

EXAMINATION OF GENERAL TENDENCIES OF ACADEMIC STAFF IN TERMS OF SOME CERTAIN VARIABLES

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ABSTRACT

This research aims to examine Academic Staff ' general cynicism inclinations in respect to some variables (gender, trade union membership , marital status). The General Cynicism Inclinations of the academicians is analyzed by survey and it is concluded by the factor analysis that six factors determine the General Cynicism Inclinations. The study group of it constituted of 216 Academic Staff who are working in Konya during academic year of 2013 and selected with the help of modeling of inordinate set. The data are collected with "The Scale of General Cynicism". Whether the differentiation levels of Academic Staff ' general cynicism inclinations are related with their genders, trade union membership , marital status are analyzed using T test. According to the results the gender variables of the academic staff, a significant difference in the subject of general cynicism tendencies, women and men academic staff' averages isn't observed. it isn't be observed that cognitive and behavioral dimensions of general cynicism tendencies score averages do not show significant differences. But, in affective dimension of the general cynicism tendencies it shows meaningful difference. It isn't observed that there is meaningful difference in cognitive, behavioral and affective dimensions of general cynicism according to the marital status variable of academic staff.

Keywords: *The Cynicism Inclinations, gender, trade union membership, marital status, academic staff*

1. Introduction

When it is taken into consideration personally, from the point of normal and healthy person job can be described as a part of him or her, his or her livelihood and profession. There is a connection between his work and his statue. Socially, work means the statue of person in the community. Therewithal, work means the responsibilities that he has to be performed by this statue in the community. In this regard, being an academic staff is a profession which has very important statue. Academic staff is in the most critical points of responsibilities for educating people who is the most valuable resource for economic and social structure. It can be said that academic staff's feelings about the life is a phenomenon which may contribute to the training of more qualified human resources. That's why their conception related to the life is very important. One of them is their conception about general cynicism.

2. Literature

Cynicism is an attitude both general and specific, characterized by inhibition, hopelessness and disillusionment and contempt, mistrust towards a person, group, ideology, social convention, or institution" (Anderson, 1996). Cynicism had a similar meaning with skepticism, suspiciousness, disbelief, lack of confidence, nowadays its meaning predominates with 'critical, queasy, captious' (Erdost and et all. 2007). The concepts of cynic and cynicism have been derived with different meanings than cynicism doctrines within centuries (Dean

and et all. 1998) and conceptualized with the meaning that is used today. In the simplest form, cynicism is described as “dislike others and distrust others (Brandes et all. 2008).

Consequently, the cynics are the ones who believe that people follow their selfish interest and accept all as self-seeking and the idea which explain this issue is called as cynicism. The basic belief related to the cynicism is that principles like honesty, justice and sincerity are scarified for the sake of selfish interests (James, 2005).

Helvacı (2010:388) describes general cynicism as the clinic animosity and the weakness of the relations among people. Accordingly, cynic people have rooted mistrust against other people and organizations with the idea that the world is place where irresponsible, selfish people and people with low values live. The person thinks that he was wronged, his confidence to the system was shaken, his belief for the people weakened. The person envies the colleagues and this entailment to taunt with others successes (Helvacı,2010:388). General cynicism is negative worldview observed on human beings.

The basic features of the cynic people are as follows:

1. The cynic people thinks that to lie, to attitudinize, to exploit others are basic characteristics of people;
2. The cynic people think that people are selfish when they do their selection, their behaviors are inconsistent and also people are unreliable.
3. The cynic people usually believe that there are hidden motives behind their actions.
4. The cynic people may feel boredom, disgust and shame when they think about psychological objects (person, organization, group, society, etc.)
5. The cynic people may criticize with clear statements that there is no honesty and sincerity in psychological objects
6. When the cynic people have experience related to the psychological objects, they tell the events with their own interpretations and use a wry humor.

General cynicism which is a psychological characteristic and may influence all areas of life can also be important in terms of academic staff because the academic staff is a person who is in interaction with people.

As it is understood from above mentioned explanations, it can be said that personality of academic staff and one of its parts, the psychological mood are important. These psychological moods may influence the general cynicism tendencies. The aim of this study is to determine if there are any relations between the tendencies of general cynicism and gender, marital status and trade union membership.

The answers of the following questions have been looked for in the frame of the study.

1. General cynicism tendencies of the academic staff; Does it show differences according to (a) gender, (b) marital status and (c) trade union?

3. Methodology, Findings, Analysis and Discussion

3.1 Methodology

This study is correlational model has been used and levels of differentiation for general cynicism of academic staff' according to the gender, marital status and trade union have been examined.

Research Group

The research group is totally 216 academic staff who works in Necmettin Erbakan University and has been selected by random cluster sampling and 141 of them are men and 75 of them women.

Data Collection Tools

General Cynicism Scale

In the study, in order to define the level of general cynicism the scale which was developed by Wrigman in (1995) and adapted to Turkish by Arslan (2012) have been used.

3.2 Analysis of Data

Differentiation level of general cynicism tendencies of academic staff according to the gender, marital status and trade union have been examined by t test. In the analysis of data in educational research significance level is often considered to be 0.05.(Balci, 2004). In this study because of this reason the acceptable significance level is 0,05.

3.2.1 Findings

Table-1: The findings of t-test comparison between life satisfaction scores and sub-dimension of the general cynicism according to the gender variables.

		Gender	N	\bar{X}	Ss	t	P
GENERAL SYCINISM	COGNITIVE	Man	141	12.51	3.32	1,042	0,288
		Woman	75	12.06	2.95		
	BEHAVIORAL	Man	141	8.54	2.37	-0,038	0,970
		Woman	75	8.55	2.28		
	AFFECTIVE	Man	141	8.96	2.62	0.547	0,565
		Woman	75	8.75	2.56		

According to the gender variables of the academic staff, a significant difference in the subject of general cynicism tendencies, women and men academic staff averages isn't observed.

Table-2: The findings of the comparison of t test results between life satisfaction scores and sub dimension of the general cynicism tendencies of the academic staff according to their membership situation to the trade union.

		TRADE UNION MEMBERSHIP	N	\bar{X}	Ss	t	P
GENERAL SYCINISM	COGNITIVE	Man	153	12.09	3.22	-1.395	0,164
		Woman	61	12.75	2.88		
	BEHAVIORAL	Man	153	8.55	2.3	0,181	0,857
		Woman	61	8.49	2.32		
	AFFECTIVE	Man	153	8.58	2.59	-2,248	0,014
		Woman	61	9.54	2.41		

When the table above is examined, according to the variable of being trade union member or not, it is observed that cognitive and behavioral dimensions of general cynicism tendencies score averages do not show significant differences. But, in affective dimension of the general cynicism tendencies it shows meaningful difference.

Table-3: According to the variable of marital status of academic staff, the findings related to the comparison of t test of Loneliness sub-dimensions in business life and life satisfaction.

		Marital Status	N	\bar{X}	Ss	t	P
GENERAL CYNICISM	COGNITIVE	Man	144	12.17	3.21	-,0,700	0,485
		Woman	71	12.49	2.98		
	BEHAVIORAL	Man	144	8.541	2.24	-0,064	0,979
		Woman	71	8.56	2.51		
	AFFECTIVE	Man	144	8.71	2.59	-1,085	0,275
		Woman	71	9.12	2.57		

It isn't be observed that there is meaningful difference in cognitive, behavioral and affective dimensions of general cynicism according to the marital status variable of academic staff.

3.2.2 Discussion

According to the result of the study, there is a meaningful difference in general cynicism tendencies of academic staff and their genders. It was observed that Kanter ve Mirvis (1991) reached a finding which shows that men are more cynic than women. In many of the organizational cynicism studies which can be associated to general cynicism tendencies it was concluded that there is no influence of gender variable on cynicism (Anderson and Bateman 1997; James 2005; Erdost et all. 2007; Efiltili et all. 2008; Güzeller and Kalağan 2008; Tokgöz and Yılmaz 2008.

According to the variable of being member to the trade union or not, the tendencies of general cynicism do not show meaningful difference in behavioral dimension but in affective dimension the averages of the scores shows meaningful difference. According to the variable of the marital status of academic staff it has been observed that the score averages do show meaningful difference in cognitive, behavioral and affective dimensions.

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