Araştırma Makalesi * Research Article

The Effect of Panoptıcon on Job Stress and Organizational Depression: The case of Balkan Group (BPET Energy)

Panoptikon'un İş Stresi Ve Örgütsel Depresyon Üzerine Etkisi: Balkan Group (BPET Energy) Örneği*

İrem Dilara BOZKURT
PhD Student, Kahramanmaraş Sütçü İmam University, Institute of Social Sciences
dilaraairem@gmail.com
Orcid ID: 0000-0002-2210-4295

Mustafa TAŞLIYAN
Prof. Dr., Kahramanmaraş Sütçü İmam University, Faculty of Economics and Administrative Sciences, Department of Business Administration
mustafatasliyan@hotmail.com
Orcid ID: 0000-0003-1141-9846

Abstract: This study is derived from a master's thesis. Purpose of the study; To investigate the effects of panopticon on work stress and organizational depression, the direction and level of these effects. The population of the research consists of 456 employees of Bpet Energy operating in Ankara, Mersin and Istanbul. Face-to-face survey method was used as a data collection tool. First of all, Correlation analysis was performed to reveal the relationships between the determined variables, and then Regression analysis was performed. According to the research results, Panopticon and its sub-dimensions do not affect job stress. According to another result, it was determined that Panopticon and its sub-dimensions (positive panopticon, negative panopticon, external responsibility, awareness of being watched) affected organizational depression significantly and positively. While feeling safe when being monitored by the organization eliminates stress, on the other hand, it can be seen that their attitudes, their speeches, not making mistakes in their work, and the possibility of being fired if they do, may cause them to fall into depression due to the fear of being unemployed brought about by the anxiety of the future..

Keywords: Panopticon, work stress, organizational depression, surveillance, digitalization.

Öz: Bu çalışma bir yüksek lisans tezinden üretilmiştir. Çalışmanın amacı; panoptikon'un iş stresi ve örgütsel depresyon üzerindeki etkilerini, bu etkilerin yönünü ve düzeyini araştırmaktır. Araştırmanın evrenini Ankara, Mersin ve İstanbul'da faaliyet gösteren Bpet Energy çalışanı olan 456 kişi oluşturmaktadır. Veri toplama aracı olarak yüzyüze anket yöntemi kullanılmıştır. Öncelikle belirlenen değişkenler arasındaki ilişkileri açığa çıkartmak için Korelasyon analizi yapılmış olup akabinde Regresyon analizi yapılmıştır. Araştırma sonucuna göre Panoptikon ve alt boyutları, iş stresini etkilememektedir. Elde edilen diğer bir sonuca göre ise Panoptikon ve alt boyutlarının (pozitif panoptikon, negatif panoptikon, dışsal sorumluluk, izlenme bilinci), örgütsel depresyonu anlamlı ve pozitif yönde etkilediği tespit edilmiştir. Örgütün izlendiği zaman güvende hissetmeleri stresi ortadan kaldırırken diğer bir yandan sergilediği tutumlara, konuşmalarına, işinde hata yapmamaya eğer

yaparsa kovulma ihtimaline karşı gelecek kaygısının beraberinde getirdiği işsiz kalma korkusuna kapılarak depresyona sürüklenmesine sebep olabileceği görülmektedir.

Anahtar Kelimeler: Panoptikon, iş stresi, örgütsel depresyon, gözetlenme, dijitalleşme.

INTRODUCTION

From the first humans to the present day, the concepts of surveillance and surveillance have found a place in life and have become an indispensable subject especially in workplaces today. In the past years, governments have often subjected themselves to surveillance in order to control the activities carried out in daily life, to be aware of new developments and to see the level of development of other societies. After the invention of writing, the concept of surveillance became official with the census, the census of individuals working in factories and the control of nomadic societies (Giddens, 2008: 66). The surveillance system, characterized as the Panopticon, has increased its spread area with the advancement of technology by one level every day and the global communication and information methods that come along with progress (Öztürk, 2013: 133).

The fact that the age we live in is called the age of technology is undoubtedly due to the advancement of technology. This progress has also led to the advancement of the concept of the panopticon. Technological surveillance and control, which is an important part of our daily lives, is present from the first moment we are born (videotaping the moment of birth, birth photographers, etc.), in traffic (MOBESE, Radar), shopping (shopping mall cameras), withdrawing money (ATM cameras), even when we die (funeral and cemetery information forms), in short, at every point of our lives. These surveillance and monitoring technologies are not only present in the ordinary flow of our lives, but also in business life. We are exposed to technological surveillance systems (cameras, sound systems, video recorders, etc.) in our workplaces or offices. As the world shrinks to the size of a palm with globalization, the fact that it is followed by technological eyes with panoptic behaviors, the intensity of the use of electronic devices and the frightening growth rate of social networks turn the world into a prison where there is constant control and surveillance, just like in the design drawn by the brothers Jeremy and Samuel Bentham. The biggest difference is that surveillance and control is now done by electronic devices instead of people.

The purpose of this study is to examine the effect of panopticon on job stress and organizational depression. The hypotheses established in line with this purpose were created by reviewing domestic and foreign literature and the conceptual framework was written. After the conceptual framework was written, the relationships that are thought to exist between the variables of the research were explained and a field study was conducted to test the research hypotheses.

Panopticon

When we look at the origin of the word panopticon, it is derived by combining the words "pan" and "optikon". While "pan" means whole or all, "optikon" means surveillance or control (Özdel, 2012: 23).

The brothers Samuel and Jeremy Bentham aimed to put individuals under self-control and subject them to a uniform system with the structure they designed as a prison model. The objectives of the structure include numerous sanctions such as imprisonment, compulsory labor, education, etc. Jeremy Bentham states that establishing dominance over individuals is the design purpose of the Panopticon. In this structure, it is essential that "the observing individual watches the individuals, that is, the public, without showing himself to them". The main reason why the surveillance is done secretly is to make the prisoners think that they are being watched even when there is no guard in the observation booth positioned at the center of the design. With this method, the government will always make its presence and power felt by the public (Özdel, 2012:25).

The principles of Jeremy Bentham's Panopticon architectural design are explained as follows (Foucault, 2013: 295, 296):

"It is enough to have a ring of buildings around the perimeter, a tower in the center, a single overseer in the central tower, and in each cell a single madman, a patient, a prisoner, a worker, or a

primary school child. The persons are completely individualized and constantly visible. The arrangement that allows surveillance without being seen creates spatial units that allow constant seeing and immediate recognition. As a result, the principle of the cell is inverted, or rather its three functions - confinement, deprivation of light and concealment - are inverted; only the first of these is retained and the other two are abolished. Being in full light and the gaze of an overseer are more capturing than darkness, which is actually protective."

The main point Foucault wants to draw attention to in his comment is the metaphorical, figurative feature of the panopticon. While this feature is used to express the organizations of the modern public, it also depicts the demonstrations of power in a way that is closed to questioning (Navrâtil, 2014: 12-13). Foucault has mentioned not only how the panopticon has influenced modern ideas, but also how it is simultaneously an idea that has been withdrawn in past times (Foucault, 1995: 35; cited in Collins, 2005: 7).

The Oberkampf factory in Jouy can be used as an example to show that the architectural self-control mechanism called Panopticon can be applied in different areas. The Oberkampf factory in Jouy adheres to the main principle of individualization. The workshops in the factory have a main corridor through which both general and individual monitoring is carried out because all workshops and rooms are located on the main corridor. This includes monitoring the absenteeism of factory workers, the quality of their work, making comparisons between workers, classifying workers according to their ability and speed of completion, and supervising all stages of production.

Dimensions of Panopticon

According to Bıyıkbeyi (2019: 147), the panopticon consists of four sub-dimensions;

1. Negative Panopticon: It causes negative perceptions by causing individuals to feel unwell because they are uneasy about being monitored through surveillance, control and monitoring systems in the businesses in which they operate.

2. Positive Panopticon: Individuals have positive perceptions such as security, preventing unfair competition and encouraging work through surveillance, control and monitoring systems personnel in the enterprises in which they operate.

3. Extrinsic Responsibility: In the enterprises in which individuals operate, with the psychological factors brought about by being aware of surveillance, control and monitoring systems, they perform the behaviors expected to be exhibited in normal times within the organization, such as paying attention to their communication with their teammates in the areas where these systems are installed, and exhibiting positive attitudes.

4. Monitoring Awareness: It measures the individuals' knowledge of the technical features of the information systems or cameras that they are monitored in the enterprises they operate (sound recording camera, image recording camera, etc.), knowing in which parts of the enterprise these tools are installed and their level of knowledge that they are being monitored.

Work Stress

Stress is a phenomenon that takes place at every point of human life and is a concept that can create serious problems if it cannot be controlled (Selye, 1976: 718). The word stress was first defined by the physicist Robert Hook in the 17th century in order to examine "the relationship between the elastic object and the external force applied to it" and found its usage in different disciplines. In the following periods, it turned into a concept used to express the mental and psychological events that people are in (Propenko, 1987: 264-265). While the concept of stress, which was initially used in the fields of physics and engineering, was used in the 17th century in meanings such as disaster, calamity, calamity, trouble, pain, in the 18th and 19th centuries, the meaning of the concept of stress evolved and started to be used for objects, individuals, organs and mental structure in meanings such as power, pressure, bullying, difficulty (Güçlü, 2001: 92, cited in Baltaş & Baltaş, 2014: 304).

Work stress has become an issue that everyone in business life accepts, which is developing day by day and has become unsolvable. Work environments are very important areas for stress. People

spend most of their time, even more than half of it, in the organizations where they work. Therefore, work stress occupies a large part of daily life (Keser, 2014: 20). As job stress has become an epidemic in working life, researchers and scientists have focused on the implications of different dimensions of job stress and its organizational consequences. Job stress is a personal reaction, but it differs from the general concept of stress in that it is related to the organization and the work performed. Job stress is defined as a psychological discomfort internalized by workers when faced with demands, constraints and opportunities that create important but questionable outcomes (Yozgat et al., 2013: 518-519).

If employees are not comfortable in the work environment, they will prefer an introverted life over time by exhibiting rude behavior towards their external environment and establishing bad communication. Job stress, which is conceptualized as a personal emotional state that occurs when the requirements of the job exceed the estimated capacity of the personnel, creates anxiety, fear and tension in individuals involved in working life. At the same time, job stress has negative economic effects (Cropanzano et al., 1997: 162-165). Job stress is an expression used for individuals who have intense pressure on them, and it poses a risk to the health of personnel by reducing their work performance due to pressures (Pehlivan, 2002: 22). Experiencing stress up to a certain limit can lead to motivation, job satisfaction and allow employees to improve themselves in terms of their work. Excessive stress can lead to the emergence of burnout perception in employees and accordingly reduce employee performance (Tınaz, 2013: 37).

ORGANIZATIONAL DEPRESSION

Organizational depression can be defined as stagnation in the whole structure of the organization, the inability of the organization to make progress, the reluctance of the employees within the organization to innovate and the failure to adopt a vision of the organization (Bilchik, 2000: 34-38). In an organizational structure where negative factors are intense, it would not be unexpected for the organization to become depressed (Gray, 2008: 9-11). The employees working in that organization will also be negatively affected by this negative atmosphere of the organization, and this interaction will start to feel burnout in the personnel who are dragged into depression. This will trigger organizational depression (Lee et al., 2014: 985-989).

Organizational depression brings undeniable structural problems in the management hierarchies of organizations. Personnel working in these organizations feel hopeless and have the feeling of being constantly fixed (Scurlock, 1995: 10-11). The inconsistencies and incompatible attitudes of the institutions within themselves, and the fact that they do not change themselves according to the laws of the state in which they operate, reveal contradictory situations in the organization, and with this, symptoms of depression are seen at the point of solving the problems in the organization (Brunsson, 1986: 165-185). Behavioral symptoms of organizational depression can be listed (Sezer, 2010: 38):

- A general state of lethargy,

- Resistance to change,

- Decreased creativity and insensitivity to innovation,

- Productivity is at its lowest point,

- Increased absenteeism, disregard for working hours and prolonged lunch breaks,

- Minimal communication between and within departments,

- Not wanting to work and consequent decrease in revolving fund,

- Inability to make decisions, celebrating their success.

METHOD OF THE RESEARCH

In this section, the purpose, importance, scope, limitations, data collection method, scales, hypotheses and model of the study are mentioned.

Purpose, Importance, Scope and Limitations of the Research

The aim of this study is to examine the effects of panopticon on job stress and organizational depression on the employees of Balkan Group (Bpet Energy).

The fact that the concept of panopticon is an indispensable practice in today's businesses has also revealed many problems. Panopticon (monitoring, control, supervision) is discussed in terms of businesses and their top management. It will be examined in detail based on the idea that monitoring or surveillance can cause job stress and a state of depression in the organization. The main purpose of this study is to examine the effects of the Panopticon on job stress and organizational depression.

The research population consists of the employees of Balkan Group (Bpet Energy) working in energy, refinery, fleet and filling facilities in Mersin, Istanbul and Ankara. It is known that the total number of employees of this company in the country is around 10,000. Sekaran (1992) calculated sample sizes that can be represented with 95% reliability and 5% sampling error in order to determine the minimum acceptable sample size for various population sizes.

Table 5.1. Minimum acceptable sample sizes for various populations (sekaran, 1992: 5-13)

Universe size	100	500	750	1000	^2000	5000	1000	2000	50000	100000	1 million
Number of Samples	79	217	254	278	322	357	370	377	381	383	384

According to the sampling information in Table 5.1, the sample size for a population of 10,000 should consist of at least 370 people. The sample number reached for this study consists of 456 people. In this context, it is seen that the sample number reached for this research is sufficient and can represent the universe. Therefore, it is understood that it is possible to test and analyze the hypotheses within the research model. The limitations of this research are stated below:

• Due to the large number of business lines constituting the population of the research, only the questionnaire method was preferred among the data collection tools.

• In order to achieve the purpose of the research, the data obtained from the questionnaire forms applied to the employees are data belonging to a certain period of time.

• The results of the research are limited to the data collected from the scales in the questionnaire form.

• The fact that the sample group consists of energy sector employees and its generalizability in terms of other sectors can be expressed as a limitation for the research.

• The fact that the preferred population group is a large-scale company operating internationally and leading in the energy sector in Turkey and that its generalizability in terms of smaller-scale companies is low is considered as a limitation for this research.

• Another limitation of this research is that the effects of panopticon on job stress and organizational depression are examined in this research, and the connection of panopticon with other variables is excluded.

Data Collection Tool Used in the Research

The questionnaire form used in the research consists of 4 sections. The first section includes questions about the socio-demographic characteristics of the participants, the second section includes statements measuring panopticon perceptions, the third section includes statements measuring job stress, and the fourth section includes statements measuring employees' perceptions of organizational

depression.

The panopticon scale, which is the first of the scales used in the research, is a scale developed by Bıyıkbeyi (2019). In Hazar's 2012 study titled "Contemporary Social Control Tools in the Context of Surveillance Society: Closed Circuit Camera Systems and Their Social Benefits and Costs in the Case of Ankara", which Hazar conducted in 2012, was used as the basis for the creation of the scale statements. The scale, which was developed by eliminating the statements in the interview form with the opinions of experts and academicians and within the information obtained as a result of the examinations in the literature, consists of a total of 28 statements and four sub-dimensions: external responsibility, positive panopticon, negative panopticon, surveillance awareness. The scale items are in 5-point Likert type.

The job stress scale developed by House and Rizzo (1972), developed by Efeoğlu (2006) and utilized in his doctoral thesis was used in the study. The scale consists of 7 statements and one dimension.

The organizational depression scale developed by Sezer (2011) is a scale created to test whether individuals in the organization are affected by events and situations and whether they have depression characteristics or not, and if so, at what level they experience depression. The organizational depression scale consists of 42 statements in total. The scale has no sub-dimensions, positive answers are scored high, while negative answers are scored low since negative statements are scored in reverse (from 5 to 1). The scale was taken from Keleş's (2016) master's thesis. A total of three scales were used to measure the three different variables addressed in this study. The scales were prepared according to a five-point Likert scale format.

Research Model and Hypotheses

The research model in Figure 1 shows that the panopticon and its sub-dimensions affect employee productivity and organizational depression.
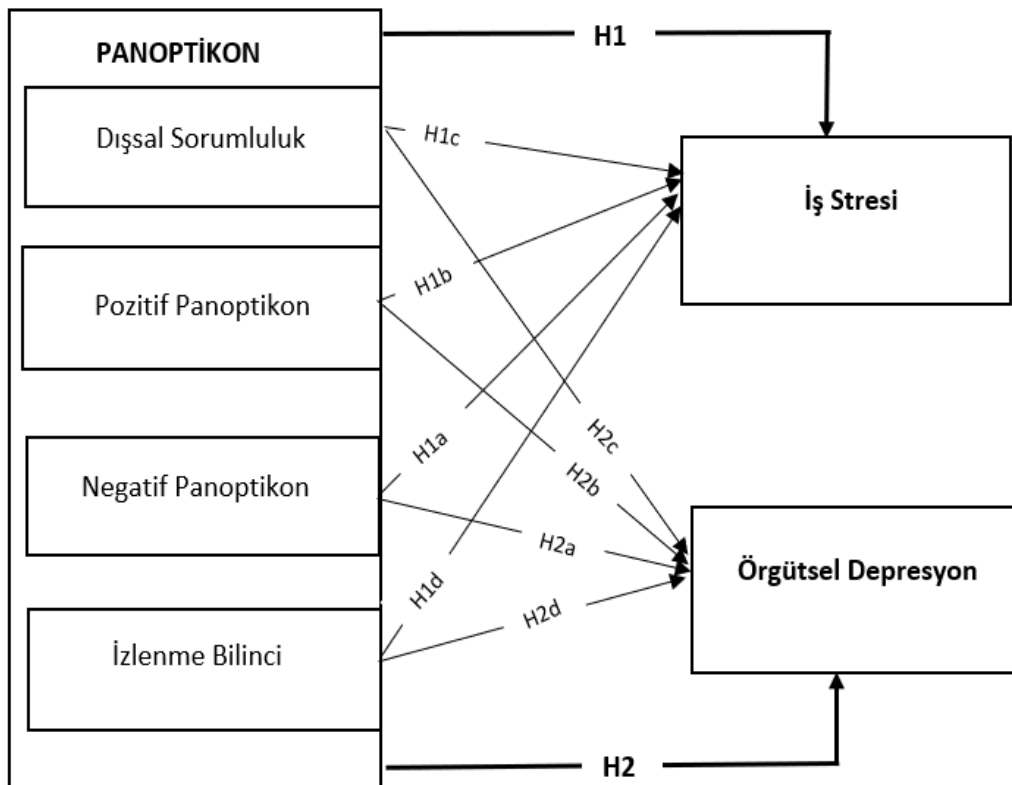
Shape 1. *Research Model*

H1: Panopticon affects job stress significantly and positively.

H1a: Negative panopticon affects job stress significantly and positively.

H1b: Positive panopticon affects job stress significantly and positively.

H1c: External responsibility affects job stress significantly and positively.

H1d: Being watched awareness affects work stress significantly and positively.

H2: Panopticon affects organizational depression significantly and positively.

H2a: Negative panopticon affects organizational depression significantly and positively.

H2b: Positive panopticon affects organizational depression significantly and positively.

H2c: External responsibility affects organizational depression significantly and positively.

H2d: Monitoring awareness affects organizational depression significantly and positively.

Findings of the Research

Table 5.2. Table on Demographic Characteristics of Participants

Demographic Characteristic	Variable	Number	Valid%	Cumulative %	Number
Gender	Woman	134	29,4	29,4	29,4
	Man	322	70,6	70,6	100,0
	Total	456	100,0	100,0	
Age	18-30	165	36,2	36,2	36,2
	31-45	234	51,3	51,3	87,5
	46-55	45	9,9	9,9	97,4
	56 and +	12	2,6	2,6	100,0
	Total	456	100,0	100,0	
Marital Status	Married	289	63,4	63,4	63,4
	Single	167	36,6	36,6	100,0
	Total	456	100,0	100,0	
Nuber of children	1-2	144	31,6	59,0	59,0
	3-5	77	16,9	31,6	90,6
	6 and +	23	5,0	9,4	100,0
	Total	244	53,5	100,0	
Educational background	Primary School	30	6,6	6,6	6,6
	Middle School	46	10,1	10,1	16,7
	High School	164	36,0	36,0	52,6
	Associate Degree	99	21,7	21,7	74,3
	Licence	99	21,7	21,7	96,1
	Postgraduate	18	3,9	3,9	100,0
	Total	456	100,0	100,0	
Income rate	0-4000	280	61,4	61,4	61,4
	4001-5000	74	16,2	16,2	77,6
	5001-6000	40	8,8	8,8	86,4
	6001-8000	21	4,6	4,6	91,0
	8001-10000	13	2,9	2,9	93,9
	10001 and +	28	6,1	6,1	100,0
	Total	456	100,0	100,0	

Average monthly income	0-4000	184	40,4	40,4	40,4
	4001-5000	68	14,9	14,9	55,3
	5001-6000	62	13,6	13,6	68,9
	6001-8000	39	8,6	8,6	77,4
	8001-10000	55	12,1	12,1	89,5
	10001 and +	48	10,5	10,5	100,0
	Total	456	100,0	100,0	
Economic income	Income Less Than	221	48,5	48,5	48,5
	Balanced with Income	171	37,5	37,5	86,0
	Income More Than	64	14,0	14,0	100,0
	Total	456	100,0	100,0	
Working time in the institution	Less than 1 year	45	9,9	9,9	9,9
	1-3 year	101	22,1	22,1	32,0
	4-6 year	135	29,6	29,6	61,6
	7-10 year	94	20,6	20,6	82,2
	11-15 year	48	10,5	10,5	92,8
	16 year and +	33	7,2	7,2	100,0
	Total	456	100,0	100,0	
Position in the institution	Senior Manager	28	6,1	6,1	6,1
	Middle Manager	49	10,7	10,7	16,9
	Lower Level Manager	83	18,2	18,2	35,1
	Worker Technical Staff	296	64,9	64,9	100,0
	Total	456	100,0	100,0	
Duration in current position	Less than 1 year	74	16,2	16,2	16,2
	1-3 year	96	21,1	21,1	37,3
	4-6 year	146	32,0	32,0	69,3
	7-10 year	71	15,6	15,6	84,9
	11 year and +	69	15,1	15,1	100,0
	Total	456	100,0	100,0	
Working hours	less than 4 hours	20	4,4	4,4	4,4
	4-5 hours	26	5,7	5,7	10,1
	6-8 hours	195	42,8	42,8	52,9
	9-11 hours	159	34,9	34,9	87,7
	12 hours and +	56	12,3	12,3	100,0
	Total	456	100,0	100,0	
Satisfaction level	I am not satisfied	67	14,7	14,7	14,7
	I am partially satisfied	220	48,2	48,2	62,9
	I am very pleased	169	37,1	37,1	100,0
	Total	456	100,0	100,0	

The total number of participants in the research was 456, 134 of whom were women and 322 were men. When we look at the age characteristics of the participants in the study, 165 people are between the ages of 18-30, 234 people are between the ages of 31-45, 45 people are between the ages of 46-55, and 12 people are between the ages of 56 and over. It is seen that 289 of the individuals are married and 167 are single. While 206 people do not have children, 250 people have children. It was determined that 144 people had 1-2 children, 77 people had 3-5 children, and 23 people had 6 or more children. 154 people answered "I don't have a spouse", 147 people answered "no", and 155 people answered "yes". According to the findings of the research, it was determined that 87 of the participants had spouses working in the private sector, 68 of them worked in the public sector, and those who did not have a spouse or were not working constituted 301 people. According to the findings of the research, it was determined that 30 of the participants had primary school education, 46 secondary school education, 164 high school education, 99 associate degree education, 99 undergraduate education, and 18 postgraduate education. It has been determined that the profession in which the participants work is partially related to the field in which they are educated. According to the findings of the research, 280 participants earn between 0-4,000 TL, 74 participants earn between 4,001-5,000 TL, 40 participants earn between 5,001-6,000 TL, 21 participants earn between 6,001-8,000 TL, 16 participants earn

between 8,001-10,000 TL, and 28 participants earn 10,000 TL. has a monthly income of and above. It was determined that most of the participants had an average monthly family income between 0-4000 TL. It is seen that the majority of the participants say that neither their family nor themselves have a vehicle. It has been determined that the percentage of participants who have their own house and those who have a house that belongs to both their family and themselves is very similar, while the majority of participants say that they do not have a house that belongs to their family or themselves. When the participants evaluate their general economic situation, it is seen that the rate of those who say income is less than expenses is higher than those who say income is balanced with expenses, while those who say income is more than expenses have the lowest rate. It was determined that the participants whose monthly income is very important for their family had the highest rate. When the participants' working periods in this institution were examined, it was determined that the number of employees working for 4-6 years was higher, while the number of employees working for 16 years and above was the least. It was determined that 31 people had been working for less than 1 year, 59 people for 1-3 years, 118 people for 4-6 years, 105 people for 7-10 years, 77 people for 11-15 years, and 66 people for 16 years or more. It was determined that 28 people worked as senior managers, 49 people worked as mid-level managers, 83 people worked as low-level managers, and 296 people worked as workers/technical personnel. According to the findings of the research, 74 people worked for less than 1 year, 96 people worked for 1-3 years, and 146 people worked for 1-3 years. It was concluded that they had been working in their current positions for 4-6 years, 71 people for 7-10 years, and 69 people for 11 years or more. It was determined that 20 people worked less than 4 hours a day, 26 people worked 4-5 hours, 195 people worked 6-8 hours, 159 people worked 9-11 hours, and 56 people worked 21 hours or more per day. According to the findings of the research, it was determined that 67 of the participants said they were not satisfied, 220 people said they were partially satisfied, and 169 people said they were very satisfied.

Table 5.3. *Findings regarding reliability analysis*

Variables	Number of Propositions	Cronbach Alpha Values
Panopticon	28	**0,687**
External Responsibilty	7	0,509
Positive Panopticon	7	0,547
Negative Panopticon	8	0,467
Monitoring Consciousness	6	0,515
Work Stress	7	**0,730**
Organizational Depression	42	**0,731**

The results of the reliability analysis applied to the scales in this field research are given in the table above. In studies conducted in the field of social sciences, Cronbach Alpha values of 0.600 and above are quite reliable (Altuntaş and Baykal, 2010). These values obtained show that the scales used in the research are at a reliable level.

Table 5.4. *Findings regarding correlation analysis*

	1	2	3	4	5	6	7
(1) Panopticon	1						
(2) External Responsibilty	,673***	1					
(3) Positive Panopticon	,590***	,233**	1				
(4) Negative Panopticon	,613**	,204**	,023	1			
(5)MonitoringConsciousness	,715**	,348**	,242**	,312**	1		
(6) Work Stress	-,070	-,050	-,028	-,028	-,088	1	
(7)Organizational Depression	520**	,431**	,190**	,296**	,450	,075	1

**p<0,01: Correlation 0,01 is significant for its level.

*p<0,05: Correlation 0,05 is significant for its level.

The relationships between panopticon dimensions, employee productivity and organizational depression were revealed using correlation analysis. The correlation coefficient for the relationship

between the research variables is interpreted as follows (Sungur, 2018: 116):

r	Relationship
0,00-0,25	too weak
0,26-0,49	weak
0,50-0,69	middle
0,70-0,89	high
0,90-1,00	too high

As a result of the correlation analysis in Table 5.4, the following findings were obtained:

• No relationship could be detected between panopticon (r:-.070; p>0.05) and work stress.

• No relationship was detected between external responsibility (r:-.050; p>0.05), one of the sub-dimensions of the panopticon, and work stress.

• Since there is a positive panopticon (r: -.020; p>0.05), one of the sub-dimensions of panopticon, no relationship could be detected between it and work stress.

• Since negative panopticon (r: -.028; p>0.05), one of the sub-dimensions of panopticon, no relationship could be detected between it and work stress.

• Since awareness of being watched is one of the sub-dimensions of the panopticon (r: -.088; p>0.05), no relationship could be detected between it and work stress.

Findings Regarding Regression Analyzes

In this section, simple regression analysis was performed to explain the cause and effect relationships between the research variables.

Table 5.5. *Regarding the effect of panopticon on organizational depression regression analysis*

Variables	Beta	T	P value
Panopticon	,520	12,977	0,000
	R^2=0,269	F= 168,414	

Dependent Variable: Organizational Depression

With the developed H2 hypothesis, it was aimed to examine the relationship between panopticon and organizational depression. As a result of the regression analysis, it was found that the panopticon had a positive and significant effect on organizational depression (P=.520; p<0.01; F=168.414). As seen in Table 5.4, the R2 value is 0.269, and the panopticon in the regression equation explains the organizational depression variable, which is the dependent variable of the research, by 26.9%. In other words; It can be said that only 26% of the change in organizational depression is defined by the panopticon. According to these results, H2 hypothesis was accepted. Correlation analysis values also support this result.

Table 5.6. *Regarding the effect of negative panopticon on organizational depression regression analysis*

Variables	Beta	T	P value
Negative Panopticon	,296	6,614	0,000
	R^2=0,088	F= 43,742	

Dependent Variable: Organizational Depression

With the developed H2 hypothesis, it was aimed to examine the relationship between panopticon and organizational depression. As a result of the regression analysis, it was found that the panopticon had a positive and significant effect on organizational depression (P=.520; p<0.01; F=168.414). As seen in Table 5.4, the R2 value is 0.269, and the panopticon in the regression equation explains the organizational depression variable, which is the dependent variable of the research, by 26.9%. In other

words; It can be said that only 26% of the change in organizational depression is defined by the panopticon. According to these results, H2 hypothesis was accepted. Correlation analysis values also support this result.

Table 5.7. *Regarding the effect of positive panopticon on organizational depression regression analysis*

Variables	Beta	T	P value
Positive Panopticon	,190	4,120	0,000
	R²=0,036	F= 16,976	

Dependent Variable: Organizational Depression

With the developed H2b hypothesis, it was aimed to examine the relationship between external responsibility, one of the sub-dimensions of the panopticon, and organizational depression. As a result of the regression analysis, it was found that the positive panopticon had a positive and significant effect on organizational depression (P=.190; p<0.01; F=16.976). As seen in Table 5.7, the R2 value is 0.036, and the positive panopticon in the regression equation explains the organizational depression variable, which is the dependent variable of the research, by 3.6%. In other words; It can be said that only 3.6% of the change in organizational depression is defined by the positive panopticon. According to these results, H2b hypothesis was accepted. Correlation analysis values also support this result.

Table 5.8. *Regarding the Effect of external responsibility on organizational depression regression analysis*

Variables	Beta	T	P valaue
External Responsibilty	,431	10,166	0,000
	R²=0,185	F= 13,355	

Dependent Variable: Organizational Depression

With the developed H2c hypothesis, it was aimed to examine the relationship between external responsibility, one of the sub-dimensions of the panopticon, and organizational depression. As a result of the regression analysis, it was found that external responsibility had a positive and significant effect on organizational depression (P=.431; p<0.01; F=13.355). As seen in Table 5.8, the R2 value is 0.185, and the external responsibility included in the regression equation explains the organizational depression variable, which is the dependent variable of the research, by 18.5%. In other words; It can be said that only 18.5% of the change in organizational depression is defined by external responsibility. According to these results, H2c hypothesis was accepted. Correlation analysis values also support this result.

Table 5.9. *Regarding the effect of monitoring consciousness on organizational depression regression analysis*

Variables	Beta	T	P value
Monitoring Consciousness	,450	10,725	0,000
	R²=0,202	F= 115,026	

Dependent Variable: Organizational Depression

With the developed H2d hypothesis, it was aimed to examine the relationship between awareness of being watched, one of the sub-dimensions of the panopticon, and organizational depression. As a result of the regression analysis, it was found that awareness of being monitored had a positive and significant effect on organizational depression (P=.450; p<0.01; F=115.026). As seen in Table 5.9, the R2 value is 0.202, and the awareness of being watched in the regression equation explains the organizational depression variable, which is the dependent variable of the research, by 20.2%. In other words; It can be said that only 20.2% of the change in organizational depression is defined by awareness of monitoring.

CONCLUSION AND RECOMMENDATIONS

The ruling power in George Orwell's novel 1984, the imaginary dictator who watches them unnoticed and rules them through the television screen "telescreen", deceives and has no expectation of profit, presents today's forms of surveillance as a daily job. In monitored societies, power flows using various intermediaries (Lyon, 2006: 23). Managers who frequently use surveillance systems in their institutions, to check e-mails, to use card reading applications when entering and exiting the workplace, to determine who is doing their job correctly or who is neglecting it, to know clearly in which unit the productivity starts to show disconnection, to be able to carry out transactions in the workplace with facial recognition systems, to businesses with logistics departments. To detect in which direction they are moving with satellite receivers and signal tracking systems, to prevent harassment and theft within the enterprise, to detect those who do it through cameras, to determine whether cyberloafing is taking place in the enterprise, to see the quality of the resources produced, to prevent psychological violence against workers, to protect trade secrets. and to prevent private information from being transferred to an outside party, to prevent people who do not have good intentions from accessing the boss's computer system, to observe which sites are visited on the computer network and how often, to provide the boss with the main source of defense preparation in cases that have gone to court, to follow customer standards, etc. It is preferred for many purposes such as (Grey-Noble, 2008: 3; Cited in: Lasprogata et al., 2004: 2-3).

- The "H1" hypothesis regarding job stress, which is the employee variable, did not find any relationship in the correlation analysis performed to measure the relationship between the panopticon and job stress. Since no relationship was found as a result of the correlation analysis, the "H1" hypothesis was rejected and regression analysis was not performed. There are similar studies that parallel the results of this current study. Cirit (2017: 13) concluded in his study that those who use social media freely do not perceive surveillance as a restriction on their freedom. He said that people handing over everything, including their personal information, with their own consent, provides significant opportunities and tremendous power to companies that host and process such data, thus unknowingly serving the advertising industry as social media users or employees of a business, and as a result, surveillance determines whether people should be followed or not. It shows that they do not turn the criticism they receive into stress, and that if they were to turn it into stress, they would avoid sharing.

- No relationship was found in the correlation analysis performed to measure the relationship between the "H1a" hypothesis, negative panopticon and job stress. Since no relationship was found as a result of the correlation analysis, the "H1a" hypothesis was rejected and regression analysis was not performed. When the local and foreign literature is scanned, it is seen that there are some parallel studies. Şener (2016: 52) stated in his study that "While some forms of surveillance make individuals who are objects of surveillance uneasy, they turn a group of individuals into phenomena that are considered normal and taken for granted. When the individual, who is used to being the target of surveillance, takes the place of the observing subject, surveillance turns into entertainment. He expressed that what is offered to the individual is not only the entertainment element in the content of the goals he/she has achieved, but also the situation of being spied on in front of the television/phone at home while being spied on at work, and mentioned that surveillance is no longer a stress factor but an entertainment factor.

- When looking at the correlation analysis conducted to measure the relationship between the "H1b" hypothesis, the positive panopticon, and job stress, no relationship was found. Since no relationship was found as a result of the correlation analysis, the "H1b" hypothesis was rejected and regression analysis was not performed. In his study, Akgül (2019) stated that in the current century, all people are aware of surveillance and even take an active role in surveillance, that individuals now consider the loss of privacy or confidentiality with personal data as natural, and that this situation does not cause stress, on the contrary, surveillance has become a habit. As a result of the study, two important basic points about surveillance were mentioned. The first of these is that the government carrying out the surveillance makes investments using huge budgets, while the other is that the individuals being monitored ignore their surveillance, considering it quite natural (Akgül, 2019: 83). Individuals voluntarily participate in surveillance in their working lives, private lives and virtual spaces, and often even ignore the seeing eye (Bauman and Lyon, 2013: 14-19). It has been concluded that since individuals

are used to working with cameras in business life, cameras are no longer a positive or negative system for employees, but enable them to remain unresponsive to surveillance.

- No relationship was found in the correlation analysis performed to measure the relationship between the external panopticon and work stress, which is the "H1c" hypothesis. Since no relationship was found as a result of the correlation analysis, the "H1c" hypothesis was rejected and regression analysis was not performed. Öztürk (2018) focused on the monitoring of social media employees (influencers) in his study. In the study, it is stated that in the post-modern era, one-sided surveillance has ended, and that only schools, hospitals, prisons, etc., regardless of time and place, are observed. While revealing that individuals, not institutions, are always provided with opportunities for capital groups, states, and official institutions to monitor themselves with the surveillance tools they have with them, and that they become the ones being spied on while being spied on, and that they will not experience work stress while carrying out their data or work on the social media they use, by going beyond their privacy areas, by using social media. It has been concluded that individuals open their accounts and every post on their accounts to surveillance with their own consent, with the conclusion that surveillance will not cause stress because they accept being monitored by their external and internal environments (Öztürk, 2018: 27). In addition, the pleasure of "being noticed" has overtaken the feeling of "being exposed", and it has been stated that individuals who have accepted to be monitored through social media or cameras used in institutions accept by taking into account the psychological changes whose results are unknown (Bauman and Lyon, 2013: 36). In this study, it was concluded that the employees should have these devices installed in the most visible places and that they would improve everyone's self-control, and in this way, situations that would cause stress in business relations would not occur and everyone would do their job correctly.

- No relationship was found in the correlation analysis conducted to measure the relationship between "H1d" hypothesis, awareness of being watched, and work stress. Since no relationship was found as a result of the correlation analysis, the "H1d" hypothesis was rejected and regression analysis was not performed. According to Sennett (2002), managers who strive to take full control of their businesses want their workers to constantly call the business from outside (for example, to check whether the operations department is working well), and some managers keep a close eye on their employees by checking their e-mails. Since the employees are aware that they are being monitored in different ways, they stated that after a while this does not bring anything other than stress, that they can cope with the stress and that they can become accustomed to cameras after a certain stage (Sennett, 2002: 229-230).

- The "H2" hypothesis regarding organizational depression, which is the second variable of the study, was determined in the correlation analysis conducted to measure the relationship between the panopticon and organizational depression, and a regression analysis was performed. According to a study conducted by the Massachusetts Coalition on New Office Technology, in which 700 workers from 49 businesses participated actively, 81% of the participants stated that being monitored turned their work into a situation prone to depression (Alder and Tompkins, 1997:263).

- In the correlation analysis conducted to measure the relationship between the "H2a" hypothesis, the negative panopticon, and organizational depression, a significant and positive relationship was detected and regression analysis was performed. According to a study conducted by the National Institute for Occupational Health and Safety (NIOSH) operating in America, it was concluded that personnel who are more supervised experience higher levels of depression, tension and anger than personnel who are not supervised (Yılmaz, 2005: 33). According to the study conducted by Ivanov (2015), it was concluded that situations of tension, competition and distrust within the organization can lead to organizational depression (Ivanov, 2015: 57-66). As stated above, the reason why monitoring systems are most used in organizations is to prevent unfair competition, create trust in the workplace and prevent unfair competition. The results of this study support the established hypothesis and the obtained result. Since employees are constantly monitored at their workplaces, the manager's constant warning when a problem arises at work cannot be interpreted as the person's immunity to stress and may internalize the situation and lead to depression.

- In the correlation analysis conducted to measure the relationship between the "H2b"

hypothesis, the positive panopticon, and organizational depression, a significant and positive relationship was detected and regression analysis was performed. In Sezer's (2011) study, organizational depression, which can be observed at the emotional, cognitive and behavioral levels, is consistent with other psychological disorders. The difference between organizational depression and clinical depression is that it originates from the organization and the entire organization can be observed. The state of depression experienced in the organization has a detectable result for employers (Sezer, 2011: 39-50). As seen in Sezer's (2011) study, managers keep their workers under control and this causes organizational depression. Managers can detect depression in the workplace and make improvements with the surveillance systems they use.

- In the correlation analysis conducted to measure the relationship between external responsibility and organizational depression, which is the "H2c" hypothesis, a significant and positive relationship was detected and regression analysis was performed. Ergin (1992), in his study on doctors and nurses, stated that individuals who have just stepped into the business world take care of more patients, spend more hours, and have a constant auditor's eye on them, compared to individuals who have been working for a long time. It can be said that the participants panicked and became depressed under pressure and surveillance because there was a lot of supervision during working hours and the consequences of this affecting human life when they made a mistake. Another result of the research is that, since newly hired doctors and nurses do their jobs under supervision, the depression that occurs in new worker groups may turn into depression in the organization over time (Ergin, 1992: 143-154). One of the main reasons why workers cannot behave comfortably in their workplaces is panoptic behavior. It has been concluded that the less pressure and supervision employees are under at work, the more comfortable they will act.

- In the correlation analysis conducted to measure the relationship between "H2d" hypothesis, awareness of being monitored, and organizational depression, a significant and positive relationship was detected and regression analysis was performed. Aslan (2006) discussed the issues of job satisfaction, self-esteem, depression and locus of control in his study. According to the results of this study, it was concluded that the level of self-esteem increased and individuals with high job satisfaction were more internally controlled than individuals with low and medium levels of job satisfaction (Aslan, 2006: 85-86). Based on this, when workers are being watched, they internalize this and take it into their minds, directing their situation towards depression. As a result, individuals who are aware that they are being watched see this as a psychological pressure and depression occurs. As the awareness of being watched increases, depression will also increase at the same rate.

Technological systems have been developed to consume business resources in the most appropriate way, regardless of large or small scale, to meet the security needs of both working individuals and businesses, to waste undesirable and possible working hours within the institution, and to engage in cyberloafing by employees. While there may be employees who are disturbed by managers' desire to use surveillance systems, which have become an integral part of the informatics society, it can be said that monitoring systems are the most natural right of managers and that monitoring is necessary to give confidence and prevent events that should not occur within the organization, and they are satisfied with this situation. Considering the results of this research, when managers carry out monitoring activities too strictly, the organization is likely to become depressed. In order to increase the productivity of their employees, managers should communicate and interact more with them, create a sense of trust, and know that they will contribute to productivity by making motivating gestures.

If employees become depressed within the organization, it will also affect their group friends, and after a while, the depression that begins in the individual will first affect the group friends and then the whole organization, causing organizational depression. Individuals should be able to express this and share it with their managers when they have a problem. If the organization becomes depressed, it will force more surveillance on employees and employers. Creating a sense of trust in the institution is another important issue for employees and managers. Employees who know that there are monitoring systems can freely leave their personal belongings where the cameras are located. This is a sign of trust not in the institution but in the monitoring systems. Managers can create areas in the workplace where employees can store their personal belongings and turn it into an environment where surveillance can be provided from every angle. In this way, employees' belongings will be under surveillance and safer.

Considering the limitations of this study, we need to make some suggestions to researchers in future studies; Since there is a universe limit in this study, it may be suggested that other studies expand their universe. This study, which is implemented in a single sector, can be carried out in different sector groups. It is recommended to conduct a study on prison staff and hospitals (intensive care, delivery room, etc.) and compare them. Panopticon has become the most important part of the technological age. For this reason, it is thought that more research should be done and focusing on issues such as cyberloafing and social media use of new generation working individuals will contribute to the literature.

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