

Organizational Psychology (Employees' Psychology and Problems in the Workplace)

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I stated below editorial on the topic of my interest within the scope of the **Acta Psychopathologica Journal**.

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1. Values, Belief, Attitudes and Job Satisfaction
2. Personality and Emotions
3. Loneliness
4. Perceptions and Individual Decision Making
5. Motivation
6. Group Behaviour and Group Dynamics
7. Work Teams
8. Communication
9. Leadership
10. Conflict and Negotiation
11. Human Resources Policies and Practices
12. Organizational Change
13. Stress Management
14. Organizational Psychology
15. Organizational Justice
16. Organizational Cynicism
17. Organizational Burnout
18. Organizational Victimization
19. Mobbing
20. Organizational Absenteeism
21. Organizational Discrimination
22. Organizational Role Conflict
23. Work- Family/ Family- Work Conflict
24. Perceived in the Organization of Interiority/Externalities
25. Time Management
26. Organizational Discipline
27. Morale

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28. The Monotony of Work
29. Physical Problems in a Business Environment
30. Work(Job) -Person Fit
31. Administrative Authority in the Organization
32. Organizational Commitment
33. Organizational Loyalty

Examples

Aykan E (2014) "Effects of Perceived Psychological Contract Breach on Turnover Intention: Intermediary Role of Loneliness Perception of Employees", The 10th International Strategic Management Conference, Roma, ITALYA, 19-21 Haziran, pp: 407-414.

Abstract

The present study was conducted to determine the effects of perceived breaches in two types of psychological contracts (relational and transactional) on turnover intention and to determine the intermediary role of loneliness perception of the employee (social and emotional loneliness) in those effects. Along with these objectives, a research was conducted on manufacturing industry businesses operating in Kayseri Organized Industrial Region. Survey results revealed a positive relationship between relational psychological contract breach and turnover intention, however a relationship was not observed between transactional contract breach and turnover intention. Intermediary role of emotional loneliness on turnover intention of employees feeling a contract breach in their work places was also determined and

emotional loneliness perception had augmenting impacts on turnover intentions.

Aykan E, Aksoylu S (2015) "Mediating Role of Job Satisfaction over the Impacts of Emotional Competences of Employees on Perceived Service Quality: A Research on Accounting Professionals", *Erciyes Üniversitesi İİBF Dergisi*, pp. 102-117.

Abstract

Customer satisfaction and service quality are the key parameters in the strategic competition of today's world. Accounting sector is among the sectors with intensive competition and customer satisfaction for competitive advantage. Beside intensive mental effort, the sector also requires emotional effort. Therefore, emotional competences should be assessed and service quality designating the level of customer satisfaction should be evaluated. The present study was conducted to investigate the relationships between the emotional competences and perceived service quality of accounting professionals and to determine the mediatory role of job satisfaction in such relationships. Significant positive relationships were observed among emotional competences, job satisfaction and perceived service quality. Hierarchical regression analysis indicated the partial mediatory role of job satisfaction between emotional competence and perceived service quality. Ultimately, limitations of this study were pointed out and recommendations were provided for future studies to be carried in this subject matter.

Work Values, Job Satisfaction and Organizational Commitment in China

Shu Feng Xiao and Fabian Jintae Froese

This study investigates the relationships between various facets of work values and job satisfaction, and organizational commitment among white-collar workers employed in foreign invested companies in China. Results of structural equation modeling indicate that work values are related to various facets of job satisfaction, which in turn influence employees' commitment to the organization. The effects of various job

satisfaction facets seem to vary, with autonomy and job security predicting organizational commitment stronger than appraisal or pay satisfaction. These findings underline the importance of further research in understanding employee commitment in emerging countries.

Key Reasons for Job Dissatisfaction and Poor Employee Performance

Rose Johnson, Demand Media

Many employees feel dissatisfied with their jobs at one point or another. Some employees leave their jobs for better opportunities, while others choose to stay. Employees with low job satisfaction can negatively affect a company because they typically lack motivation, perform poorly and possess negative attitudes. These symptoms can directly affect a company's bottom line. Managers should understand the reasons employees are unhappy at work. Understanding the causes can help managers find the right solutions.

Organisational, Work Group Related and Personal causes of Mobbing/ Bullying at Work

Dieter Zapf Johann Wolfgang Goethe-Universität, Frankfurt, Germany

This article investigates the causes of mobbing (bullying) at work. Mobbing is defined as a severe form of social stressors at work. Unlike "normal" social stressors, mobbing is a long lasting, escalated conflict with frequent harassing actions systematically aimed at a target person. It is argued that the organisation, the social system, a certain perpetrator and the victim have to be considered as potential causes of mobbing. Results of two samples of mobbing victims and a control group support this view. It is concluded that one-sided explanations on the causes of mobbing are likely to be inappropriate and that many cases are characterised by multi-causality ± a common finding in conflict research.