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**SUSTAINABILITY, LEADERSHIP AND
CURRENT STUDIES CONFERENCE
IN MULTIDISCIPLINARY SCIENCES**

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**AN EVALUATION ON THE DEVELOPMENT AND IMPORTANCE OF HEALTH
TOURISM IN TÜRKİYE**

Melahat Avşar¹

ABSTRACT

In recent years, developments in our age, especially in technology, communication and transportation, and reasons such as the increase in people's knowledge and welfare levels, affect their holiday expectations and destination preferences. That's why today people participate in tourism activities for different reasons. In this context, health tourism has become very popular as people travel for both health and holiday purposes. Health tourism has a very important place among tourism types due to its features such as not being seasonal, being able to be done all year round, and requiring longer stays depending on the treatment condition. Türkiye is a very assertive destination in the field of health tourism, thanks to its geographical location, climate characteristics, natural resources, expertly trained manpower and qualified tourism facilities.

In this study, data will be obtained from secondary sources using the document review technique, one of the qualitative research methods. The development and importance of health tourism in Türkiye will be evaluated. In addition, using tourism data between 2003 and 2023, the number of tourists coming to Türkiye for health and medical reasons and the tourism revenues obtained from health tourism will be evaluated and predictions will be made for the future of health tourism.

Keywords: Tourism, Health Tourism, Türkiye.

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**EXAMINING THE RELATIONSHIP BETWEEN ECOLOGICAL FOOTPRINT, ONE
OF THE CORNERSTONES OF SUSTAINABILITY, AND TOURISM IN TÜRKİYE
Hilal Şeker¹ Melahat Avşar²**

ABSTRACT

Every year, millions of people participate in tourism activities and travel to different attraction centers of the world. Tourism product is a combination of many different elements, and the tourism sector is directly and indirectly related to other sectors due to its characteristics. Considering that one of the main indicators of sustainability is the ecological footprint, it is important to know the relationship between tourism and ecological footprint. Starting from this point, the aim of the study is to reveal the causal relationships between ecological footprint and tourism.

For this purpose, the relationships between the number of incoming tourists and ecological footprint for the Turkish economy, including the period 1975-2023, were tested with the TodaYamamoto Causality Test. The analysis findings prove that there is a causal relationship between the variables, from the number of tourists to the ecological footprint.

Keywords: Tourism, Ecological footprint, Sustainability, Toda-Yamamoto.

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**EXAMINATION OF FOOD AND BEVERAGE CONSUMERS' PERCEPTION OF
THE DIDEROT EFFECT IN TERMS OF IMPULSIVE BUYING BEHAVIOR**

Faruk Yüksel¹ Esen Aksoy²

ABSTRACT

In this study, the relationship between the Diderot effect and the impulsive buying behavior of food and beverage consumers and the effect of the Diderot effect on the impulsive buying behavior of food and beverage consumers were examined. In the study, food and beverage consumers' perceptions of the Diderot effect and their impulsive buying behavior were compared in terms of demographic characteristics.

Data were obtained face to face from 405 participants in Ordu via a survey form. The population of the research consists of food and beverage consumers in Ordu. The sample of the research, in which the convenience sampling method was used, consists of food and beverage consumers living in Altinordu district. Amos and Spss package programs were used to test the hypotheses.

The analysis results determined that the Diderot effect and impulsive buying behavior were positively correlated and that the Diderot effect positively affected impulsive buying behavior. Additionally, it has been determined that there are differences between groups according to the gender, marital status, age, and education level of food and beverage consumers in terms of both perceptions of the Diderot effect and attitudes toward impulsive buying behavior.

The limitation of the study is that only the relationship between the Diderot effect and impulsive buying behavior and the differences between groups according to demographic characteristics were examined. Subsequent researchers may investigate the relationship between the Diderot effect and impulsive buying behavior within the framework of Expectancy-Value Theory.

The study examines the impact of the Diderot effect on the impulsive buying behavior of food and beverage consumers in Ordu and the differences between consumer groups in terms of demographics. When the literature is examined, it is seen that this issue is not emphasized enough.

Keywords: Food & Beverage Consumers, Diderot Effect, Impulsive Buying Behaviour, Ordu

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**INNOVATIVE APPROACHES THAT STOA PHILOSOPHY CAN CREATE IN THE
FIELDS OF SUSTAINABILITY AND LEADERSHIP TODAY WITH MIND MAPPING
APPLICATIONS**

Ayhan Salar¹

ABSTRACT

In this Review, books on Mind Mapping, Stoic Philosophy and articles on leadership published in Turkey and the World; By examining the study areas, it was aimed to determine the methodological features and connections of the concepts of Sustainability and Leadership with the Mind Mapping Method and samples used. The universe of the review consists of Founder Tony Buzan's Mind Map Books on Mind Mapping, Books on Stoic Philosophy, and articles published within the scope of Leadership.

The sample of the investigation designed in the case study pattern was determined using the tree branch braiding method, with Stoic Philosophy in Mind Mapping and the main concepts of Sustainability and Leadership. In determining the sample of the study; Studying the common complementary features of the concepts of Leadership, Sustainability and Stoa has been accepted as a criterion. Publications that met the specified criteria were included in the research review sample. In the review; Emphasis was placed on the evaluation of Mind Mapping, Stoic Philosophy and Leadership concepts within the scope of Equality, Simplicity, Simplicity, minimalism and transformation. As a result, it is evaluated that the concepts of Sustainability and Leadership for our World are intertwined, and that the Nature Respectful Sharing management of the World Countries in accordance with the concept of Sustainability can prevent major threats such as Global Warming, and the key to this is hidden like a jewel in the Stoic Philosophy, the principles of which were revealed 2000 years ago.

By applying the Mind Mapping Method to the main elements of Stoic Philosophy (Simplicity, Being content with little, Respect for nature, Life in accordance with virtue, Rationality, Wisdom, Imagination, Harmony) and revealing the interconnected or complementary aspects of Leadership and Sustainability phenomena like the rings of a chain, promising new ideas for the future can be created. It is aimed to open a new channel of thought.

Key Words: Mind Maps, Stoic Philosophy, Sustainability, Leadership,

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THE EFFECT OF EMPLOYER BRAND ON EMPLOYEES JOB SATISFACTION

Gamze Topkaya¹

ABSTRACT

Employer branding is the process of creating the identity of an organisation or business as an employer and managing the corporate image. Job satisfaction, on the other hand, is a concept discovered in the 1920s and seen as a factor that increases the productivity of the individual at work. Job satisfaction refers to the attitude that employees have developed about their jobs. The contribution of individuals who are happy in their jobs is reflected in the perception of the business in the external environment. This research aim storeveal the relationship between employer brand and job satisfaction.

The research was conducted on 49 employees working in an oral and dental health centre operating in Ordu province. Two different scales were used in the research. Questionnaire method was applied for data collection. The hypotheses put forward in there search are as follows. H1.1: Employer brand has a significant effect on employees' job satisfaction. H1.2: The effect of employer brand on job satisfaction of maleand female employees is at the same level. H1.3: The effect of employer brand on job satisfaction of employees for different marital status is at the same level. H1.4: The effect of employer brand on job satisfaction of employees in different age groups is at the same level. The data were analysed in SPSS 27 programme. When the relationship between employer brand and job satisfaction was analysed according to demographic characteristics, no significant difference was found. In the study, a significant, positive and strong relationship between employer branding and employee job satisfaction was found. The findings showed that the relationship between these two variables is at a high level. This shows that employer brand is important for all demographic groups and strong employer brand leads to employee satisfaction.

Key Words: Employer Brand, Job Satisfaction, Dental Health Centre

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**THE RELATIONSHIP BETWEEN NURSES' SELF-EFFICACY PERCEPTIONS AND
QUEEN BEE SYNDROME**

Eda Nur Arslan¹

ABSTRACT

The aim of this study is to determine whether there is a relationship between nurses' self-efficacy perceptions and queen bee syndrome. When the previous researches were examined, it was found that the queen bee syndrome remained as a virgin subject, it was only a thesis subject in health management, and although the relationship between the nursing profession and the queen bee syndrome was examined, no studies examining the relationship between the queen bee syndrome by addressing the self-efficacy perceptions of nurses were found in the literature. In this context, the original aspect of this research is to contribute to the literature by closing this gap in the literature and determining the relationship between nurses' self-efficacy perceptions and being a queen bee.

The research was conducted on nurses in public institutions in Turkey in the 2023-2024 academic year. The research covers a period of 6 weeks and the sample of the research consists of 376 nurses working in public institutions and reached by convenience sampling method. The data were analysed in SPSS 16 programme. The research was planned according to quantitative research design and questionnaire technique was used as a data collection tool. Green tea is measured using the "Self-Efficacy Scale" (Schwarzer & Jerusalem, 1997) and the "Queen Bee Scale" (Çelen & Tuna, 2021) adapted by Schwarzer and Jerusalem (1997). This scale developed by Çelen and Tuna (2021) was developed to determine female employees' perceptions of queen bee syndrome. Reliability, validity, correlation, t test, ANOVA, regression analyses, comparison and frequency tests were performed to analyse the data obtained.

The findings of the study showed that there was a statistically significant and negative relationship between nurses' self-efficacy perceptions and queen bee syndrome at a level of 34%. The findings showed that the relationship between these two variables was at a moderate level. This shows that as nurses' self-efficacy perceptions decrease, the incidence of queen bee syndrome in nurses increases.

Keywords: Nurse, Queen Bee, Queen Bee Syndrome, Self-efficacy

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A SCALE DEVELOPMENT STUDY OF THE POTENTIAL OF BRANDING

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ABSTRACT

Like all living things, brands create their own stories. We know that brands are created as a result of some living, experiential things and knowledge. They are built sometimes in a garage, sometimes in the countryside, sometimes in the city centre. But generally, there is a believer who is an individual, an institution and an organisation that believes in its brand story. These are people who do things that are repeated in the same way and method by a lot of peoples. These are people who are unlocking real potential with a new speech, a new understanding and a new vision that shows what it is.

This study investigates how to unlock the potential of the branding. The brand, which represents a very important value for the country, the city and the company, has been the subject of countless studies. However, a review of the literature shows that there is not enough research on brand building for the country, the city and the company. The reason for this is that there isn't a scale to measure the potential of branding. Because the subject is very confusing. This reality gives rise to the mission that researchers have to create a scale for the potential of branding. So the researchers have an objective to create a scale to measure the potential of branding for the country, the city and the company.

It is based on qualitative research that creates a study of scale. The researchers examine the results of a qualitative research and the literature. They create the items of the scale and take ideas from the experts. They edit the items of the scale according to the ideas of the experts. And then the researchers do a pilot study for pre-testing. They look at the results of reliability and validity according to scientific criteria. They have seen that it is suitable for research, so they start collecting data for research.

In this study, the city of Trabzon is used as a sample. The researchers aim to find out the branding potential in many dimensions. This scale can be used to measure the branding potential of different researches.

Key Words: Branding, Scale, Scale Development

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**TEACHERS' OPINIONS ON THE MOTIVATION STRATEGIES USED BY
PRIMARY SCHOOL PRINCIPALS**

Gülay Yağız¹

ABSTRACT

In order to keep up with the great changes experienced in the twenty-first century, educational organizations also wanted to improve their quality. One of the ways to increase efficiency in these organizations is by meeting the goals of the teachers and the goals of the school at the same point. The biggest responsibility here belongs to school principals. School principals are responsible for motivating teachers effectively in order to continuously increase their working capacity and performance. School principals should mobilize the school's resources and their own authority in this direction. In order to achieve this, they need to know motivation theories and motivation tools very well.

This study was conducted to investigate the effect of school principals on teachers' motivation. For this purpose, it was tried to determine the level of principals' use of motivational strategies for teachers, based on the perceptions of teachers working in primary schools in Denizli, Turkiye. In order to collect data in the study, the "Level Scale of Primary School Principals' Use of Motivational Strategies for Teachers", which consists of two parts, was used. In the first part of the scale, questions determining the personal characteristics of teachers were included, and in the second part, questions were included to determine the level of motivation strategies used by school principals. Data analysis were conducted using the Statistical Packet Program for Social Sciences (SPSS). Statistical techniques such as percentage, arithmetic mean and standard deviation were computed to use for analyzing dataset. While differences between groups according to gender were tested with t-test; the difference between ages, class taught, seniority and education level was tested with analysis of variance.

As a result of the study, the level of primary school principals' use of teachers' motivation strategies was found to be "occasionally". In addition, the perception of primary school principals' motivational strategies for teachers in according to the variables of teachers' gender, age, grade, and seniority in the profession and education level is insignificant.

Key Words: Motivation, Primary school, Principal, Teachers

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**TEACHER-STUDENT RELATIONSHIPS AND SOLUTION-ORIENTED
CLASSROOM MANAGEMENT SKILLS**

Didem Semerci¹, Tuğçe Canpolat²

ABSTRACT

Preschool education institutions provide children with various opportunities for relationships in their early years of entering social life, as well as opportunities to develop their social skills. Their relationships with their teachers, with whom they communicate after their parents, are important for regulating the atmosphere in the classroom. The formation of this healthy atmosphere in the classroom supports the creation of a healthy school environment for both teachers and children. This relationship established in early childhood also plays a decisive role in children's perceptions of teachers in their later school life. At the same time, the teacher's reactions to events in the classroom also help the child's self-regulation capacity to develop. The teacher's reactions and strategies to a child's positive or negative behavior, or a situation that the child cannot find a solution to, can be supportive in terms of how the child should react or behave in the face of an event. Because children may need the support of adults in terms of social, emotional, and mental aspects from a very young age. For this reason, teachers are role models for children with the reactions they give and the strategies they apply.

In light of these situations, this study, which aims to describe the teacher-student relationship and the solution-oriented classroom management strategies of teachers in preschool education, will use a semi-structured interview form prepared by the researchers. The interview form consists of questions that will evaluate the relationships between teachers and students and determine the solution-oriented classroom management strategies in the classroom.

The findings obtained by qualitative data analysis will be discussed with the studies in the literature. Thanks to the potential results of this study, it will be possible to understand the nature of the teacher-student relationship in preschool education and understand what methods teachers use to solve the problems they face in the classroom.

Keywords: Teacher-Student Relationship, Social Skill Development, Solution-Focused Classroom Management

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**ENHANCING FLUENT READING PROFICIENCY IN THIRD-GRADE STUDENTS
WITH SPECIFIC LEARNING DIFFICULTIES THROUGH AN INTERVENTION
UTILIZING WORD CARDS**

Süleyman Erkem Sulak¹, Sevil Türkeri², Saniye Nur Ergan³

ABSTRACT

The purpose of this research is to support the fluent reading skills of two third-grade students with specific learning difficulties using the word cards method. The research is conducted through the action research method, which is one of the qualitative research designs, and participants are selected through the convenient sampling method. The participants in the study are two third-grade students with specific learning difficulties in the researcher teacher's class at an elementary school in the Central district of Ardahan province during the academic year 2023-2024. The research spans a period of 10 weeks, and the data collection tools used in the study include audio recordings, fluency reading scales, and student products.

The research measures fluent reading skills using the "Prosodic Reading Scale" (Keskin, Baştuğ, and Akyol, 2013), the "Error Analysis Inventory" (Akyol, 2013), adapted from Ekwall and Shanker (1988), and the "Reading Speed Scale" (Rasinski, 2004a) developed by Rasinski (2004a). Data for the research is collected before, during, and after the implementation. Initially, a reading text selected from the Turkish language textbook for the first grade of the Ministry of National Education is read to the students, recorded with a sound recording device, and the reading levels of the students are determined before the implementation.

During the implementation, a text from the Turkish language textbook of the Ministry of National Education is read to the students every week, recorded with a sound device, and then the words in which the students made reading mistakes are identified. Visual-supported word cards are prepared using the "Word Wall" application, which is one of the Web2.0 tools, and individual activities are conducted with the students. After the activities, the same reading text is read again, and the presence of changes in the students' fluent readings is revealed.

The obtained data is analyzed descriptively and through content analysis to prepare the findings. The findings of the research are presented in three stages: before, during, and after the implementation. According to the results of the study, the word cards method has a positive effect on raising the fluent reading levels of students with specific learning difficulties to an academic reading level.

Keywords: Reading, Fluent Reading, Individuals with Specific Learning Difficulties, Word Cards

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**AŞIK VEYSEL'S CONTRIBUTIONS TO TURKISH FOLK MUSIC AND THE
PERFORMANCE OF THE TURKISH NAMED KARA TOPRAK**

Varol Çiçek¹

ABSTRACT

Turkish folk poet and poet, Aşık Veysel, whose real name is Veysel ŞATIROĞLU, was born on October 25, 1894, in Şarkışla district of Sivas. At a very young age, he lost his sight, but he did not resent the world. He even wrote poems about love, affection, tolerance, unity, solidarity, and love of nature and homeland, and later composed them with the baglama gift given to him by his father. The President of the Republic of Turkey published a circular in the Official Gazette regarding the celebration of 2023 as the "Year of Aşık Veysel", due to the value that Aşık Veysel, who is considered one of the important representatives of the folk poet and minstrels' tradition, put forward and added to the musical art of our country. The aim of this study is to harmonize Kara Toprak, one of the main known folk songs of Aşık Veysel, according to the understanding of polyphony in Turkish music aimed at Atatürk, the founder of the Republic of Turkey, and to create a sound that a monophonic folk song creates in the ear by transforming it into a polyphonic one to reveal the effect. For this research with a descriptive survey model, the folk song Kara Toprak by Aşık Veysel was discussed. The functionality of the Kara Toprak Folk Song, which was converted into polyphonic form according to Turkish Music Harmony, also known as the Quadruple Harmony system developed by Kemal İlerici, was examined.

Key Words: Aşık Veysel, Kara Toprak, Black Earth, Polyphonic Folk Song, Music.

INTRODUCTION

Aşık Veysel, one of the important representatives of the minstrel tradition, was born on October 25, 1894, in the Şarkışla district of Sivas. He lost his sight due to smallpox he caught at a very young age (Kaya, 2009). Realizing that his son could not see and therefore became withdrawn, Father Ahmet Bey gave him baggage as a gift to console himself. Over time, he learned to play baglama and improved himself in this regard (Özdemir, 2010). In 1931, a musical event called the "Feast of Poets" was organized. Veysel, who participated in the event, was given a folk poet certificate. In this way, he became both well-known and gained a new identity as Aşık Veysel (Bakiler, 2011). Aşık Veysel, who appeared before the public in Sivas and surrounding provinces for many years, now went to big cities such as Istanbul and Ankara and gave concerts where he sang his own folk songs (Küçükakın, 2009). Aşık Veysel, who also gave baglama lessons at Village Institutes for a while, started releasing records in 1950 (Bakiler, 2011). The Grand National Assembly of Turkey granted a salary of 500 TL to Aşık Veysel, a folk poet whose fame is gradually spreading and who is loved in the country, for his services to Turkey

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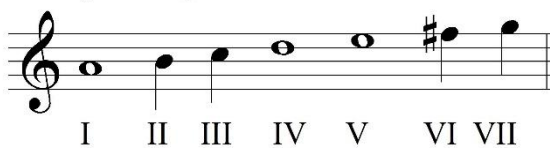
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in the name of both language and national unity and solidarity. He passed away at the age of 79 due to lung cancer, which he contracted on March 21, 1973.

The idea of modernization in musical culture in Turkey began to emerge in the first years of the Republic. Atatürk expressed his opinion about opening conservatories in a meeting held in the Turkish Grand National Assembly in 1923. Atatürk implemented the idea of sending students to Europe to train people who would modernize and develop Turkey in the fields of science and the arts. Among these people, there were also students who went for music education. In this context, although studies on western music started during the Tanzimat period, the foundations of polyphonic music culture studies were laid in the first years of the Republic (Selanik, 2010). Atatürk envisaged the works created to be in the form of contemporary and universal music, provided that their essence was based on Turkish folk music (Uçan, 1994). Therefore, it can be stated that the new music policy in Atatürk's thought is not to replicate western music but to develop Turkish music culture and benefit from contemporary elements in this regard (Aydın, 2003). Students who passed the exams held in this direction and were entitled to study abroad returned home after completing their education in various parts of Europe and made great contributions to the development of contemporary, universal music in Turkey as educators, researchers, and composers. In particular, they introduced Turkish music to the whole world by composing it in the form of western forms. The most well-known of these are the first-generation composers known as the "Turkish Five".

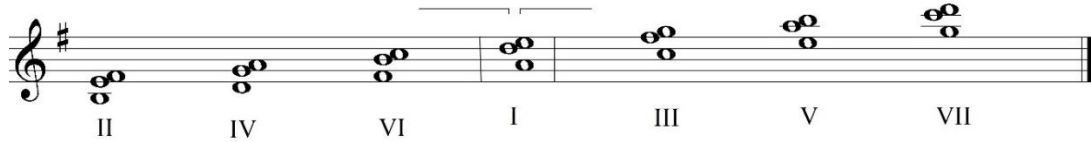
Turkish fives consist of composers named Cemal Reşit Rey, Hasan Ferit Alnar, Ulvi Cemal Erkin, Ahmet Adnan Saygun, and Necil Kazım Akses (Say, 2000). It is known that the aim of the Turkish Five is to compose compositions within a harmonic structure in accordance with the mode, melodic, and rhythmic structure of Turkish music and the form and technique of Western music (İlyasoğlu, 2013). It is known that the most comprehensive studies on polyphony in Turkish music were made by Kemal İlerici (gedikli, 1998). His theoretical work, developed with a progressive, quadruple harmony approach, gave composers a new idea. For this reason, it is thought that İlerici, who states that all modes can actually be derived from the Hüseyni mode, scales and grades the quadruple harmony through this mode (Bayraktarkatal and Yalınkılıç, 2020). While the fifth chords used in Western music harmony are created by establishing triple intervals on one voice (Do-Mi-Sol), in the fourth harmony, they are created by adding quadruple intervals to a sound (La-Re-Sol). In Hüseyni mode, the 1st, 4th, 5th, and 8th degrees have standing characteristics, and the 2nd, 3rd, and 7th degrees have walking characteristics (Bayraktarkatal and Yalınkılıç, 2020).

Huseyni Maqam

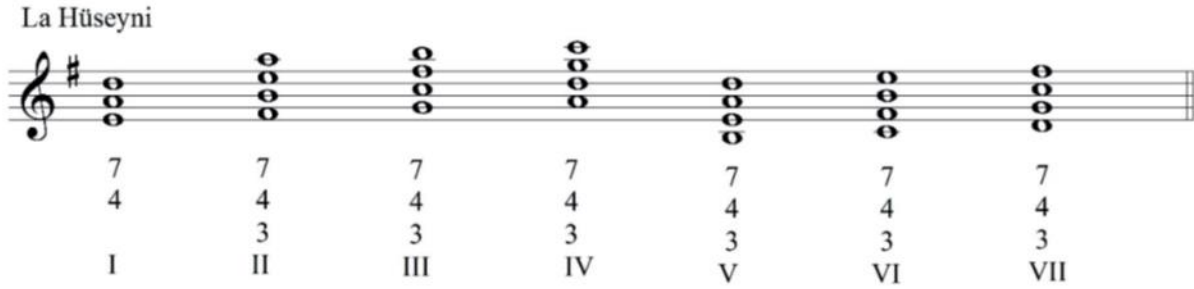


Chords

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A Huseyni Maqam



The aim of this study is to harmonize the work called Kara Toprak, one of the main known folk songs of Aşık Veysel, according to the understanding of polyphony in Turkish Music aimed by Atatürk, the founder of the Republic of Turkey, and to create a sound that a monophonic folk song creates in the ear when it is transformed into polyphonic. to reveal the effect.

One of Aşık Veysel's main works, the folk song "Kara Toprak" in the Hüseyini Mode, was performed in quadruple harmony, based on the quadruple harmony theory put forward by Kemal İlerici. The I7 degree chord was used for the notes F and G in the first measure of the folk song, and the I degree chord was used for the notes A and D in the second measure. In the 3rd measure, again I7 for the notes do and D, VII7 for B and C, and VI for the notes A degree chord were used. In measure 4, II chords are used for the notes A-D and B, III for the note C, and I7 for the notes si-do-la. The 5th and 6th measures are repetitions of the 3rd and 4th measures. In measure 7, the chord VII7 was used for the notes B and C, III7 for C, I7 for C and the following C, and V7 for the note G. In measure 8, the VI7 chord is used for the notes A and F, V7 for the notes A-G and E, VII for the note F, and III7 for the note E. In measure 9, chords of degree I are used for the notes A and F, V7 for the notes A-G and E, VI for the notes F and E, and II for the notes E-D.

In measure 10, the chord I is used for the notes A and F, V7 for the notes A-G-E, VI for the notes F-F-E, and II for the notes E-D. In the 11th measure, the VII7 chord was used for the notes F-G-G, I for G-E, and V for the F-E notes. In the 12th measure, the chords D-G-E IV7, VI7 for the note F, III7 for E-D, and I7 for re are used. In measure 13, note IV for E-F-D, II for F-E, and III for E-F-D. Degree chords were used. In the entire 14th measure, the first-degree chord is used.

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KARA TOPRAK

Varol ÇİÇEK

The image displays a musical score for the piece "Kara Toprak" by Varol Çiçek. The score is written for Violin I, Violin II, Viola, and Cello. It is in 4/4 time. The first system shows the initial measures of the piece, with a guitar-style chord chart below the staves. The second system continues the piece, also with a guitar-style chord chart below the staves. The chord chart includes chords such as I7, I, VII7, and VI7.

Violin I

Violin II

Viola

Cello

17 I 17 VII7 VI7

Vln. I

Vln. II

Vla.

Vc.

II III I7 I7 VII7 VI7 II III I7

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7

Vln. I
Vln. II
Vla.
Vc.

VII7 III7 I7 V7 VI7 V7 VII III7 I V7 VI II

10

Vln. I
Vln. II
Vla.
Vc.

I V7 VI II VII7 I V IV7 VI7 III7 I7

13

Vln. I
Vln. II
Vla.
Vc.

IV II III I

CONCLUSION

In Turkish music, folk songs can be made polyphonic by considering their modal structures and using the quadruple harmony system. In this way, a richer sound can be achieved in the work by transforming the monophonic melody into a polyphonic one. In this context, the folk song named "Kara Toprak" in Hüseyini mode was made polyphonic according to the quadruple harmony system developed by Kemal İlerici. Local folk songs converted into polyphonic form can be performed with the accompaniment of orchestras or choirs.

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**CHANGING OF TRADITIONAL TURKISH MUSIC IN THE LAST FIVE
CENTURIES (PERCEPTION OF MAQAMS)**

İrfan Karaduman¹

ABSTRACT

Many written sources on music have been created in the Middle East in the last five hundred years. The musical genre called Turkish music today was also nourished by these sources. Since the sources written in Anatolia have been written in Turkish since the 15th century, they are easier to understand today. These manuscripts mostly contain information about modes, instruments, rhythms and daily musical routine.

The changes in the history of Turkish music in the 15th, 18th and 20th centuries are remarkable. The easiest way to understand this change is to examine the change in the maqam structure. Makam, as a product of oral culture, is a musical concept that can be shaped over time according to the aesthetic understandings of the periods. When this change, which can also be considered as an update, is examined through the concept of maqam, it will be more realistic to determine what is present in music taste. For this reason, in this research, 3 of the 22 makams that have existed uninterruptedly from the last five hundred years to the present were randomly selected and the theoretical change was examined.

Key Words: Traditional Turkish Music, Perception Of Maqams, Turkish Music

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**THE EFFECT OF SELF-EFFICIENCY ON GLASS CEILING SYNDROME IN
WOMEN HEALTH WORKERS**

Mustafa Amarat¹, Betül Odabaş²

ABSTRACT

In today's conditions, women in business have become an essential human resource due to their perspective and abilities. However, research has revealed that from time to time in business life, women, especially, experience glass ceiling syndrome. Although many variables are known to impact the glass ceiling, the relationship between self-efficacy and the glass ceiling has not been fully revealed. This study aims to investigate the effect of self-efficacy of female healthcare professionals on glass ceiling syndrome.

A quantitative perspective was followed in the research part. The research population consists of women (4647) working in health institutions in Ordu province. The convenience sampling method was preferred in sample selection, and 216 healthcare workers were reached. The survey was conducted online between December 2022 and January 2023. The survey form used socio-demographic characteristics, the "Glass Ceiling Obstacles Scale" developed by Karaca, and the "General Self-Efficacy Scale" developed by Jerusalem and Schwarzer, whose Turkish translation was made by Green Crescent. The data obtained was analyzed in the SPSS16 program.

As a result of the research findings, it is seen that there is a negative (-0.25) relationship between Glass ceiling syndrome and self-efficacy. It has been determined that self-efficacy affects the glass ceiling's stereotypical prejudices (-0.307), personal preference variables (-0.203), and multiple roles sub-dimension (-0.206). However, it is seen that self-efficacy does not affect informal communication, professional separation, and mentoring, which are the sub-dimensions of the glass ceiling scale ($p < 0.05$). Additionally, glass ceiling syndrome does not differ according to age and marital status variables.

When the research data were examined, it was determined that the glass ceiling syndrome rates of female health workers in Ordu province were low. In addition, increasing employees' self-efficacy will reduce the glass ceiling syndrome they experience or will experience. For this reason, it is recommended that relevant managers carry out activities to increase employees' self-efficacy.

Key words: Self-efficacy, Glass Ceiling Syndrome, Female Health Workers

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REVIEW OF SUSTAINABILITY ACTIVITIES IN HEALTH SERVICES

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ABSTRACT

The health sector also plays an important role in the sustainable development goals of the United Nations. While the need for healthy people to continue services is an important parameter, it is also another parameter because the health sector has a significant amount of human resources, requires financial resources, is affected by technological developments, and has ever-growing physical structures and wastes. In this context, the aim of this study is to investigate the level of sustainability studies in health services.

Qualitative technique was used in the study, and studies conducted in the health sector in Türkiye were examined. By examining the web pages of 100 public and 100 private hospitals, information was obtained about the studies on sustainability.

Activities related to sustainability in the field of health sector in Türkiye have been examined and it has been concluded that many studies have been carried out in different platforms in this field and that it may be useful to collect them under the title of sustainability. These platforms include green hospitals, environmentally friendly hospitals, sharing good practice examples, renewable energy resources activities, quality standards in health (SKS), accreditation standards in health (SAS), etc. can be listed as. Among the hospitals examined, it was observed that public hospitals do not have a sustainability report, and their activities are mentioned in the vision, mission and ethical values regarding sustainability, and although their activities are carried out in accordance with standards related to sustainability within the scope of SKS or other, there is no information regarding this on their web pages, except for some city hospitals. When the web pages of private hospitals are examined, there are reports, information, etc. regarding sustainability. It is available in the group hospitals, but although the studies on this are carried out in accordance with the standards regarding sustainability within the scope of SKS or other studies on the websites of local hospitals, no information regarding this can be obtained. When the hospitals where the report is available are examined, while information on sustainability, waste management, energy saving and human resources management is found to be sufficient, it is not found to be sufficient in the areas of environmental awareness, water consumption and use of recycled materials.

Keywords: Healthcare, Sustainability, Reporting

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GLOBAL CLIMATE CHANGE AWARENESS: A STUDY ON HEALTH WORKERS

Elif Özer¹ Mihriban Güder² Ayşe Gülen Ertümer İlhan³

ABSTRACT

Climate change, which affects and will continue to affect the whole world as a global problem, has many effects on oceans, air, water, animals and humans. Although its effects today are more limited, the fact that "there will not be a livable world for future generations" is in question. The biggest impact on people will be on health. Climate change is considered as one of the biggest threats to global health. Since this situation affects public health, it may lead to more resources being allocated to public health and preventive health services. With the deterioration of public health due to climate change, the workload on health professionals will also increase. For this reason, it is important to measure the awareness of this situation, which affects health workers both individually and professionally, and to inform health workers about this issue. The aim of the study was to measure the level of global climate change awareness of healthcare professionals and to compare them according to demographic variables.

In the study, survey technique was used as a quantitative research method. According to the Health Statistics Yearbook 2022 News Bulletin, the research population consists of 1,350,528 health workers serving in the Ministry of Health (772,961), universities (183,930) and private sector (393,637). When the error tolerance is 5% and the reliability level is 95%, a sample of 385 people seems to be sufficient. Convenience sampling method was used to reach the participants. The Global Climate Change Awareness Scale developed by Deniz, İnel and Sezer (2021) was used as a data collection tool. Consisting of 21 items, the scale is a 5-point Likert scale. The scale has 4 dimensions: effects on the natural and human environment, awareness of global organizations and agreements, causes, and the relationship between energy consumption. The mean scores obtained from the scale indicate low level awareness between 1-2.33, medium level awareness between 2.34-3.66, and high level awareness between 3.67-5.00. The data obtained through Google forms in the online environment will be analyzed with the Statistical Package for the Social Sciences (SPSS 29.0) program. When the dimensions were analyzed according to demographic variables, a significant difference was found in the dimension of impacts on natural and human environment according to gender, occupation and income. A significant difference was found in the dimension of awareness of global organizations and agreements according to occupation and region. No significant difference was detected in the dimension of the root causes according to any demographic variable. A significant difference was found in the dimension of energy consumption relationship according to occupation and income.

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As a result of the study, the general global climate change awareness of healthcare professionals is at a medium level with 3.457. In the sub-dimensions, their awareness of the effects on the natural and human environment (first dimension) and the relationship between energy consumption (fourth dimension) is at a high level, while their awareness of global organizations and agreements (second dimension) and the causes (third dimension) is at a medium level. While the World Health Organization aims to centralize health in climate policies, it states that it tries to establish partnerships with health institutions, health professionals and civil society. It is important to increase the awareness of health professionals, who are at the heart of the health sector, both for this partnership and for their contribution to mitigating the effects of global climate change on health.

Keywords: Global climate change, awareness, health professionals.

**RESEARCH ON GRASS HEALTH WITH DEEP LEARNING TECHNIQUES IN
ARTIFICIAL INTELLIGENCE BASED LAWN MOWING ROBOT DESIGN**

Önder Uysal¹, Ramazan Eraslan², F. Özge Uysal³

ABSTRACT

Grass plants are defined as a ground cover consisting of densely growing stems and intertwining leaves. Its deep root resilience, functionality, dense structure and ability to form a healthy ground cover are considered to be among the important characteristics that distinguish it from other. In this study, a turf health analysis was performed using deep learning techniques and the Roboflow platform. In this study, which was conducted on 528 grass images in total, a dataset enriched with tags such as healthy grass, unhealthy grass, soil and stone was prepared. About 600 grass images from various geographical regions and different seasons were used for the study. Tagging was performed on the Roboflow platform and the dataset was made suitable for the deep learning model. The deep learning model used was designed specifically for turf health analysis. It is capable of recognizing healthy and unhealthy grass as well as soil and stone. The performance of the model was evaluated on the test set created specifically for turf health analysis. The model was able to determine the health of the grass from the visuals and identify whether it was healthy or unhealthy, as well as correctly identifying soil or stone in cases where there was no grass.

The study shows that the deep learning model achieves high accuracy in turf health analysis. In addition to achieving impressive success in distinguishing between healthy and unhealthy turf, the ability to accurately distinguish between soil and stone in non-turf situations was also achieved. It is also thought to be a reference for future studies with the integration of live observation data and other factors affecting turf health.

Keywords: Artificial Intelligence, deep learning, grass health, environment, Roboflow

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INVESTIGATION OF DEEP LEARNING TECHNIQUES FOR ARTIFICIAL
INTELLIGENCE BASED AUTONOMOUS HARVESTING ROBOT OF ROSA
DAMASCENA

F. Özge UYSAL¹, Önder UYSAL²

ABSTRACT

Today, it is possible to encounter artificial intelligence in every field where there is human labor. In the agriculture sector, one of the most important sectors globally, it is possible to see artificial intelligence in harvesting systems. Robot technology in the field of agriculture is at an advanced stage of development, and work is ongoing on robot harvesting systems for various crop species. Since Turkey has a very important demand potential in the world in the rose oil sector, harvesting is still done with hand. This causes problems such as loss of time and labor requirements.

Therefore, it is important to develop harvesting technology in this field where we have a great say in exports. Integration of deep learning techniques into *Rosa damascena* harvesting technology requires collaborative interactions with image processing, robotic harvesting, automated harvest coordination, quality control, data analytics and forecasting. In this study, It is aimed to develop an artificial intelligence-based autonomous harvesting robot design of *Rosa damascena*, an oil rose, with deep learning techniques. Since oil yield is the most important parameter in oil roses, in this study, it was aimed to realize the harvesting process without oil loss due to time and to increase the quality of the oil.

Key Words: Deep learning, artificial intelligence, robotics, harvest system, Rosa damascena, rose oil

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NANOTECHNOLOGY APPLICATIONS IN ORTHOPEDICS

Süleyman Kaan Öner¹, Umur Batak²

ABSTRACT

Orthopedic diseases and injuries represent a significant global health burden requiring innovative approaches to diagnosis and treatment. Nanoscience and nanotechnology represent an expanding field of research that includes structures, devices, and systems that have new properties and functions due to the arrangement of their atoms on the scale of 1-100 nm. Nanotechnology offers a wide range of new applications, in particular the use of nanomaterials as scaffolds to provide a more positive interaction between orthopedic implants and natural bone. Commercial applications of nanotechnology in various fields, including physics, materials science, chemistry, biology, computer science, and engineering, emerged in the early 2000s. Recent applications, especially in cancer treatment, have shown promising results. This study aims to provide an overview of the published literature in the field of orthopedics using nanotechnology.

In this bibliometric study, the Web of Science online database was scanned in English with the keywords 'Nanomedicine* (Topic) OR nanotech* (Topic). Literature published until December 3, 2023 was accessed. A search was performed specifically for 'Orthopaedics' or 'Bone Diseases' or Sports Science (Citation Subjects)'.

A total of 227 publications were reached. 138 (60,793%) of these publications were research articles. 77 compilations (33.480%), 7 each of book chapters and conference proceedings (3.084%), 4 editorials and one each of other types of publications such as corrections, meeting summaries and news were accessed. This literature was created by 1207 researchers from 43 countries.

When publications in the scientific literature are examined, the distribution of publications among countries is as follows: The People's Republic of China made the highest contribution, providing 38,767% of the total 227 records. The United States ranked second with 46 publications (20.264%). Italy ranked third with 26 publications (11.454%). India ranked fourth with 23 publications (10.132%), Spain ranked fifth with 9 publications (3.965%), and Australia, Saudi Arabia and Canada contributed 8 publications (3.524%) each (Figure 1).

The distribution summary by publication years is as follows: 2021 stood out as the year with the most publications, accounting for 19.383% of the total 227 records. Then, 2022 ranks second with 38 publications (16,740%), and 2020 ranks third with 32 publications (14,097%).

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The distribution of these publications according to their subjects was as follows: 79 publications on Osteoarthritis (34.802%), publications on Bisphosphonates (20.264%), 32 publications on Osteoclasts (14.097%), 12 publications on total arthroplasty (5.286%), 12 publications on Osteoporosis (% 5.286), 11 publications on Achilles tendon (4.846%), 6 publications on Anterior Cruciate Ligament (1.34.440) (2.643%), 6 publications on Vitamin D (2.643%), 4 publications on Intramedullary Nailing (1.762%), Osteonecrosis 3 publications on the subject (1.322%), 2 publications on Muscle Damage (0.881%), 2 publications on Lactate Threshold (0.881%), Acute Mountain Disease, Hip Fracture, Ankle, Magnesium, Hypophosphatasia and Primary Hyperparathyroidism (1.80.348). One publication each (0.441%) was found.

Nanotechnology has the capacity to revolutionize the diagnosis and treatment of orthopedic surgery. This assessment shows that China maintains its leading role in the scientific field and makes a significant scientific contribution globally. In addition, this literature has started to form for nearly 20 years, and the number of publications has increased in recent years.

Key Words: Nanotechnology, Orthopedics, Orthopedic Surgery

GLOBAL TRENDS OF SUSTAINABILITY RESEARCH IN DISASTERS

İbrahim Halil Çelik¹, Galip Usta²

ABSTRACT

It can be said that determining research trends, impact areas, scientific publication profiles and future research foci on sustainability in disasters prepares the ground for increasing sustainability and social resilience in disasters. In this context, this study aims to conduct a bibliometric analysis of scientific studies on sustainability in disasters. The bibliometric research method was preferred in the study. Bibliometric analyses enable the examination of publications in the literature, determination of scientific research trends on the subject, and evaluation of cooperation between researchers and prominent issues. The research data were accessed through an online search by entering the keywords "Disaster + Sustainability" from the "Web of Science" database on 24.01.2024. VOSviewer program, which is frequently preferred in bibliometric research, was used in the analysis of the data. All studies on sustainability in disasters in the Web of Science database were included in the analysis. As a result of the search by entering the keyword "Disaster + Sustainability" in the study, a total of 130 publications were accessed. It was seen that the first study was conducted in 2004 and most studies were conducted in 2022.

The first three ranks of the analyzed studies in terms of publication category were Article, Proceeding Paper, and Book Chapters. When the publications are evaluated according to the countries, it is seen that the first three ranks are the USA, the People's Republic of China, and Italy. When the publications are evaluated according to the indexes, it is seen that the first three ranks are Science Citation Index Expanded, Social Sciences Citation Index and Emerging Sources Citation Index. It has been determined that studies on sustainability in disasters have increased over time. It was observed that the majority of the publications were scanned in internationally recognized indexes. The USA, China, and Italy came to the forefront in terms of producing publications. As a result, it can be said that the issue of sustainability in disasters is increasing in importance and it is an important field for researchers to work on. It can be said that scientific publications on this subject will contribute to societies being more resilient against disasters and to sustainable development goals.

Key Words: Disaster, Sustainability in Disasters, Sustainability

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CORPORATE SUSTAINABILITY WITHIN THE SOCIAL SCIENCES

Nursel Aydintuğ Myrvang¹

ABSTRACT

The purpose of this study is to provide a comprehensive exploration of Corporate Sustainability from a Social Sciences perspective, aiming to uncover how businesses can integrate economic viability, social responsibility, and environmental sustainability into their core strategies. This research delves into the interdisciplinary nexus of Corporate Sustainability, employing a qualitative review of diverse literature to understand how businesses can contribute to sustainable development goals. Through this lens, it seeks to chart the evolution of Corporate Sustainability practices, emphasizing the critical role of social science principles in fostering long-term value creation for society and the environment."

This study explores Corporate Sustainability within the Social Sciences, emphasizing the interdisciplinary approach required to achieve economic viability, social responsibility, and environmental sustainability. Corporate sustainability within the frame of social sciences includes a broad and interdisciplinary area of study. It examines the role of businesses in contributing to sustainable development, which includes economic, environmental, and social dimensions. It is also referring to business approaches that create long-term consumer and employee value by strategically managing the triple bottom line: economic, environmental, and social aspects.

This paper employs a qualitative review methodology, critically reviews literature across various forms peer-reviewed journals, comprehensive reports, and case studies—cited within our references. This selection mirrors the progression and insights into Corporate Sustainability from historical foundations to recent innovations until 2021.

The selection criteria focused on relevance to CS integration within business practices and contributions to the Social Sciences. Thematic analysis was used to identify common themes and insights related to the implementation and impact of CS in business.

Data Extraction: During the data extraction phase, information was meticulously gathered from a variety of sources to encompass a broad perspective on Corporate Sustainability within business practices.

Empirical studies demonstrating the positive impacts of CS practices on business performance were also reviewed. Provided evidence that firms with robust sustainability practices achieve superior financial performance over the long term, underscoring the economic benefits of integrating CS into business strategies.

Key Words: Corporate Sustainability, Social Sciences, Sustainability

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**ETHICAL LEADERSHIP LEVELS OF NURSE MANAGERS AND EFFECTIVE
FACTORS**

Havva Öztürk¹, Çiğdem Torun Kılıç², Kadriye Özkol Kılınc³, Mehtap Öksüz⁴, Dilek Kaptan⁵

ABSTRACT

Today, there is a greater need for nurse managers who can make fair and balanced decisions, are honest, reliable and principled, can set ethical standards, and exhibit ethical behaviours that align with what they say and do in health institutions. This study aims to determine whether charge nurses evaluate their nurse managers (head nurses) as ethical leaders. The study was conducted with 36 (90%) charge nurses (N=40) working in a university hospital in Trabzon city centre. Data were collected using the information form, the Ethical Leadership Scale, and analysed using numbers, percentages, mean and t-tests. According to the findings, the mean age of the charge nurses, all of whom were female, was 47.13 ± 5.72 years, 88.9% were married, 83.3% had a bachelor's degree, 61.1% worked in internal and 38.9% in surgical clinics. The mean years of working as a charge nurse was 11.02 ± 9.32 , and the mean years of professional experience was 25.52 ± 7.39 . Of these charge nurses, 83.3% were satisfied with their nurse managers. According to the charge nurses, the mean total score of the Ethical Leadership Scale of the nurse managers was 40.61 ± 4.38 . In addition, charge nurses working in surgical clinics evaluated their nurse managers as ethical leaders more statistically significantly ($t=-2.089$; $p=0.049$). As a result, all clinical charge nurses working in the university hospital, especially charge nurses working in surgical clinics, evaluated their nurse managers as ethical leaders.

Keywords: Nurses, Nursing, Leadership, Nurse Managers.

INTRODUCTION

Today, rapid and radical changes are being made in the delivery of healthcare services to enhance service quality, patient satisfaction, and efficiency (Barkhordari-Sharifabad, Ashktorab, & Atashzadeh-Shoorideh, 2017). Alongside these changes, nurses face challenges such as increased workload, resource shortages, violence, and decreased quality of life (Barkhordari-Sharifabad et al., 2017; Çitak & Kahraman, 2021). Despite all these challenges,

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nurses are expected to prioritise ethics in their professional practices and comply with ethical codes in patient care (Mannix, Wilkes, & Daly, 2015).

The World Health Organization (WHO) (2020) emphasises the need to focus on nursing leadership in the role of nurses in protecting and improving health worldwide. It is undeniable that nurse leaders play a crucial role in improving the services provided by healthcare institutions or hospitals, in training and developing their staff, and in achieving quality in practices (Öztürk, Bahçecik, & Paslı Gürdoğan, 2012). Especially in managerial positions, the nurse's influence on subordinates, prioritising ethical principles in interpersonal relationships, and demonstrating an ethical stance in decision-making processes bring to mind the concept of ethical leadership (Brown et al., 2005).

Ethical leadership focuses on personal actions and interpersonal relationships, exhibiting normatively appropriate behaviours such as communication, empowerment, and decisionmaking (Brown et al., 2005; Bayer & Şahin, 2020). Ethical leadership behaviour plays a significant role in enhancing employees' attitudes and behaviours (Bayer & Şahin, 2020). Ethical leaders emphasise the importance of adhering to high ethical principles by acting fairly, thoughtfully, openly, trustworthily, and honestly (Mehmet, 2019). In this context, managers involved in all stages of nursing need to possess leadership qualities (Yılmaz & Kantek, 2016). For the enhancement of nursing care quality and the provision of safe patient care, it is crucial for nurse managers to possess ethical leadership qualities, allowing nurses to trust their managers and fulfil their professional roles and responsibilities to achieve the institution's goals (Aysun & Demirsoy, 2021). In addition, nurse managers' ethical leadership approach positively affects nurses' organisational commitment (Lotfi et al., 2018; Mckenna & Jeske, 2021; Kim et al., 2019). As a matter of fact, some studies have shown that nurse managers' ethical leadership behaviours have a positive correlation with nurses' job performance, organisational commitment (Hoch et al., 2018), job satisfaction (Hoch et al., 2018; Özden et al., 2019), and a negative correlation with employees' intention to leave the job (Hoch et al., 2018) or increased their motivation and job satisfaction (Daly et al., 2020).

In light of this information, it was considered important to determine the ethical leadership levels of nurse managers according to the opinions of charge nurses who have the chance to monitor their nurse managers closely. This study was planned to investigate the ethical leadership levels of nurse managers working in a university hospital and the individual factors affecting them.

METHOD

Type of Research: The research is a descriptive study aiming to examine the ethical leadership levels of nurse managers through the perspectives of unit charge nurses.

Study Population and Sample: The research population consists of unit charge nurses (N=40) working in a university hospital, while the sample consists of 36 unit charge nurses who volunteered to participate in the study (90%). No sample selection was made, and the entire population was tried to be reached.

Data Collection Tools

Nurse Information Form: In this form created by the researchers, there are eight questions regarding nurses' age, gender, marital status, education level, years of professional experience, unit/department they work in, years of managerial experience, and satisfaction with being a nurse manager.

Ethical Leadership Scale: The scale was developed by Brown, Treviño and Harrison (2005). It was adapted to Turkish, and its validity and reliability were determined by Tuna, Bircan, and Yeşiltaş (2012). During initial development, the scale was first developed with 48 items (2005), which was later reduced to 10. The validity and reliability of this 10-item scale were tested by Tuna et al. (2012), yielding a Cronbach's alpha coefficient of 0.985. The scale is responded to in a five-point Likert format, ranging from "strongly disagree-1, disagree-2, neither agree nor disagree-3, agree-4, and strongly agree-5" (Tuna et al., 2012). The minimum score that can be obtained from the scale is 10, and the maximum score is 50. A high score indicates a high level of ethical leadership behaviours.

Data Collection Process

During the data collection phase, after obtaining informed consent from the unit charge nurses who volunteered to participate, the researchers distributed the data collection instruments. Adequate time was given to the unit charge nurses, after which the researchers collected the data collection instruments.

Data Analysis

The research data were analysed using IBM SPSS 22.0. Number, percentage, and mean values were used to describe the nurses' demographic characteristics. The normal distribution of the data was assessed using skewness and kurtosis coefficients. To compare the nurses' demographic characteristics with the total scale and subscale scores, t-tests/Mann-Whitney U tests, ANOVA/Kruskal-Wallis tests, and correlation tests were used. The Cronbach's alpha coefficient was also calculated to assess the scale's reliability. The obtained findings were evaluated at a significance level of 0.05 with a 95% confidence interval.

Ethical Considerations

The necessary institutional permissions (26.01.2024: E-48814514-501.07.01-70459) and ethical approval (2024: E-13562490-050.06.04-489161) were obtained for the conduct of the research.

RESULTS

The mean age of the charge nurses, all of whom were female, was 47.13 ± 5.72 , and 88.9% were married. 83.3% had a bachelor's degree, and 61.1% worked in internal clinics. The mean years of working as a charge nurse was 11.02 ± 9.32 , and the years of professional experience was 25.52 ± 7.39 . 83.3% of the charge nurses were satisfied with working with their nurse managers (Table 1).

Table 1. Demographic features of unit charge nurses (n=36)

Demographic Features	total
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Gender	n	%
Female	36	100
Male	0	0
Marital Status		
Married	32	88.9
Single	4	11.1
Education level		
Bachelor's degree	30	83.3
Postgraduate degree	6	16.7
Clinic/Unit		
Internal	22	61.1
Surgical	14	38.9
Satisfaction with Being a Charge Nurse		
Yes	30	83.3
No	6	16.7
	Mean	SD
Age	47.13	5.72
Years of Experience Working as a Charge Nurse	11.02	9.32
Years of Professional Experience	25.52	7.39

According to the charge nurses, the mean total score of the Ethical Leadership Scale for nurse managers was 40.61 ± 4.38 (Table 2).

Table 2. The mean scale score for nurse managers' ethical leadership level according to unit charge nurses

Ethical Leadership Scale Score	Mean	SD	Min.	Max.
	40.61	4.38	32.00	50.00

Additionally, it was found statistically significant that charge nurses working in surgical clinics evaluated nurse managers as ethical leaders to a higher degree ($t=-2.089$; $p=0.049$) (Table 3).

Table 3. The comparison of the mean scores of the Ethical Leadership Scale according to some descriptive characteristics of unit charge nurses:

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Demographic Features	n	Ethical Leadership Mean±SD
Marital Status		
Married	32	40.96±4.47
Single	4	37.75±2.21
t test/p=		1.40/0.17
Education Level		
Bachelor's degree	30	40.26±4.31
Postgraduate degree	6	42.33±4.71
t test/p=		-1.05/0.29
Clinics Worked		
Internal	22	39.31±3.02
Surgical	14	42.64±5.44
t test/p=		-2.35/ 0.02

There was no statistically significant difference between the nurses' age, gender, years of working as charge nurses, years of professional experience, satisfaction with their managers, and evaluation of their managers as ethical leaders ($p>0.05$).

DISCUSSION

In order for nursing to reach the desired service quality and for nursing services to be successful, nurses need leaders who value both themselves and the team they work with, are aware of their own traits, act fairly, are self-confident, honest, evaluate information in a balanced and impartial manner, are transparent and successful in their interpersonal relationships, have high moral values and can combine group goals with individual goals (Kılınç & Öztürk, 2019). Ethical leadership, as a form of leadership, necessitates establishing, demonstrating, and enhancing ethical values, principles, and standards in every decision and action taken. Ethical leadership is gaining importance in healthcare as in other areas and influences employees (Çıraklı et al., 2014). In this context, this study was conducted to determine the extent to which charge nurses perceive their managers as ethical leaders. The charge nurses in this study viewed their nurse managers as above-average ethical leaders. According to some previous studies, employees' perception of ethical leadership was average (Mansur & Ünsal, 2021; Özmen et al., 2020; Songur et al., 2017). Conversely, another study involving healthcare professionals, including nurses, found their perception of ethical leadership was low (Çıraklı et al., 2014). The low perception of ethical leadership may be due to the evaluation being carried out by all healthcare professionals and directed towards general institutional managers. In contrast, in the present study, the moderate perception of ethical leadership could stem from the frequency of interactions between charge nurses and nurse managers (head nurse/assistant head nurse), working closely together and having the opportunity to observe their managers closely. These results suggest that nurses' perceptions of ethical leadership regarding their managers may not be at the desired level. However, nurse managers are the ones who need to deal with ethical

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issues (Aitamaa et al., 2017). Developing ethical leadership behaviours of charge/nurse managers can contribute to the quality of nursing services. Indeed, the ethical leadership approach exhibited by nurse managers has been found to positively influence nurses' job satisfaction (Aysun & Demirsoy, 2021; Özden et al., 2019), motivation (Daly et al., 2020), organisational commitment (Lotfi et al., 2018; Mckenna & Jeske, 2021; Kim et al., 2019), job performance, job satisfaction, and organisational commitment, while also being negatively associated with intention to leave the job (Hoch et al., 2018), all highlighting the importance of ethical leadership behaviours. Therefore, we suggest supporting and advancing the ethical leadership behaviours of nurse managers.

In addition, some individual factors may affect nurses' ethical leadership (Bilgen, 2014; Özden et al., 2019), but in this study, the demographic characteristics of charge nurses did not produce a significant difference in their ethical leadership assessments. Çitak and Kahraman (2021) also found that the individual characteristics of nurses did not affect their perceptions of ethical leadership. Mansur and Ünsal (2021) found that female and young nurses and those with a bachelor's degree had higher perceptions of ethical leadership, while nurses who had been in service for a longer time had lower perceptions of ethical leadership. Additionally, nurses working in surgical clinics, compared to those working in internal clinics, rated their managers as ethical leaders at a higher level in this study. Similarly, Aysun and Demirsoy (2021) found that the ethical leadership level of nurses working in surgical clinics was higher than in other units. Since patient turnover is rapid and nursing service outcomes are vital in surgical clinics, it is believed that nurse managers may be more inclined to demonstrate ethical behaviour.

CONCLUSION and SUGGESTIONS

All clinical charge nurses working in a university hospital, especially those working in surgical clinics, evaluated their charge nurses as ethical leaders. Efforts should be made to increase awareness of ethical problems and improve ethical leadership skills. In addition, conducting future studies in larger sample groups may provide a broader evaluation of the subject and contribute to the literature with different results.

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**CULTURAL LEADERSHIP LEVELS OF NURSE MANAGERS AND
EFFECTIVE FACTORS**

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ABSTRACT

Today, there is a need for nurse managers with high cultural leadership levels who can mobilise their employees in line with the organisation's goals with common thoughts, beliefs, symbols, traditions, and norms that constitute the organisational culture. The study aimed to determine whether clinical charge nurses perceive their nurse managers as cultural leaders. The study was conducted with 36 (90%) charge nurses working in a university hospital in Trabzon city centre (N=40). Data were collected using the information form, the Cultural Leadership Scale, and analysed using numbers, percentages, mean values, and t-tests. Of the charge nurses, 83.3% had a bachelor's degree, and 61.1% worked in internal clinics. The mean number of years working as charge nurses was 11.02 ± 9.32 . According to the charge nurses, nurse managers' mean total score from the Cultural Leadership Scale was 4.09 ± 0.42 . The mean scores in subscales were 4.58 ± 0.34 for Communication, 3.94 ± 0.53 for Creating a cultural environment, 4.26 ± 0.49 for Values and norms, and 3.59 ± 0.72 for Symbols and rituals. A significant positive correlation was found between the years working as a manager and the Symbols and Rituals subscale score of the Cultural Leadership Scale. Also, the charge nurses who were married and worked in surgical clinics had higher mean scores in the communication subscale, and surgical clinic charge nurses had higher mean scores in the Cultural Leadership Scale total, and the subscales of Creating a Cultural Environment and Symbols and rituals, and these findings were statistically significant ($p < 0.05$). In conclusion, all charge nurses in the university hospital, especially those in surgical clinics, perceived their charge nurses as cultural leaders.

Keywords: Nurses, Nursing, Organisational Culture, Leadership, Nurse Managers.

INTRODUCTION

An effective leader needs to understand and appreciate how culture contributes to work and how culture can support and advance an organisation to move forward, achieve the strategic mission, and focus on goals (Farrell, 2018). In this context, the concept of cultural leadership

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emerged as a result of studies on organisational culture in the 1980s (Geylani, 2013). Cultural leadership was defined by Trice and Beyer (1991) as leadership that influences the beliefs, values, ideologies, norms, and cultural forms in which they are expressed and shared by the members of the organisation. This leadership approach also involves processes for creating and

advancing the strong cultural structure of the organisation. A cultural leader is an individual who succeeds in shaping and concretising the values of the organisation and ensuring that norms are internalised by all employees (Geylani, 2013). It is also the person who facilitates organisational procedures, provides guidance, solves problems and acts as a coach (Teyfur, 2015). A cultural leader in an organisation both protects the existing culture and creates a new one; in other words, they operate the organisational culture (Geylani, 2013). Therefore, cultural leadership is a type of leadership that strives to preserve and develop the organisational culture and includes processes to create and develop the strong cultural structure of the organisation (Ziytak Doğan et al., 2023).

A cultural leader keeps the organisational culture alive and sustained within the organisation. This leader is an individual who works for the formation of cultural values within the organisation, who is aware of these values, who communicates these values, and who is able to ensure that employees integrate these values. In this respect, this leader allows all employees to learn, adapt and apply the organisation's philosophy, norms, values, history, heroes, rituals and language (Maya, 2017). More specifically, cultural leaders focus on encouraging participation in various cultural activities and practices and work in the belief that they can have positive social benefits for those involved; they work as advocates and facilitators of culture (Sutherland & Gosling, 2010).

The creation and management of organisational culture are directly correlated with the cultural leadership skills of the manager (Hiçyılmaz & Fırat, 2016). For organisations to succeed more, leaders who are well-trained, specialised and equipped with cultural leadership characteristics are needed (Geylani, 2013; Yörük & Sağban, 2012). Likewise, organisations and leader managers need a strong culture to succeed (Özmutaf, 2007). Thus, nurses must be aware of the organisational culture in their institutions to establish a relationship between those new to the institution and those who are experienced and understand their duties and importance in the organisational culture. A strong organisational culture enables employees to have a shared vision, be creative, and work as a team based on solidarity (Alp & Ardahan, 2015).

There is a need for a strong organisational culture and positive working environments that will result in qualified and quality patient care outcomes (Alp & Ardahan, 2015). Nurses have essential responsibilities in maintaining and changing organisational culture in hospitals (Güdülüoğlu & Bahçecik, 2011). For this, there is a need for cultural leaders who will create, maintain and manage a strong organisational culture in hospitals. Improving the quality of nursing care and achieving the desired patient outcomes are among the primary goals of health organisations. These goals can only be achieved through effective leadership abilities or behaviours exhibited in nursing services management (Akbiyık & Korhan, 2017). In this context, when research on the subject is examined, cultural leadership, which has an important effect on unifying organisational cultures and subcultures, seems rarely studied (Bligh, 2006). In nursing, only the Cultural Leadership Scale was developed in Özkol Kılınç's doctoral thesis

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study, and the same study determined that nurses regarded nurse managers as cultural leaders to a high degree (Özkoç Kılınc, 2022). Lui and Johnston (2019) used a questionnaire that evaluates nursing leadership and organisational culture together. In summary, our searches showed a limited number of studies on the subject, and no study was found in which mid-level nurse managers evaluated nurse managers in top management. Thus, this study aimed to examine the views of unit charge nurses and the cultural leadership levels of nurse managers.

METHOD

Purpose and Type of Research

This was a descriptive and cross-sectional study conducted to examine the views of unit charge nurses in a university hospital and the cultural leadership levels of nurse managers. **Study**

Population and Sample

While the study population covered all charge nurses (N=40) working in a university hospital in Trabzon city centre, the sample included 36 (90%) nurses who volunteered to participate. No sample selection was made, and the entire population was tried to be reached. **Data Collection**

Tools

The data were collected using the information form to determine the nurses' socio-demographic characteristics and the Cultural Leadership Scale to determine their cultural leadership levels. The information form included eight questions about the nurses' age, gender, marital status, educational status, years of professional experience, unit/service they worked in, years of management experience, and satisfaction with working as a unit charge nurse.

The Cultural Leadership Scale (CLS) was developed by Özkoç Kılınc and Öztürk in 2022 and consists of four subscales and 23 items. The subscales are Communication with seven items (1, 2, 3, 4, 5, 6, 7), Creating a Cultural Environment with six items (8, 9, 10, 11, 12, 13), Values and Norms with six items (14, 15, 16, 17, 18, 19), and Symbols and Rituals with four items (20, 21, 22, 23). It is a five-point Likert-type scale scored as “(1) Strongly Disagree, (2) Disagree, (3) Neither Agree nor Disagree, (4) Agree, (5) Strongly Agree”. All items on the scale have positive statements, and there are no reverse items. The arithmetic mean is taken when calculating the scores of the total scale and its subscales. The scale scores are in the range of 15 in total and subscales. A high score on the scale and its subscales indicates a high level of cultural leadership. Scale scores are considered as “low” between 1.00-2.33, “average” between 2.34-3.66, and “high” between 3.67-5.00. Cronbach Alpha coefficients of the scale and its subscales were found to be 0.86 and above. In the current study, the Cronbach Alpha value of the scale and its subscales was found to be 0.79 and above.

Data Collection

After obtaining institutional permission, ethics committee approval, and consent from the clinical charge nurses who volunteered to participate in the study, the researchers handdelivered and collected the information form and the scale in a university hospital in Trabzon city centre through face-to-face meetings with the nurses.

Data Analysis

The demographic characteristics of the unit charge nurses were analysed using frequency, percentage, and mean tests, and the normal distribution of the data was evaluated using skewness and kurtosis coefficients. ANOVA, t-test, Mann Whitney U, and Kruskal Wallis tests were used to compare the demographic characteristics of charge nurses and scale scores.

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Correlation analysis was also performed. Cronbach's alpha coefficient was calculated to evaluate the scale's reliability. The findings were evaluated at a 95% confidence interval and 5% significance level. **Ethical Aspects**

To conduct the research, written institutional permission (dated 26.01.2024 and numbered 26.01.2024: E-48814514-501.07.01-70458) and ethics committee approval (2024: E13562490-050.06.04-489162) were obtained from KTU Farabi Hospital. Consent for participation was obtained from the participating nurses, who volunteered to take part in the study.

Limitations of the Study

The results of this study are limited to the opinions of unit charge nurses working in the hospital where the study was conducted.

RESULTS

Of the nurses, 100% were female, 88.9% were married, 83.3% had a bachelor's degree, 61.1% worked in internal clinics, and 83.3% were satisfied with being charge nurses. The mean age of the nurses was 47.13 ± 5.72 years, the mean years of working as charge nurses were 11.02 ± 9.32 years, and the mean years of professional experience was 25.52 ± 7.39 years (Table 1).

Table 1. Demographic characteristics of charge nurses (n=36)

Demographic Features	Total	
Gender	n	%
Female	36	100
Male	0	0
Marital Status		
Married	32	88.9
Single	4	11.1
Education Level		
Bachelor's degree	30	83.3
Postgraduate degree	6	16.7
Clinic/Unit		
Internal	22	61.1
Surgical	14	38.9
Satisfaction with Being a Charge Nurse		
Yes	30	83.3
No	6	16.7

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	Mean	SD
Age	47.13	5.72
Years of Experience Working as a Charge Nurse	11.02	9.32
Years of Professional Experience	25.52	7.39

According to the opinions of the charge nurses, the total score of the Cultural Leadership Scale of the nurse managers was 4.09 ± 0.42 ; their scores from the Communication, Creating a Cultural Environment, Values and Norms, and Symbols and Rituals subscales were 4.58 ± 0.34 , 3.94 ± 0.53 , 4.26 ± 0.49 , and 3.59 ± 0.72 , respectively (Table 2).

Table 2. Mean scale scores related to the level of cultural leadership of nurse managers according to charge nurses

Subscales	Mean	SD	Min.	Max.
Communication	4.58	0.34	4.00	5.00
Creating a Cultural Environment	3.94	0.53	2.83	4.83
Values and Norms	4.26	0.49	3.00	5.00
Symbols and Rituals	3.59	0.72	2.00	5.00
Cultural Leadership Scale Total	4.09	0.42	3.00	4.89

Only the mean Communication ($t=2.987$; $p=0.005$) subscale scores of the married charge nurses were found to be statistically significantly higher ($p<0.05$). There was no statistically significant difference between the total, Creating a Cultural Environment, Values and Norms, and Symbols and Rituals subscale scores by the marital status of the charge nurses ($p>0.05$) (Table 3).

The mean scores of charge nurses working in surgical clinics were found to be statistically significantly higher in the total Cultural Leadership Scale ($t=-2.249$; $p=0.031$), Communication ($t=-2.116$; $p=0.042$), Creating a Cultural Environment ($t=-2.096$; $p=0.044$), and Symbols and Rituals ($t=-2.108$; $p=0.042$) subscales ($p<0.05$). There was no statistically significant difference between the clinics where charge nurses worked and the Values and Norms subscale scores ($p>0.05$) (Table 3).

There was no statistically significant difference between the total and subscale scores of the cultural leadership scale concerning the nurses' gender, educational status and satisfaction with being a charge nurse ($p>0.05$).

Table 3. Comparison of the mean scores of the cultural leadership scale according to some descriptive characteristics of charge nurses

Demographic n Features	Communi- cation	Creating a Cultural Environm- ent	Values and Norms	Symbols and Rituals	Cultural Leadershi- p Total
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Marital Status		Mean±SD	Mean±SD	Mean±SD	Mean±SD	Mean±SD
Married	32	4.64±0.32	3.95±0.55	4.30±0.48	3.56±0.73	4.11±0.43
Single	4	4.14±0.20	3.83±0.23	3.95±0.49	3.81±0.62	3.93±0.31
t test/p=		2.987/ 0.00	0.438/0.66	1.345/0.18	-	0.794/0.43
		5	4	8	0.649/0.52	3
					1	
Clinics Worked						
Internal	22	4.49±0.32	3.80±0.54	4.21±0.47	3.39±0.74	3.97±0.42
Surgical	14	4.73±0.34	4.16±0.43	4.35±0.52	3.89±0.58	4.28±0.37
t test/p=		2.116/ 0.04	2.096/ 0.04	0.854/0.39	2.108/ 0.04	2.249/ 0.03
		2	4	9	2	1

t: Independent Groups t-test

A significant positive correlation was found between the years of working as a charge nurse and the Symbols and Rituals subscale score of the cultural leadership scale ($r = 0.445$; $p = 0.006$) ($p < 0.05$). No statistically significant relationship was found between the years of working as charge nurses and the total scores of Communication, Creating a Cultural Environment, Values and Norms, and cultural leadership ($p > 0.05$) (Table 4). Again, there was no statistically significant relationship between the age and years of professional experience of charge nurses and the total, Communication, Creating a Cultural Environment, Values and Norms, Symbols and Rituals subscale scores of the Cultural Leadership Scale ($p > 0.05$).

Table 4. The relationship between the charge nurses' years of working as a charge nurse and their total and subscale scores on the Cultural Leadership Scale

Subdimensions	Years of Working as a Charge Nurse	
	r	p-value
Communication	0.032	0.851
Creating a Cultural Environment	0.236	0.166
Values and Norms	0.132	0.441
Symbols and Rituals	0.445	0.006
Cultural Leadership	0.306	0.070
Total		

DISCUSSION

A cultural leader is a person who can mobilise employees in line with the organisation's goals with the shared thoughts, beliefs, symbols, traditions and norms that make up the organisational culture (Sabih et al., 2023) and strives to create and raise the organisational culture. Organisational culture is one of the most influential factors affecting the success of an organisation, enveloping the structure and operation of the organisation (Zengin & Kaygın, 2019). This study examined the cultural leadership levels of nurse managers according to charge nurses and found high cultural leadership levels of nurse managers according to the opinions of nurses, all of whom were female, mostly had a bachelor's degree, and worked in internal clinics. In support of these results, Özkol Kılınç (2022) found high levels of cultural leadership in nurse managers according to the opinions of nurses. In Casida's (2008) study, nurse managers' leadership styles were associated with some organisational cultural characteristics of highperformance nursing units. In Tsai's (2011) study with nurses, a significant positive relationship was found between organisational culture and leadership behaviour. In addition, Kelez (2008) determined a positive relationship between the organisational culture levels of nurses and the leadership behaviours exhibited by managers.

The marital status of the charge nurses was effective in evaluating their nurse managers as cultural leaders. Married charge nurses evaluated their nurse managers with higher scores in the communication subscale of cultural leadership. In the study of Özkol Kılınç (2022), marital status did not affect nurses' perceptions of their nurse managers as cultural leaders. Therefore, this difference is thought to be due to the individual characteristics of the participants involved in the study.

Cultural leadership perceptions of charge nurses regarding their managers also differed according to the clinics where they worked. Charge nurses working in surgical clinics evaluated their nurse managers as cultural leaders at a higher level in the total cultural leadership scale and subscales, except for the Values and Norms subscale. In Özkol Kılınç's study (2022), which examined the cultural leadership levels of nurse managers according to the views of nurses, it was found that working especially in surgical clinics positively affected nurses' perception of cultural leadership of nurse managers in general and in other subscales, except for the communication subscale. In addition, in the study conducted by Pehlivan et al. (2015) in surgical clinics, the good level of nurses' organisational culture mean scores supported this view.

In addition to marital status and the worked clinic, the years of employment as a charge nurse also affected the perceptions of the charge nurses about the cultural leadership of their nurse managers. A moderately significant relationship was found between the years of working as a charge nurse and the Symbols and Rituals subscale scores of the CLS. In other words, charge nurses perceived their nurse managers as cultural leaders to a higher degree in the Symbols and Rituals dimension as their years of service increased. This may be because the charge nurses spent more time with their charge nurses and witness more symbolic and ceremonial interventions/activities as their years of management increase.

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CONCLUSION

In this study examining the cultural leadership levels of nurse managers according to charge nurses, the cultural leadership levels of nurse managers were high according to the opinions of nurses who were all female, mostly had a bachelor's degree and worked in internal clinics. The charge nurses who were married evaluated their charge nurses as cultural leaders at a higher level in the communication subscale, and the charge nurses working in surgical clinics evaluated their charge nurses as cultural leaders in general and in the subscales of Communication, Creating a Cultural Environment, and Symbols and Rituals. In addition, as the number of years working as charge nurses increased, the Symbols and Rituals subscale scores were favourably affected. These results indicate that charge nurses perceive nurse managers as cultural leaders and that nurse managers particularly strive to create a cultural environment that supports institutional culture and values symbols and rituals.

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