	8,7
Yeditepe University	2	8,7
Akdeniz University	1	4,34
Anadolu University	1	4,34
Antalya Science University	1	4,34
Aydın Adnan Menderes University	1	4,34
Bahcesehir University	1	4,34
Bolu İzzet Baysal University	1	4,34
Gazi University	1	4,34
Hacettepe University	1	4,34
Istanbul Aydın University	1	4,34
Istanbul Sabahattin Zaim University	1	4,34

Izmir Katip Celebi University	1	4,34
Kütahya Dumlupınar University	1	4,34
Marmara University	1	4,34
Selcuk University	1	4,34
Suleyman Demirel University	1	4,34

Examining the distribution of the studies according to the universities, it is seen that there are studies on the subject in 19 different universities. Two studies were conducted in four of these 19 universities namely Ankara, İnönü, Mersin and Yeditepe Universities. This shows that the four universities carried out 34.8% of the total studies. The remaining 15 universities were included in the list with one study each (4.34% each). Yeditepe University carried out 33% of the studies conducted in private universities with 2 studies.

4.2. Findings on the Methods of the Studies

Table 3. Distribution of Studies by Method

		Frequency	Percentage
1) Probability Sampling			
	Simple Random	1	4,34
	Stratified	1	4,34
	Cluster	1	4,34
	Systematic	-	-
The Sample Selection Technique of The Research	2) Non-Probability Sampling		
	Accidental Sampling	3	13
	Quota Sampling	-	-
	Judgmental Sampling	16	69,6
	Snowball Sampling	-	-
	Sequential Sampling	-	-
	Theoretical Sampling	-	-

	Monographic	-	-
	Unspecified	1	4,34
	Total	23	100
Research Model	Qualitative	2	8,7
	Quantitative	18	78,3
	Mixed	3	13
	Total	23	100
Qualitative Research Design	Case Study	2	100
	Phenomenology	-	-
	Ethnography	-	-
	Theory Building	-	-
	Narrative Research	-	-
	Action Research	-	-
	Case Study	-	-
	Total	2	100
Quantitative Research Design	1) Non-Experimental Quantitative Research		
	Causal- comparative	-	-
	Relational	7	41,3
	Descriptive Survey	9	50
	Meta Analysis	1	4,34
	2) Quasi-Experimental	1	4,34
	Total	18	100
	Convergent Parallel	-	-
	Explanatory Sequential	3	100
	Exploratory sequential	-	-

Mixed Research Design	Embedded	-	-
	Transformative	-	-
	Multiphase	-	-
Total		3	100

As shown in Table 3, the sampling methods used in the studies are primarily divided into Probability and Non-Probability Sampling methods. Simple Random, Stratified and Cluster sampling techniques, which are among the probabilistic sampling techniques, were used once; the usage rate of each is 4.34%. Judgmental sampling, one of the non-probabilistic sampling techniques, was used 16 times in total and its rate was 69.6% in total. Random sampling was used in 13% of the studies (n=3). In one study, information on the sampling technique could not be found.

78.3% of the 23 studies (n=18) has used quantitative studies. Mixed studies take the second place with a rate of 13%. Qualitative studies take the last place with a rate of 8.7%.

Each model was handled within itself in terms of research designs. If the quantitative research designs are examined, it can be easily seen that half of the quantitative studies were conducted in the form of descriptive survey. Relational design was also used frequently with a rate of 41.3% while 4.34% of the quantitative studies were meta-analysis. The other 4.34% were made using a quasi-experimental design. All mixed studies have an explanatory sequential pattern, all of the research handled were case studies.

4.3. Findings On Data Collection Techniques

Table 4. Distribution of Data Collection Tools

	Frequency	Percentage
Observation	-	-
Semi-Structured Interview	5	18,6
Tests	1	3,7
Data Collection Tool Used	6	22,2
Survey	15	55,5
Scale	-	-
Documentation Technique	-	-

Researcher's Diary			
Total		27	100
Validity And Reliability Stated	Yes	15	65,2
	No	8	34,8
Total		23	100

Looking at data collection tools used in the studies, it is seen that the most frequent data collection tool is scales. In 55.5% of the studies, data were collected using scales. In the second place is the survey with a usage rate of 22.2%; The usage rate of the semi-structured interview form was determined as 18.6%. Test technique was used in only one of the studies. The collection rate of this was 3.7%.

65.2% of the studies gave information about the reliability and validity. In 34.8% of the studies, information on the subject could not be found.

4.4. Findings On Data Analysis

Table 5. Distribution of Data Analysis Techniques

		Frequency	Percentage
Qualitative Data Analysis Methods	Descriptive Analysis	1	16,6
	Content Analysis	4	66,8
	Statistics Not Used	1	16,6
	Descriptive + Procedural	-	-
Total		6	100
Quantitative Data Analysis Methods	Kolmogorov and Smirnov	2	4,3
	Independent T-Test	16	34,8
	One-Way ANOVA	12	26
	Simple Correlation	5	10,8
	Regression	3	6,6
	Chi-square Fit Test	3	6,6

Mann Whitney U test	2	4,3
Kruskal Wallis	3	6,6
Total	46	100

The studies constituting the sample mainly used qualitative and quantitative methods. The most frequently used quantitative analysis method in studies is the Independent T-test (f=16). The Independent t-test was followed by the One-way ANOVA with 12 times. The simple correlation technique was used 5 times and was the third most used technique. Regression, Chi-square Fit Test and Kruskal Wallis tests were used three times each. The least used quantitative data analysis techniques are Kolmogorov and Smirnov and Mann Whitney U tests with twice usage in total. Content analysis is the most widely used qualitative analysis method. Content analysis used in 4 studies totally is followed by descriptive analysis with one usage. In one study, statistics were not employed.

5. DISCUSSION AND CONCLUSION

This study aims to explore a general framework of the academic studies carried on the professional sense of belonging in Turkey to examine the approach in the field. Fourteen scientific articles, eight master's theses and only one doctoral theses of the studies on professional sense of belonging analyzed in the study. Considering the reasons why master's theses are so much more than doctoral theses, it can be shown that doctoral programs are rarer, master's programs are shorter and less labor-intensive (Gökmen et al., 2017).

Most of the studies (91.3%) were conducted in Turkish. Only two studies were in English. One of these two studies was a thesis and the other was an article. At this point, it can be said that a little more emphasis should be placed on English studies in order to contribute more to the international scientific world. Especially in articles, we can say that this is a more valid inference.

If we look at the type of university where the studies are conducted, it is seen that about three fourth of the studies are done in state universities. Among all the universities where the most studies on the subject were carried, four universities share the first place. Ankara University, İnönü University, Mersin University and Yeditepe University are the top universities with a ratio of 8.7%. What is remarkable here is that Yeditepe University, a private (foundation) university, shared the first place with state universities. Regarding the numbers of public universities and their

faculty members and students, it is plausible to conclude that most of the studies carried out in these public universities. Additionally, as number of private universities has started to increase in recent years, one can expect those private universities to have wider contribution on the subject matter.

Since the number of studies is limited, there is no year limitation. At this point, it can be said that the subject is a niche subject and offers a fairly new and broad opportunity for studies. The oldest study that could be reached was written in 2010. Looking at the last three years (2020,2021,2022), it is observed that there has been a regular increase in the number of the studies. This can be evaluated as the academic interest in professional sense of belonging has just begun to increase. Educational sciences are the field where approximately three-fourths of the total studies are conducted. It is followed by social sciences and health sciences. At this point, it can be said that professional sense of belonging has multidisciplinary value. In the coming years, it can be expected that research will be conducted on the professional belonging of employees in different fields.

While examining the sampling methods in the studies, a distinction was made between probability and non-probability sampling. Simple random, stratified and cluster sampling were used as probability sampling techniques. While most of the studies used non-probability sampling techniques, purposeful sampling was often used (about 70%). Purposeful sampling stands as a rich source of information when examining situations in detail (Büyüköztürk et al., 2012). This can be explained as purposeful sampling is relatively easier to manage and it better serves the researchers' aims.

Examining the models of the studies, it is seen that the majority of research methods used are quantitative ones. Proportionally, it corresponds to 78.3% of the studies. Quantitative research, by measuring the relationships between various variables with the help of measurement tools, converting them into numerical data aims to answer the research question as a result of statistical calculations (Creswell & Creswell, 2017). While the rate of use of mixed research models was 13% and the rate of qualitative studies remained at 8.7% indicate increasing the number of qualitative and mixed studies will help gain in-depth insight into professional sense of belonging.

The studies were classified into two research methods: namely qualitative and quantitative. Almost all of the quantitative studies were carried out with sampling models. In this type of research, it works on a sample selected from the population

and the attitudes and thoughts of the population are presented numerically (Creswell & Creswell, 2017). The sampling model basically has a descriptive point of view (Özdemir, 2016). In terms of drawing a general framework on the subject, the intensity of the survey studies is remarkable. It is seen that only case studies are used in qualitative studies. It is obvious that there is a need for studies to reflect this issue in depth, especially with phenomenological approaches. Professional sense of belonging is deeply related to experiences, thus qualitative methods are employed mostly to study the subject profoundly.

As Deloitte (2020) stated that money spent on professional sense of belonging shows that people's job satisfaction has a direct impact on their performance and job quality in professional life. However, it is needed to increase the number of studies on what can be done to reveal and to increase the sense belonging of the employees in which deprivations are experienced. The increasing interest on the subject in recent years can be interpreted as the importance of this subject for professional lives or careers would continue to grow in the future. For the business world, which is constantly in search of improving their work performance, the issue of professional belonging is at a key point and vital for continuing development.

6. SUGGESTIONS

Considering that only one of the studies is at the doctorate level, it is important to provide the necessary incentive to increase the number of high-level studies on the subject. Most of the studies reviewed were written in Turkish. In order to contribute more to international literature, studies in foreign languages should be encouraged.

Most of the studies were carried out in state universities. More interest in the subject in private universities will also contribute to the subject. It is seen that the majority of the studies are done in the field of education. Considering that the effect of the concept of professional sense of belonging on employee performance is important in other fields, it can easily be seen that there would be a need for new studies on the subject in different fields in the foreseeable future.

With the help of qualitative studies, it will be possible to see the insights on the subject and the thoughts of the employees in depth.

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