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****Research Note****

Can We Talk about Journalistic Attrition?*

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Abstract

Journalism, one of the most challenging professions, is becoming more difficult every passing day and causes negative effects on individuals engaged in the profession. In this context, the main purpose of this research is to determine the negative effects of journalists on their profession and to determine which groups of women and men are more professionally exhausted. The main question of the research was "*Are journalists worn out because of being negatively affected by their profession?*" To answer the research question, data (n=619) was obtained from individuals practicing the profession of journalism in Türkiye using the survey method. The data was analyzed using SPSS 25 and AMOS 24 software. As a result of the research, it was determined that journalists' exhaustion levels were high and that their perceptions of exhaustion differed according to gender. It was also determined that female journalists experienced more professional exhaustion than male journalists. This research addresses a subject that has not been examined in national and international literature as a quantitative study on the exhaustion of journalists. The study is original research focusing on the exhaustion of journalists. Both practical and theoretical suggestions are made in the conclusion section of the research findings.

Keywords: Journalism, employee attrition, quantitative research, journalistic attrition, worn out

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****Araştırma Notu*******Gazetecilikte Yıpranmadan Bahsedebilir miyiz? ******Ahmet Tuncay ERDEM ******Öz**

En zorlu mesleklerden biri olan gazetecilik, her geçen gün daha da zorlaşmakta ve meslekte yer alan bireyler üzerinde olumsuz etkilere neden olmaktadır. Bu bağlamda bu araştırmanın temel amacı, gazetecilerin meslekleri üzerindeki olumsuz etkilerini belirlemek ve hangi kadın ve erkek gruplarının mesleki olarak daha fazla tükenmişlik yaşadığını saptamaktır. Araştırmanın temel sorusu "*Gazeteciler mesleklerinden olumsuz etkilendikleri için tükenmişlik yaşıyorlar mı?*" olmuştur. Araştırma sorusuna cevap verebilmek için Türkiye'de gazetecilik mesleğini icra eden bireylerden anket yöntemi kullanılarak veri (n=619) elde edilmiştir. Veriler SPSS 25 ve AMOS 24 yazılımları kullanılarak analiz edilmiştir. Araştırma sonucunda gazetecilerin tükenmişlik düzeylerinin yüksek olduğu ve tükenmişlik algılarının cinsiyete göre farklılaştığı tespit edilmiştir. Ayrıca kadın gazetecilerin erkek gazetecilere göre daha fazla mesleki tükenmişlik yaşadıkları belirlenmiştir. Bu araştırma, ulusal ve uluslararası literatürde nicel araştırma yöntemiyle incelenmemiş bir konu olan gazetecilerin tükenmişliği üzerine bir çalışma olarak ele alınmaktadır. Çalışma, gazetecilerin tükenmişliğine odaklanan özgün bir araştırmadır. Araştırma bulgularının sonuç bölümünde hem pratik hem de teorik önerilerde bulunmaktadır.

Anahtar Sözcükler: Gazetecilik, işgören yıpranması, nicel araştırma, gazetecilik yıpranması, yıpranma

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Can We Talk about Journalistic Attrition?¹

Introduction

Communication is seen as the most basic need that started with the first human being and continues to be unchanged throughout human history. Through communication, the individuals who make up society exchange with other people and meet their needs. In this regard, establishing effective and rapid communication is important for societies' development. With the establishment of effective communication, the individuals who make up society are informed about every situation or event. At this point, the society will be provided with accurate news, and current developments will be transferred to individuals.

From the primitive period of the first person to this day, communication has developed rapidly. While communication was established, technological possibilities previously allowed for communication with the immediate environment; however, today, with modern technological opportunities, communication with distant places and societies has been ensured, allowing the news to reach people farther. Although the internet has a significant impact on the development of this situation, newsworthy information and documents have been transmitted to other countries through internet journalism (Hanusch and Löhmann, 2022; Lira et. al., 2021). With the development of technology and the advancement of communication opportunities, changes have been observed in the duties, authorities, and responsibilities of journalists. Although the development of communication opportunities made people's lives easier, it also caused some negative situations for journalists from time to time.

While every profession practiced in Türkiye faces its own challenges, it is well known how difficult journalism can be. It is important for journalists who pursue accurate news to have their news verified quickly and serve it in a timely manner. This challenging pace causes journalists to experience problems over time. However, ignoring the freedom of the press negatively affects journalists. Within the framework of these negatives, journalists' impartial practice of their profession under difficult conditions and the insecure environments they encounter from time to time can be stated as barriers to healthily doing their jobs.

¹ This article is dedicated to all press personnel

It is important to meet the needs of the individuals who make up society to sustain their lives. However, individuals whose wants and needs are met can be productive and efficient. Considering that individuals who practice journalism within the scope of the research are individuals who make up society, it is necessary to meet these individuals' needs and fulfill their wishes. In this regard, needs can only be satisfied by individuals' resources. Considering this information, journalists must also obtain resources to meet their needs. Within the scope of the research, the attrition of journalists due to negative experiences is discussed within the scope of resource dependency theory. The Theory of Resource Dependence, another titled, The Theory of Conservation of Resources, was introduced by Hobfoll et al. (1990), and in theory, it is vital for individuals to create new resources that will create value for themselves and to protect the resources they have to continue their lives. In this framework, individuals whose resources are threatened, destroyed, or taken away from them experience stress and anxiety. In particular, as with other professionals, journalists desire to gain resources that can sustain their lives. While journalists perform their professional duties, their main goal is to earn money. With journalism, individuals want to increase their resources by earning money, and they can endure the difficulties of their profession so as not to lose their resources and obtain more resources.

Within the scope of the research, an application was made to the journalist sample based on the idea that employee attrition leads to negative employee outcomes. The main problem in this research is that the challenges that employees face in their professions may lead to negative perceptions of their professions over time. In this framework, the main purpose of the research is to determine whether journalists' professional problems are a cause of attrition. In this regard, the research question was determined as "*Do journalists get worn out by being negatively affected by their profession*". The research was conducted with a sample of journalists. Although individuals who face difficulties in every sector and profession experience attrition, it was preferable to apply the research to the journalism sector with the idea that individuals practicing journalism experience more difficulties due to their physical labor and pursuit of news and that they will encounter more attrition than other professions due to these difficulties.

Within the scope of the research, this study examined whether journalists' perceptions of attrition increase because of the negative situations they encounter in their professional lives. In this regard, no national or international studies have been conducted on the attrition of journalists because of their profession. Although countries have enacted laws on the attrition of individuals in the profession of journalism, *it is interesting that this situation has not been examined scientifically*. At this point, the research is considered extremely important for drawing attention to journalists' attrition. Addressing the journalistic attrition situation reveals the original aspect of the research.

Conceptual Framework

Journalism

The newspaper emerged as a supporter of the capitalist system in Western Europe, and its foundation was laid at the end of the Middle Ages. In these letters, the newspaper began to function as a social enterprise and institution within the market economy and capitalist production system (Tokgöz, 2003: 97). In this context, when we look at the historical process, there are different definitions of the newspaper from the past to the present, and in the most basic sense, the newspaper is expressed as a daily news source to inform reader societies by conveying the events taking place in the world and to ensure the progress of reader societies in economic and political fields (Gezmen, 2002: 3).

All the specialized tools developed to inform the individuals who make up society about their immediate and distant environment are called mass media, and these tools connect individuals with each other through a communication network (Tokgöz, 2003: 3). With the invention of the printing press, information was printed on paper, and newspapers began to be printed with the development of printing techniques. By printing the news on paper and turning them into newspapers, the mass communication tool with the longest history, newspapers were created. In this regard, the profession of journalism was born by ensuring that the news would reach more individuals (Topsakal, 2022: 235). Journalism is also defined as a profession that involves the processes of collecting, writing, organizing, and distributing information that is considered news material in society (Tokgöz, 2003: 10). On the

other hand, although journalism is expressed as the work of collecting information from events or situations in society, classifying and distributing this information, it is also characterized as the process of turning the processed information into news (Bulut, 2019a: 40; Mabweazara et. al., 2021).

As new information communication platforms and technologies have developed, the development of many communication tools and equipment, especially in the media sector, with computer and telecommunication techniques has caused the journalism profession to change and readers to take different actions. Because of all this progress, journalists' practices have also changed (Yildirim, 2010: 230; Edgerly and Thorson, 2020). Due to new media communication, political, cultural, and economic channels have been influenced in all areas of individuals' lives, enabling individuals to gather in these areas and create market share. In this sense, the motives of the individuals who make up society to be together after disasters that negatively affect life, such as natural disasters and epidemics, have also caused digital media and new media platforms to become visible (Çelik, 2020: 15). In this regard, the profession of journalism has also evolved toward a digital system.

Attrition in Journalism

Employee attrition is defined as the process in which the employees in an organization do not feel psychologically and mentally well, are not psychologically positive, and their desire for individual success decreases, and they lose their motivation toward their profession and work (Tutar and Erdem, 2022: 319). Employees of organizations who lose their motivation may refrain from doing their jobs over time, experience low performance, and even quit their jobs (Pancasila et al., 2020; Li et al., 2023; Nakinaalwa, 2023). However, having excessive competitive pressure and working in a highly tense work environment can lead to exhaustion, fatigue, and weakness. These situations can cause people to feel attrition. Individuals who are mentally and psychologically worn out may lose interest in their work overtime, may experience chronic fatigue, and may not be able to fulfill the duties and responsibilities expected of them (Pancasila et al., 2020; Hajiali et al. 2022; Tutar and Erdem, 2022; Sjøvaag and Owren, 2023). Because every professional group can be affected by such situations, individuals who are practicing journalism are inevitably affected.

Journalists face many difficulties when performing auditing duties on behalf of the public. Although journalism is a profession with special privileges to overcome these difficulties, the Press Labor Law, which has been in force for half a century, regulates the labor relations and business life of journalists (Şahin and Avşar, 2016: 135). At this point, even the State of the Republic of Türkiye recognizes that journalists are worn out, as it is stated that "*Within the framework of Article 38 of Law No. 3984 and Article 23 of Law No. 6112, it is stipulated in the Law No. 5953 on the Regulation of Relations between Employees and Employers in the Press Profession that 90 days of the nominal service period will be given for every 360 days of service time spent in these positions.*" Although journalists are worn out, it cannot be said that this negative situation has not been thoroughly examined in the literature. The fact that there are not enough studies in the literature provides evidence of this situation. On the other hand, interviews and conversations with journalists have revealed that they are not capable of effectively performing their profession.

Many problems experienced by journalists have been characterized as obstacles to practicing their profession. In recent years, the fact that many journalists have graduated from the Faculties of Communication and that there is not enough employment in the journalism profession has negatively affected these individuals. In this regard, the fact that individuals graduating from the journalism department cannot find jobs and that graduates turn to alternative jobs is also expressed as a negative phenomenon. It is inevitable for individuals who cannot perform their jobs to experience a loss of motivation (Korkmaz, 2012: 10). In addition, it has also been observed that journalists do not receive sufficient wages. Gökçek Karaca (2000: 53) stated that the biggest obstacle to the lack of institutionalization of journalism and therefore its inability to become a professional career is the fact that newspapers are economically weak, and newspaper employees are not paid adequate wages. At this point, journalists who do not receive enough wages will be worn out because they will not be able to gain sufficient motivation to work. Bulut (2019a: 155) stated that the highest wages in the journalism sector are received by editors-in-chief, followed by news representatives, assistant news representatives, and news directors, while the lowest wages are received by editors, reporters, photojournalists, and cameramen.

It is also stated that there are not enough organizational activities among journalists. Şahin and Avşar (2016: 130) state that although there are limited organizational activities and organizations (A.A, ANKA, Cumhuriyet) in which journalists are under the umbrella of trade unions, there are not enough organizational activities in the media in parallel with the lack of union activities in every line of work. This situation causes journalists to lack unity and solidarity. The flexible working environment in the media sector has also increased the unemployment rate of journalists. In this way, a flexible working environment provides journalists with the opportunity to practice journalism in the way they wish. With flexible working hours, mass layoffs have started to occur, and the lack of unionization has caused journalists to be unable to organize (Cengiz, 2021: 130). In support of this view, Bulut (2019a), in his survey research on the Ankara sample, determined that journalists generally work in the same organization for a maximum of 6 years and only four journalists have worked in the same workplace for more than 10 years. Accordingly, the employee turnover rate is high in newspaper organizations. High employee turnover may cause journalists not to feel a sense of belonging to their profession and organization and to experience low performance.

All these problems have caused journalists to have negative perceptions of their profession. These negative perceptions lead journalists to become increasingly depersonalized about their profession and their lives, helpless against difficulties, and alienated from their jobs and professions. These negative experiences by journalists cause them to experience a loss of intrinsic motivation by reducing their sense of achievement and effort. These situations cause employees—in other words, journalists—to wear out. Accordingly, journalists experience a loss of motivation and a decrease in purpose. Because of these problems, journalists are expected to experience depersonalization toward their organizations and professions, and their self-efficacy perceptions are believed to also decrease. Considering this information and the scale used in this research, the following hypotheses were developed.

H1. The loss of motivation has a positive and significant effect on the decrease in purpose.

H2. The loss of motivation has a positive and significant effect on organizational depersonalization.

H3. The loss of motivation has a positive and significant effect on the decrease in the perception of self-efficacy.

H4. Decreased purpose positively and significantly affects decreasing self-efficacy perception.

H5. Organizational depersonalization has a positive and significant effect on decreasing the perception of self-efficacy.

H6. A decrease in purpose has a positive and significant effect on organizational depersonalization.

H7. Journalism attrition by gender shows a significant difference.

Method

In scientific research, a research model should be systematically designed after determining a research problem, and hypotheses should be developed within the framework of the research model (Tutar and Erdem, 2022: 71). Within the scope of the research, the quantitative research method, which was designed with the relational screening method under the guidance of the general screening model, was applied.

Population and Sampling

The research population consisted of journalists working in Türkiye province. Information was requested from the Turkish Journalists Association to determine the universe and sample, but the number of individuals practicing journalism in Turkey could not be clearly defined. Since the universe and sample could not be determined exactly, data was collected from 671 journalists.

When it is desired to determine the sample with a 5% error (95% confidence) in the research, it is sufficient to select a minimum of 383 data from the sample when the universe consists of 100,000 units, and a minimum of 384 data when the universe consists of 1,000,000 units or more (Cohen et al., 2000: 95; Tutar and Erdem, 2022). It can be said that the universe is representative of the sample, as data was obtained from 671 journalists through online and face-to-face surveys.

Data Collection Tool

In this study, the "Employee Attrition Scale" developed by Tutar and Erdem (2022), consisting of four subdimensions (Loss of Motivation, Decrease of Purpose, Organizational Depersonalization, Decline in Self-Efficacy Perception) and 27 statements, was applied. The scale of employee attrition was adapted for the journalism profession. For the use of the scale, permission was obtained from the authors. The Ethics Committee approved the data collection process.

Validity and Reliability

Within the scope of this research, the Alpha coefficient was examined to determine the structural reliability of the scales. The alpha coefficient of the scale was determined as 0.977. This result indicates that the research scale is reliable. Confirmatory factor analysis (CFA) was performed to verify the research statements (Figure 1).

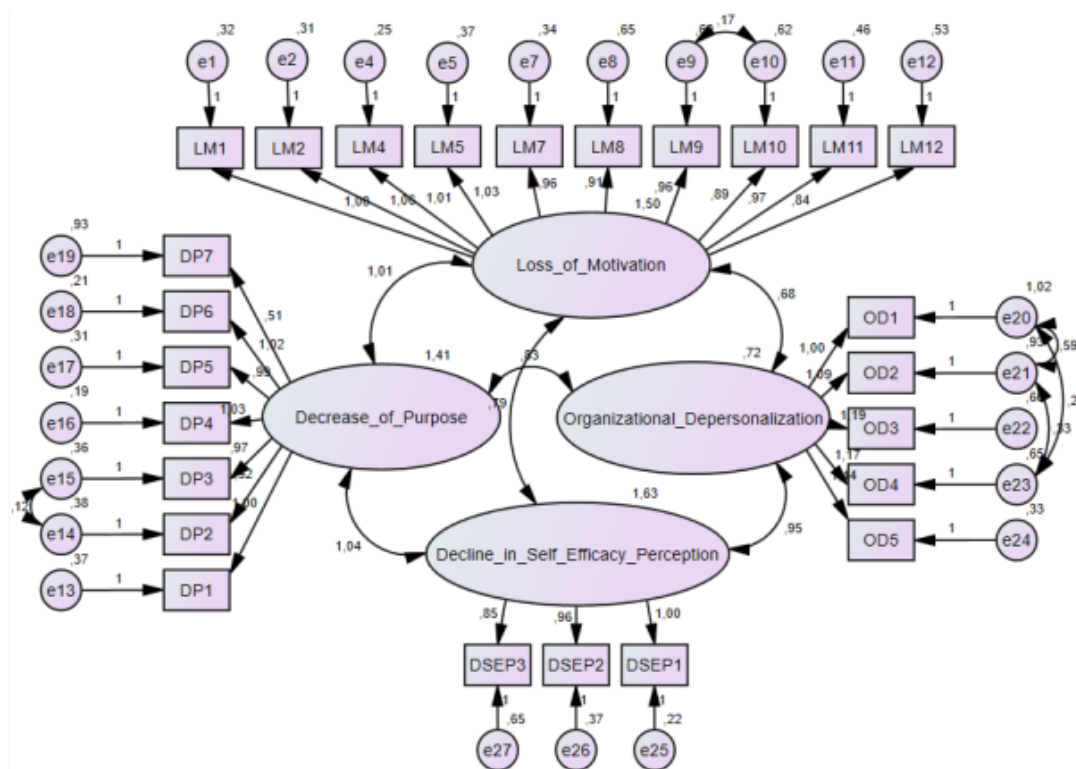


Figure 1. Validity of the Research Statements

As a result of the confirmatory factor analysis, the 3rd and 6th statements in the Employee Attrition Scale adapted to journalists were discarded due to the low standardized factor loads in the Motivation Loss subdimension, and then the analysis was repeated. A comparison was made between the two analyses by applying the single-factor model to the findings obtained (Table 1).

Table 1. Model-Data Fit Values

	X ²	ΔX ²	df	X ² /df	GFI	NFI	CFI	TLI	RMSEA
Single-factor model	1548.13	-	291	5.32	.451	.525	.571	.567	.118
Research model	657.74	890.39	264	2.49	.832	.909	.943	.935	.067

***RMSEA (Root mean square error of approximation)**; Below 0.08 is considered a good model (Browne, 1993)

χ²/SD (Relative Ki-Kare); is expected to be between 1 and 5 (Marsh ve Hocevar, 1985)

GFI (Goodness of fit index); must be close to 1 to be a good model (Tanaka ve Huba, 1985)

NFI (Normed fit index); must be close to 1 to be a good model (Bentler ve Bonett, 1980)

CFI (Comparative fit index); must be close to 1 to be a good model (McDonald ve Marsh, 1990)

TLI (Tucker-Lewis index); must be close to 1 to be a good model (Bentler ve Bonett, 1980)

According to the data obtained by confirmatory factor analysis, the research model was distributed to 4 scale models and tested. The results obtained with χ^2/df , GFI, TLI, CFI, NFI, and RMSEA fit values in the research model indicate that the model provides good convergent validity. According to the 4-factor model, the χ^2 value was found to be significant ($p < 0.01$). In addition, the research model was found to be compatible in terms of validity, with χ^2/df (2.49) value below 5. The model fit of the research was determined by determining the fit values of the research models as RMSEA = 0.067, GFI = 0.832, CFI = 0.943, TLI = 0.935, and NFI = 0.909. On the other hand, Chi-Square Test analysis was carried out on χ^2 values in order to determine the difference between the single-factor and four-factor research models. There was a significant difference in the analysis values between single-factor analysis and 4-factor analysis. It was determined that there was no common method deviation in the analysis results (MacKenzie and Podsakoff, 2012).

Table 2. Mean, Standard Deviation, and Correlation Values of Variables

	Ort.	S.S	CR(t)	AVE	1	2	3	4
Loss of Motivation	2.41	1.197	0.952	0.743	-			
Decrease in purpose	2.43	1.123	0.969	0.757	0.656**	-		
Organizational depersonalization	2.74	1.114	0.874	0.584	0.603**	0.733**	-	
Decline in Perception of Self-	2.59	1.251	0.912	0.777	0.504**	0.673**	0.512**	-

Efficacy

Note: SE is standard error; Significant at the *0.05, **0.01, ***0,001 level (bi-directional)

Hair et al. (2006) stated that scales satisfy the measurement criterion when the factor loadings of scale expressions exceed 0.5. In this study, the standardized factor loadings of the scale statements were above 0.5. In addition, the t-values of the factor loadings at the parametric evaluation point ranged from 8.17 to 10.94 (Figure 1). Based on these values, the research model was found to provide validity (Hair et al., 2006).

According to the research analysis findings, the factor findings for the journalism attrition scale are presented in Table 3.

Table 3. Journalistic Attrition Standardized Factor Loadings and t-values

Expressions of Journalistic Attrition	Avg.	Standard Factor Loadings	t
I think that my job no longer satisfies me enough.	2,54	0,909	9,607
I think my expectations for my job have weakened.	2,70	0,920	9,374
I feel that my interest in my job is decreasing daily.	2,70	0,927	9,181
I think my job has lost its attractiveness.	2,56	0,901	9,750
Recently, I have started to find my job monotonous.	2,65	0,895	9,834
I think that my job does not fulfill my goals.	2,37	0,809	10,500
I do not see many motivating factors in my job.	2,62	0,837	10,343
I am not curious about the results I will achieve by trying in my job.	2,61	0,810	10,472
I think that my job has considerably lost its meaning.	2,91	0,867	10,148
I find very few things important in my work life anymore.	2,62	0,815	10,477
I feel reluctant to have new experiences in my job.	2,61	0,890	9,683
I feel that I am not willing to improve in my career.	2,50	0,871	9,848
I feel that I have significantly lost my desire to succeed in my job.	2,58	0,886	9,676
I feel that I have lost interest in creativity in my workplace.	2,36	0,942	8,174
I feel that my expectations from my job are decreasing daily.	2,45	0,903	9,461
I feel that my sense of curiosity has decreased in my	2,59	0,935	9,520

work.

I started to think that I was inadequate in my job.	2,51	0,534	10,946
Excessive fatigue in my job negatively affects my personal life.	2,60	0,642	10,425
I feel mentally overtired at work.	1,99	0,692	10,231
I think I have become desensitized to my social environment.	2,86	0,780	9,718
I feel exhausted at my workplace.	2,96	0,776	9,723
My perception of organizational ownership is deteriorating daily.	2,49	0,904	9,799
I do not feel valued at my workplace.	2,64	0,939	9,349
I feel that I am not appreciated enough in my workplace.	2,80	0,896	9,730
I do not feel well at work.	2,62	0,804	9,712
Average Values	2,60	0,843	9,827

Table 3 presents the averages, standardized factor loadings, and t-values of journalists' responses to attrition statements. In this study, the discriminant and convergent validity methods were applied to determine whether the constructed model and the scale subdimensions were consistent. According to Fornell and Larcker (1981), to ensure convergent validity in an analysis, the average variance explained value (AVE) should be higher than 0.5. The AVE values of the four subdimensions of this study were found to be higher than 0.5 (Table 2). According to Kline (2014), for discriminant validity, the correlation values between the research scales should be lower than 0.80, and the construct reliability (CR) should be higher than 0.70. The analysis of the four dimensions of the research scale determined that the construct reliability (CR) was higher than 0.70, the correlation value between the dimensions was lower than 0.80, and the measurement results provided reliability (Fornell and Larcker, 1981; Hair et al., 2006).

RESULTS

Demographic Results

The demographic data of the participants, such as gender, education level, age, and seniority, are presented in Table 4.

Table 4. Distribution of Demographic Data about Participants

Variables	Frequency	Percentage	Variables	Frequency	Percentage
Gender			Marital Status		
Female	174	28,1	Married	386	62,3
Male	445	71,9	Single	233	37,7
TOTAL	619		TOTAL	619	
Level of Education			Age		
Primary	86	13,9	Age 18–25 years	145	23,4
High School	110	17,8	Ages 26-35	141	22,8
Undergraduate	261	42,1	Ages 36 and 45	163	26,3
Master's	130	21,0	Ages 46-55	127	20,5
PhD	32	5,2	56 and above	43	7,0
TOTAL	619		TOTAL	619	

According to Table 4, 28.1% of the journalists were women, and 71.9% were men. Among the participants, 62.3% were married and 37.7% were single. According to education level, 13.9% of the participants had primary education, 17.8% had high school education, 42.1% had bachelor's education, 21.0% had master's education, and 5.2% had doctoral education. According to age range, 23.4% of the participants were 18-25 years old, 22.8% were 26-35 years old, 26.3% were 36-45 years old, 20.5% were 46-55 years old, and 7.0% were 56 years and older.

Testing the research hypotheses

To test the research hypotheses, a structural equation model analysis was carried out on the research data. The findings are presented in Table 5.

Table 5. Structural Equation Model Results

Variables	β	t value	SE	p
Loss of Motivation: Decrease in Purpose	.988	8.219	.123	***
Loss of Motivation: Organizational Depersonalization	.678	6.793	.100	***
Loss of Motivation: Decrease in Self-Efficacy Perception	.792	6.648	.119	***
Decrease in Purpose: Decrease in Perception of Self-Efficacy	.995	8.153	.127	***
Organizational Depersonalization: Declining Self-Efficacy Perception	.946	7.757	.122	***
Decrease in Purpose: Organizational Depersonalization	.825	7.473	.110	***

Note: SE is the standard error; significance is set at the *0.05 **0.01, ***0,001 level (bi-directional)

According to Table 5, loss of motivation has a significant positive effect on the decrease in purpose ($\beta=.988$, $t=8.219$, $p<0.001$). *The H1 hypothesis is supported.* According to the second hypothesis of the study, loss of motivation has a significant

positive effect on organizational depersonalization ($\beta=.678$, $t=6.793$, $p<0.001$). *The H2 hypothesis is supported.* In the third hypothesis of the study, it was found that loss of motivation had a significant positive effect on the decrease in self-efficacy perception ($\beta =.792$, $t=6.648$, $p<0.001$). *H3 is supported.* In the fourth hypothesis of the study, it was found that a decrease in purpose had a significant positive effect on the decline in self-efficacy perception ($\beta =.995$, $t=8.153$, $p<0.001$). *H4 hypothesis is supported.* The fifth hypothesis of the study found that organizational depersonalization had a significant positive effect on the decline in self-efficacy perception ($\beta =.946$, $t=7.757$, $p<0.001$). *H5 is supported.* In the sixth hypothesis of the study, it was found that a decrease in purpose had a significant positive effect on organizational depersonalization ($\beta =.825$, $t=7.473$, $p<0.001$). *H6 is supported.*

In the last hypothesis of the study, the results of the independent sample t-test analysis on whether there is a significant difference in journalistic attrition according to gender are presented in Table 6.

Table 6. Evaluation of Journalistic Attrition by Gender (Independent Sample T-Test)

	p	t	df	Difference in Mean	Standard error
Journalistic Attrition	,011	,918	245	-,08560	,46790
			133,853	-,09064	,47294

Table 7. Evaluation of gender-based Journalistic Attrition (Qualitative Statistics)

	Gender	N	Average	Standard Deviation	Standard error
Journalistic Attrition	Female	74	2,7257	1,03615	,12045
	Male	173	2,5346	1,00089	,07610

In Table 6, where gender differences in the perception of journalistic attrition are discussed, it is seen that there is a statistically significant difference between the groups with $P=0.011<0.05$. The average values in Table 7 indicate that women have a higher perception of attrition than men. According to this result, journalism attrition differs significantly according to gender. *H7 is supported.*

Finally, 81% of the participants answered yes to the single open-ended question "Do you get worn out?".

Discussion

Because humans are social beings, they inevitably live in communities. In this context, individuals who have to interact with their environment constantly encounter negative situations in their daily lives, which cause stress and anxiety. Stress is a word frequently used in daily life. Stress, which is defined as individuals' negative perceptions of the continuous message bombardment in their environment and their reactions to negativities as a result, affects life negatively. In other words, stress can also be expressed as individual reactions to the external world. While stressful situations cause anxiety when they are excessive, attrition is inevitable in individuals exposed to excessive stimuli over time. Stress, anxiety, and attrition, which are seen excessively, especially in individuals practicing the profession of journalism, can also harm individuals' social, psychological, and economic status.

The main reason individuals live in communities is their desire to meet their needs. In this way, individuals who make up society make a constant effort to protect their resources. Within the scope of this research, the issue of journalistic attrition is addressed within the framework of resource dependency theory. It is inevitable for individuals to experience stress if their resources are threatened or if competition exists for resources. In this context, journalists are stuck between doing their profession properly and honestly and having the resources to do so. It is inevitable for individuals to experience anxiety, stress, and attrition in such situations.

The research was applied to a sample of individuals with press cards practicing journalism in the Turkiye Province, and it was determined that journalists generally experience attrition. In general, journalists mentioned that they were worn out. In this regard, the average of the participant's answers to the statements in Table 3 was determined as 2.6. The fact that these averages are higher than 2.5 indicates that journalists are less competent. On the other hand, the determination of positively significant relationships ($p < 0.01$) and positively significant effects ($p < 0.001$) between the subdimensions of employee attrition in the research hypotheses indicates that journalists tend to wear out. In the last hypothesis of the research on whether there is a difference between gender variables and journalistic attrition, it was concluded that there was a significant difference ($p = 0.011 < 0.05$) (Table 6). In addition, female journalists had a higher perception of attrition than male journalists (Table 7). On the

other hand, 81% of the participants answered yes to the single open-ended question "Do you get worn out?" with a high rate of 81%. This rate shows that journalists are often worn out.

No research has been found in the national or international literature on journalism attrition, which is the subject of this research. However, some studies have addressed issues close to the perception of attrition. In this direction, Köseoğlu (2023) conducted a qualitative study on the problems faced by female journalists working in Ağrı, Erzincan, Erzurum, Hakkâri, and Van provinces and found that they had problems with transportation and wages. Bulut (2019b) drew attention to issues such as the change in the definition of journalism, employment, insecurity, weakness of protective regulations, and global trends in his research, which is a due diligence study on the journalism sector in Türkiye. Karaca et al. (2017) conducted a study on a sample of managers of local media organizations operating in Malatya province and found that media managers' intrinsic and extrinsic job satisfaction levels have a negative effect on turnover intentions. Şahin and Avşar (2016), in their research on journalists' problems, examined the Press Labor Law to which journalists are subject and offered various suggestions by drawing attention to problems in the implementation of the law and determining the failing aspects.

Conclusion

Journalists face many challenges in their professional lives. The fact that communication faculties educate thousands of graduates in the media sector every year increases journalists' competition. Due to the difficulties faced by journalists who attempt to perform their duties properly under pressure and strive to comply with the principle of impartiality, they are often discouraged from their duties and even come to the point of quitting their jobs. However, a lack of employment opportunities in the media sector increases unemployment. In particular, the lack of standardization in the profession of journalism, in other words, the fact that it is not necessary to be a graduate of a communication faculty to become a journalist and the perception that anyone from any field can do this profession increases the number of journalists' competitors. Although this situation leads to a rich labor force in the media sector, it also causes a qualified labor force trained in the profession of journalism not to find a position in business life. The fact that women experience more professional attrition

than men, which is also identified in the research findings, is another issue that needs to be emphasized.

The limitations of the research include the following: the research was conducted for journalists; only journalists' perceptions of attrition were examined within the scope of the research; the application area of the research was limited to Türkiye province; the research was designed only according to the quantitative research method, and the application was carried out using the survey method.

As theoretical suggestions for future researchers, it is recommended: to research attrition perceptions of different sectors and occupational groups, to conduct research in different cities or regions of Türkiye, to conduct qualitative research by conducting in-depth interviews with qualified and respected journalists of the country who are considered authorities, respectful of all opinions, to conduct qualitative research as well as quantitative research, to conduct mixed research method by applying both qualitative and quantitative research, and finally to research the problems and attrition of female journalists, which is a more specific sample.

As practical suggestions for the journalism sector, the state, other institutions, and organizations, it can be suggested: Lawmakers and non-governmental organizations should support qualified individuals who are educated in their fields and who will do justice to the profession of journalism, and they should create employment for young people, especially those who have recently graduated from communication faculties. Moreover, creating a more liberal atmosphere for journalists who cannot practice their profession due to freedom of the press and the public's right to receive news and providing fair trials for journalists who have been sentenced in this regard can also be given as suggestions. On the other hand, making educational publications and programs for journalism, expanding media literacy training in schools, and granting press cards to individuals working in the profession of journalism without making it difficult can be shown among the suggestions. Therefore, considering all this information, we can talk about the existence of journalism attrition.

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