

Bibliographic Analysis of Postgraduate Dissertations on the Effects of Factors Causing Organizational Stress on Information Managers

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Abstract: The aim of this research is to examine in detail and from an academic perspective various material/spiritual elements that may affect information managers in different institutions who are constantly and/or for a certain period of time under pressure from the upper management in business life, who may be exposed to mobbing, who are exposed to various negative situations by internal and external users in organizational processes, who may be affected by negative behaviors by senior managers or colleagues who have the same status as them. For this purpose, the analysis of academic studies conducted on this subject is aimed. The study is based on a descriptive model and bibliometric method and graphical analysis are adopted in data analysis. Various features such as citations, geographical distribution, keywords, authors and publications are evaluated together in the analyses. Bibliometric analysis and graphical visualizations are carried out using the bibliographic analysis analytical tool. In this direction, as a result of the literature review, no bibliometric analysis study directly related to the subject of organizational stress of information managers at the postgraduate thesis level has been encountered. Therefore, mobbing, leadership, motivation, culture, silence etc. that cause organizational stress are examined. Current bibliometric analysis studies on other related topics within organizational theory such as, are also included in this section. A study was conducted on the bibliometric analysis method, which is a very effective application/research method in the academic community, in order to make predictions about the future and to draw concrete results for the present. As a result of the analysis, it was seen that although the subject of organizational stress has been a highly preferred subject in master's and doctoral theses for the last 15 years, it has been examined at the level of postgraduate theses in only 30% of the universities in Turkey. In this context, it is predicted that the number of postgraduate studies on organizational stress may and



should increase in the future. The findings obtained from this study will provide an opportunity for institutions and organizations serving in the field of organizational management and personnel management, institutions conducting professional studies in the field of information management and information-document management in general, librarians, archivists, information managers, policy makers and practitioners to recognize important problems in this field, encourage interdisciplinary cooperation, prevent professional attrition and eliminate concerns in various fields.

Keywords: Bibliometrics, Dissertations, Organizational stress, Organizational performance, Information managers

1. Introduction

According to Jain et al. (2013), stress is considered as a situation where the organism is worn out to an abnormal degree and as a result, the individual cannot tolerate the demands of mental life for a long time and as a result, his/her capacity decreases. A stressed person has difficulty in doing many routine tasks in his/her normal life. He/she may have a constant or periodic lack of attention and may be irritable from time to time.

Organizational stress is a type of stress that occurs due to the pressure, tension or silence in the working conditions, environment and situation of managers and employees working in a business area or place. Organizational stress usually occurs due to the inability of upper or lower level managers to adopt technological developments, great difficulty in the face of competitive conditions, inability to provide customer and user satisfaction and inadequate communication between them and the personnel. While organizational stress causes the manager or employee to experience many different physical and psychological problems, in some cases, it can also lead to permanent mental and physical illnesses in individuals. For this reason, organizational stress, which affects managers and personnel in many ways, should be perceived in advance and methods to cope with it should be learned in detail and effectively. It should never be forgotten that if the elements that create relative stress in a workplace can be eliminated, the job performance of the employees can increase in parallel with this situation and the organizational belonging of the employees can also increase. In addition, it is important for the employee under organizational stress to be aware of this situation. In some cases, employees who cannot fully understand what they are experiencing should be supported in eliminating organizational stress. For this reason, the issue of organizational stress is an important issue that should be emphasized in business life. It is also very important for effective management that employees have an effective culture in the organization they work for. Therefore, an organization should create a culture of openness, trust, autonomy and satisfaction to successfully implement organizational culture. Thus, it will contribute positively to organizational effectiveness and increase the satisfaction of information managers and information specialists.

There is a wrong general public perception that librarianship is a low-stress career. But in real life, being a librarian has only increased in complexity over time, with big changes in the work environment, technology, demands from management and users, and even the role of a librarian (Smith et al, 2020, 412). This situation becomes a pressure on librarians. Some academic professionals made studies about the stress factors on librarians. Smith and Nelson (1983), Akinoğlu (1993), Togia (2005), Routray and Satpathy (2007), Ajalla (2011), Harwell (2013), Jordan (2014), Shupe, Wambaugh and Bramble (2015), Ilo (2016), Linden et al (2018) categorized factors as problems with public perception on librarians, time restrictions, lack of support from management, feedback problems, concern over job security, isolations, difficult patrons, incompatible demands from different personal and organization roles, beliefs, life cycle transition, culture, inadequate resources for appropriate performance, inadequate autonomy to make decision on different tasks and the feeling of underutilization, role ambiguity, role overload, increased workload, budget cuts, staff shortages and technostress.

As a result of the preliminary literature review conducted on graduate publications on information and document management, archiving, information management, management-organization on organizational stress and the effects of organizational stress, no bibliometric analysis studies were found at the graduate dissertations level published by information managers on organizational stress. Therefore, the subject was further expanded and other issues such as mobbing, leadership, motivation, culture, silence, etc., which are factors affecting organizational stress, were analyzed in this section. Current bibliometric analysis studies in different fields are included in this section.

Bibliometrics is a research field that has its roots in various areas of human information and where certain keywords are linked to each other, and is inseparable from human life. In the last decade, bibliometric studies have become an indispensable tool for shaping science policies in general and managing research efforts. Bibliographic analysis studies play an important role in compiling scientific indicators, rely heavily on publication and citation statistics, and help use more advanced bibliometric techniques (Rahman&Purkait&Rahaman, 2024, p. 218).

Bibliometrics stands as an emerging and integral research direction that draws its roots from various fields of human knowledge. Over the last few years, bibliometrics has become an indispensable tool for shaping science policies and managing research efforts. It plays an important role in compiling

scientific indicators, relies heavily on publication and citation statistics, and uses more advanced bibliometric techniques (Roy&Basak, 2013).

As a result of the search conducted on organizational stress of information managers-experts at the Turkish Higher Education Institution Dissertations Center in Turkey (2024) results were reached. In addition, only 3 master's dissertations were reached in the search conducted under the title of information managers.

Within the scope of the study conducted by Gülduran and Gürdoğan (2021) on organizational readiness, 37 postgraduate dissertations (29 master's, 8 doctoral dissertations) published by the National Dissertations Center between 2010-2020 were examined. As a result of the study, it was determined that the subject of organizational readiness was not a popular subject among postgraduate dissertations, and it was also determined that this subject was more prominent in the service sector.

In the study conducted by Çetinkaya and Göksel (2022), 136 articles written in the field of organizational culture in Turkey between 2010-2020 were examined with bibliometric analysis in terms of variables, samples, methods, scales and models. The results obtained in the study were compared with the studies conducted by Erdem (2009), Özen Kutunis et al. (2015) and the results of the study conducted by Kızıldağ and Özkara (2016) were found to be similar.

In the study conducted by Ulukök and Merdan (2022), 58 articles published in the Web of Science (WOS) database between 1990 and 2021, written in foreign languages and Turkish, and containing the terms free leadership, passive leadership or avoidant leadership in their titles were examined and analyzed.

In the study conducted by Arslan and Akyol (2023), 125 articles on organizational silence published in the Web of Science (WOS) database between 2003-2022 were analyzed using the bibliometric analysis method.

Güler (2023) conducted reviews of 1,583 articles selected according to the criteria between 1980-2022 using the Web of Science (WOS) database on leadership and motivation. At the end of the study, it was determined that 56% of the work was done between 2017 and 2022, and a significant increase has been observed in recent years.

2. Review of Published Literature

When it comes to analyzing the review of relevant types of literature, it is important to consider various studies and various research activities. The latest academic publications discussed and analyzed in the study can be commented in detail below. Conducting literature studies can provide a preliminary academic contribution to the evaluation and conclusion sections of the article.

Khan and others (2013) analyzed the different effects of organizational stress, information management and organizational change on organizational effectiveness in their study. They conducted a survey study on administrative staff and faculty members of different educational institutions. They used a non-probability random sampling technique in their survey. They followed the Pearson moment correlation and linear regression method to examine the relationships between organizational stress, information management, organizational change and organizational effectiveness. The research provides an important guide for managers and employees of organizations to see how different factors affect organizational effectiveness. The research findings directly help managers determine the need for information management. It also enables managers to understand the change process. Information management is considered an important factor for organizational effectiveness. Therefore, it is beneficial to conduct a more comprehensive study for more detailed information. As a result, it was concluded that it is beneficial to conduct more efficient studies by considering a larger population for future research.

Köse (2013) in her study, he focused on the definition of stress, sources of stress in organizations and stress management techniques. The results that can be obtained from this study are to determine the most suitable people for a certain job and to determine the elements that can help people in their decisions to choose the most suitable job for themselves. Thus, job satisfaction of employees can be provided. It can be seen that the productivity of employees with job satisfaction in their own fields also increases.

Matteson and Miller (2013) has applied quantitative techniques to explore the effects of emotional labor on workers in public, academic, special, and K-12 libraries. They found that employees who fake how they feel experience job dissatisfaction and burnout at higher levels.

Kord&Damani&Parvaresh (2015) aimed to investigate the relationship between information management and stress at Zahedan University of Medical Sciences in their current study. The method of the study was conducted using a descriptive survey method on 190 people selected using the Morgan table. Pearson correlation was applied to investigate the relationship between information management and stress. As a result, it was found that there was a significant positive correlation between information management and stress, and it was concluded that improving information management normally increases stress. Again, according to the author, in order to improve government services and academic practices, the experiences of previous employees should be taken

into account and faculty members should be included in all processes. They recommend that a group-oriented approach rather than an individual-oriented approach be given priority in the allocation of privileges for faculty members education, teaching and service-related activities.

Abuaddous&Sokkar&Abualodous (2018) in their joint studies, general literature was reviewed to show the impact of information management and some practices related to information management on organizational performance. The manager groups of information centers, which are learning organizations, need to constantly refresh their information through group work and training programs. As a result, it was concluded that it is important to focus directly or indirectly on all aspects of organizational performance as information process and infrastructure. As a future direction of this research, it is suggested to conduct an empirical study including a survey of Jordanian manufacturing implementing information management systems. Some basic information on how to conduct this study is also mentioned.

Marques&Falce&Marques&Muyllder (2019) the aim of the joint article studies is to examine the relationships between organizational stress, disengagement from information sharing and information management maturity in a public Higher Education Institution in Brazil. The method of the study is a survey and structural equation modeling analysis was performed to relate the different constructs to each other with the answers received in the survey. As a result, a positive significance was found in the relationships between organizational management and managers with maturity. The results of the study can help to direct stress management initiatives and information management opportunities.

Smith, Bazalar and Wheeler (2020) aimed to find out the public librarian job stressors. They applied survey method on 57 librarians in California, USA. At final, they found that workload was the most reported predictor of burnout, and stress on the job had no relationship to the demographic variables of age, years of librarianship experience, or gender.

Imam&Jagodic (2021) the study examined and documented the positive impact of institutional information, which is the information resources processed and maintained in the public service sector in Nigeria. The role of e-government in institutional services and the implementation of information management practices and procedures within the public sector were also examined in detail. For this purpose, the TetFund programme operated by 177 government institutions was analysed. As a result, it was determined that public institutions in developing countries should make full use of this concept to increase the efficiency and effectiveness of their services.

Kodua-Ntim, Adjei and Akussah (2021) aimed at investigating the causes and effects of stress encountered by library staff of University of Ghana, Kwame

Nkrumah University of Science and Technology and University of Cape Coast and the various categories of stress. In study, 153 respondents selected to respond to the questionnaire and interview questions. In conclusion, it is found that psychological, financial, physiological and emotional stresses were the constituents of job stress among public university library staff in the country while technological, situational and accidental stress were not.

Çalışkan (2022) this study examined the effects of organizational stress sources on the quality of work life and work peace according to managers working in the provincial organization of the Turkish Ministry of National Education. The study examined the perspectives of provincial organization managers working in Antalya province in the 2022-2023 academic year with an in-depth and holistic approach. A qualitative case study model is used in the study. The research study group consists of ten provincial organization managers working in Antalya. The data were provided by descriptive and content analysis. As a result of the research, it was determined that the individual differences of managers in terms of lifestyles and cultural backgrounds can cause organizational stress. Therefore, in order to reduce organizational stress and ensure work peace, factors that can cause organizational stress must first be eliminated.

Massi&Hamri (2023) aims to highlight a more comprehensive overview and bibliographic review of information management from an organizational perspective in this article. The focus of the study is to determine how information management can affect organizational performance and weigh the information management infrastructure capabilities. By examining the information management process capabilities related to technology, culture and structure, it will be possible to see how the relevant process capabilities affect organizational performance. In this context, rich academic resources including peer-reviewed journals, conference articles and books have been examined together. The organization that applies all these methods can be an environment where information is effectively created, stored, shared and applied, and organizational performance can increase.

3. Objectives of the Study and Contribution to Information

By analyzing postgraduate studies on organizational stress, it is predicted that the number of publications on this subject may and should increase in the future. This study will encourage researchers in various fields of study on organizational stress in Turkey and other countries, to analyze data from multiple databases to provide a comprehensive assessment of research

performance in this field and the thoughts and findings of academicians. The study is also very important for those who aim to evaluate the research outputs of academicians and address organizational stress issues. Since no such study has been conducted in Turkey to measure the research contributions of Library and Information Science academicians using WOS-Scopus databases, it is one of the first studies on this subject. In these respects, it will contribute to science as a rather original article example. In addition, by putting forward sustainable entrepreneurship suggestions on organizational stress, it tries to fill the academic gap on this subject, especially in Turkey and all over the world.

4. Research Methodology

4.1. Methods: The research process was initiated by obtaining general articles, books, etc. on the subject of organizational stress from WOS and Scopus databases, and postgraduate theses from the Higher Education Institution Dissertations Center in Turkey. The obtained resources were used to examine the effect of organizational stress on information managers and the rate at which organizational stress could be measured. The analyses were narrowed down to a specific subject area. The keywords "Organizational stress", "Organizational performance", "Information managers" were used in the analyses. This meticulous approach was used to obtain various data. Some data from universities were collected primarily through semi-structured interviews recorded using Zoom.

4.2. Database Consulted: Data for this research effort were extracted from the Higher Education Institution Dissertations Center in Turkey, Web of Science database, all versions (SCI-EXPANDED, SSCI, AHCI, CPCI-S, CPCI-SSH, BKCI-S, BKCI-SSH, ESCI), and SCOPUS database.

4.3. Software: Special software such as MS Excel, Word, Zoom were used to facilitate various stages of the research process.

4.4. Analysis Sources: Data collected from Higher Education Institution Dissertations Center in Turkey, Web of Science, Scopus databases have gone through a compilation process. This has meticulously organized the obtained data into consistent tables and figures. Then, the interpretation of these data has begun and an in-depth understanding of the data has been provided. Conclusions have been drawn from the analyzed data and significant contributions have been made to the academic fields of information and document management and management-organization.

4.5. Originality/value: This research demonstrates how to analyze academic postgraduate publications in a comprehensive and instructive way in order to address organizational stress, its types, and its academic evaluation. In this respect, the publication has a very original value.

5. Data Analysis and Discussion

Since no direct bibliometric analysis study was found among the graduate dissertations on organizational stress in the literature search, this study was developed by scanning the subject together with related topics. Within the scope of the analysis study, general searches were made under the term “organizational stress” among the master’s, doctoral and medical specialization dissertations in the YÖK Dissertations Scan database. Among the results, 106 dissertations (98 master’s and 8 doctoral) between the years 2009-2023 were used in the research. Relevant dissertations have been analyzed in detail and meticulously according to the article’s subject title and keywords.

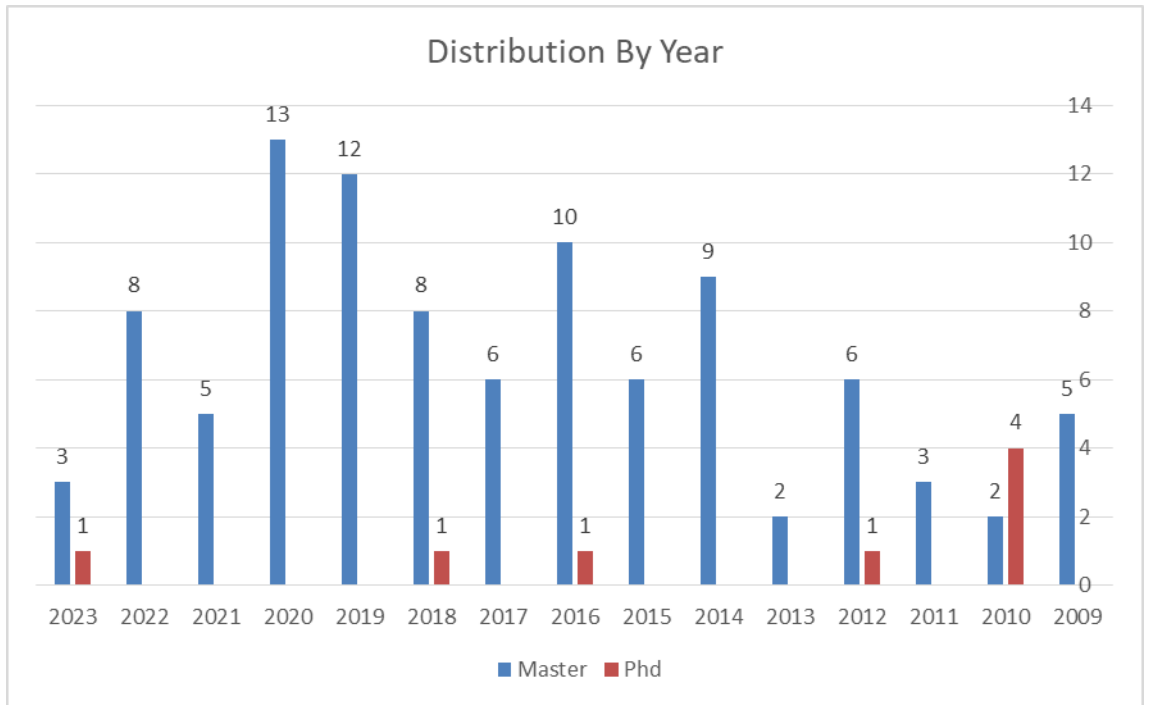
Within the scope of bibliometric analysis, distribution by year, distribution by university, distribution by institute, distribution by state/ foundation university, distribution by city, distribution by main branches, distribution by page count and distribution by keyword were discussed. Based on the results obtained, it can be seen how much publications are made on organizational stress in the academic community and how much value is given to this subject.

5.1. Distribution by Year: The distribution of 106 dissertations on organizational stress between 2009-2023 is given below according to the years. It was determined that the most publications on this subject were made in 2020, more than half of the publications were made in the 2016-2020 period, only 2 publications were made in 2013. It was also determined that the most doctoral dissertations were made in 2010, and this topic was preferred in doctoral dissertations only 4 times in the last 14 years.

YEAR	MASTER	PHD	TOTAL
2023	3	1	4
2022	8		8
2021	5		5
2020	13		13
2019	12		12
2018	8	1	9
2017	6		6

2016	10	1	11
2015	6		6
2014	9		9
2013	2		2
2012	6	1	7
2011	3		3
2010	2	4	6
2009	5		5
TOTAL	98	8	106

Table (1): Distribution of dissertations by year



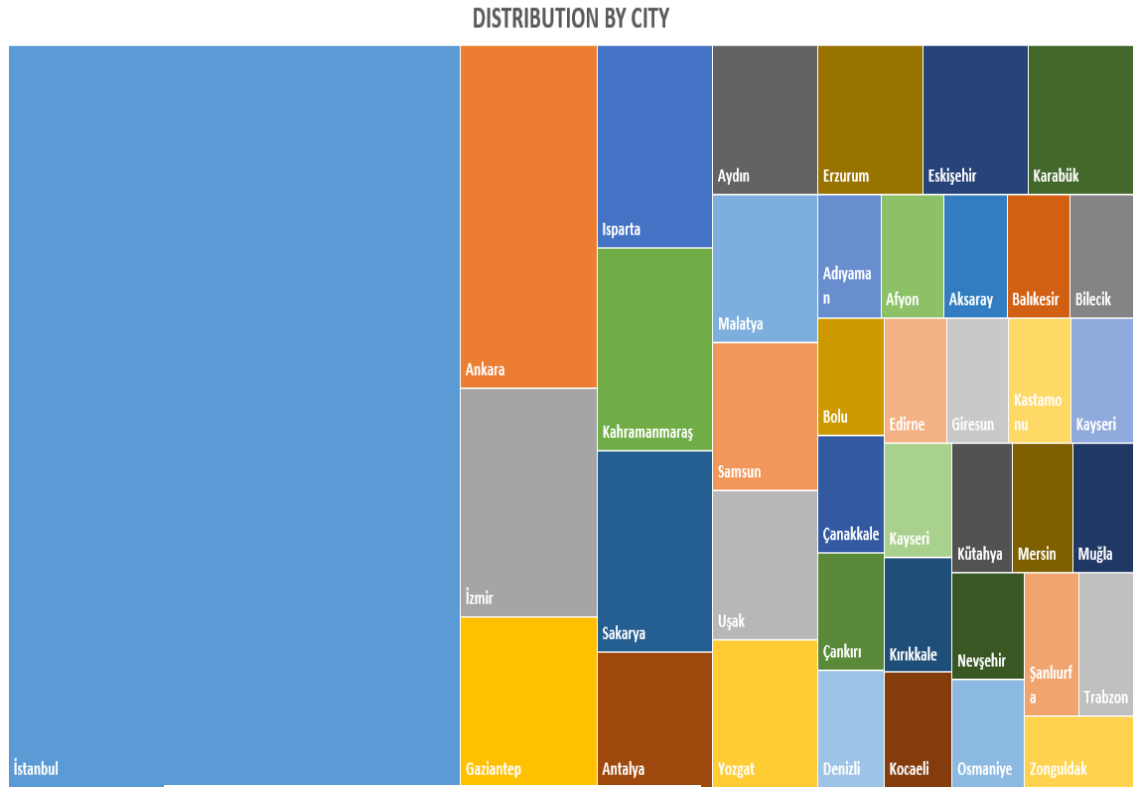
Graph (1): Distribution of dissertations by year

5.2. Distribution by Geographical Base: The distribution of 106 dissertations about organizational stress between 2009-2023 by city and region is given below. It was determined that publications were made on this subject in universities in different 40 cities. It was determined that the most dissertations were published in Istanbul, half of the dissertations were published in three cities (İstanbul, Ankara and İzmir), and the other half were published in 37

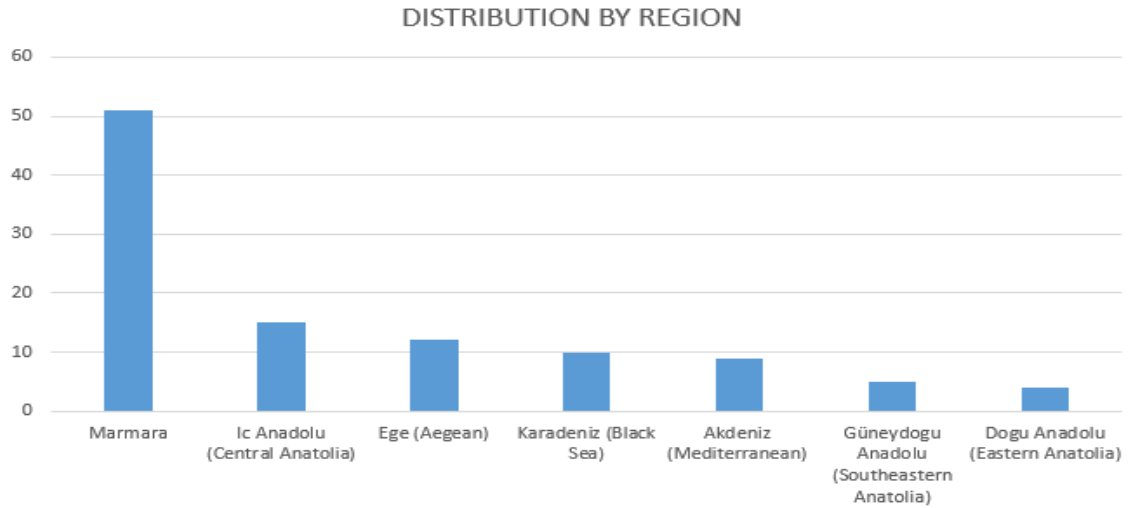
cities. It was determined that organizational stress-related theses were published 3 times in universities in 7 cities, and only 1 time in 24 cities. It was determined that almost half of the dissertations were published in the Marmara Region, and the other half were published in 6 geographical regions.

City	Piece	City	Piece	City	Piece
İstanbul	43	Adıyaman	1	Kayseri	1
Ankara	6	Afyon	1	Kırıkale	1
İzmir	4	Aksaray	1	Kocaeli	1
Gaziantep	3	Balıkesir	1	Kütahya	1
Isparta	3	Bilecik	1	Mersin	1
Kahramanmaraş	3	Bolu	1	Muğla	1
Sakarya	3	Çanakkale	1	Nevşehir	1
Antalya	2	Çankırı	1	Osmaniye	1
Aydın	2	Denizli	1	Şanlıurfa	1
Erzurum	2	Edirne	1	Trabzon	1
Eskişehir	2	Giresun	1	Zonguldak	1
Karabük	2	Kastamonu	1		
Malatya	2	Kayseri	1		
Samsun	2				
Uşak	2				
Yozgat	2				
		Geographical Region		Piece	
		Marmara		51	
		İç Anadolu (Central Anatolia)		15	
		Ege (Aegean)		12	
		Karadeniz (Black Sea)		10	
		Akdeniz (Mediterranean)		9	
		Güneydoğu Anadolu (Southeastern Anatolia)		5	
		Doğu Anadolu (Eastern Anatolia)		4	
		TOTAL		106	

Table (2): Distribution of dissertations by city and geographical region



Graph (2): Distribution of dissertations by city



Graph (3): Distribution of dissertations by region

5.3. University Based Distribution: The distribution of 98 master's dissertations on organizational stress between 2009-2023 is given below according to universities. It was determined that 58 universities (43 state, 15 foundation) published on this subject, 18 universities published at least twice, and 40 universities published only once. In addition, it was determined that the universities in the top five in the ranking (Beykent, Gelişim and Bahçeşehir, İstanbul and Okan) made 25% of all publications. This situation shows that the subject of organizational stress has been preferred as a research topic at least once in master's dissertations in many universities across the country in the last 15 years.

University Name	Piece	University Name	Piece	University Name	Piece
Beykent	8	Adıyaman	1	Karatekin	1
Gelişim	5	Aksaray	1	Kastamonu	1
Bahçeşehir	4	Ankara	1	Kırıkkale	1
İstanbul	4	Atatürk	1	Kocatepe	1
Okan	4	Atılım	1	Korkut Ata	1
Ege	3	Aydın	1	Malatya	1
Marmara	3	Balıkesir	1	Maltepe	1
Süleyman Demirel	3	Bülent Ecevit	1	Nişantaşı	1
Sütçü İmam	3	Doğuş	1	Ondokuz Mayıs	1

Üsküdar	3	Dokuz Eylül	1	Onsekiz Mart	1
Yeditepe	3	Dumlupınar	1	Osmangazi	1
Yıldız Teknik	3	Erciy�s	1	Pamukkale	1
Adnan Menderes	2	Esenyurt	1	Sabahattin Zaim	1
Akdeniz	2	Gaziantep	1	Sakarya	1
Bozok	2	Giresun	1	Sakarya Uyg. Bil.	1
Karab�k	2	Hacı Bayram Veli	1	Sıtkı Koçman	1
Uşak	2	Hacı Bektaş Veli	1	Seyh Edebali	1
Zirve	2	Harran	1	T�akya	1
		Inön�	1	Türk Hava Kurumu	1
		Karadeniz Teknik	1	Ufuk	1

Table (3): University based distribution of master degree dissertations



Graph (4): University based distribution of master degree dissertations

The 8 doctoral dissertations on organizational stress between the years 2009-2024 are given below according to universities. It has been determined that at least 1 publication has been made on this subject at 8 different universities. This situation shows that the subject of organizational stress has not been preferred as a research topic in doctoral dissertations as much as in master's dissertations in the last 15 years.

University Name	Number	University Name	Number
Mersin	1	Sakarya	1
Atatürk	1	19 Mayıs Üniversitesi	1

Sağlık Bilimleri University - GATA	1	Abant İzzet Baysal	1
Gebze Yüksek Teknoloji	1	Anadolu	1

Table (4): University based distribution of doctoral dissertations

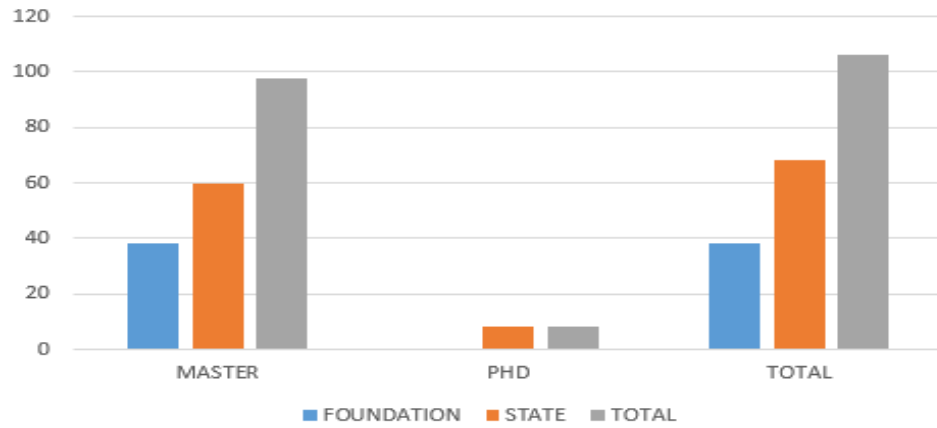


Graph (5): University based distribution of doctoral dissertations

It was determined that 38 of the 106 dissertations were published in foundation universities and 68 in state universities, doctoral dissertations were published only in state universities, and master's dissertations were published mostly in state universities. The distribution of the number of dissertations according to the foundation/state status of the universities is given below.

UNIVERSITY TYPE	MASTER	PHD	TOTAL
Foundation	38	0	38
State	60	8	68
Total	98	8	106

Table (5): Distribution of dissertations based on university type

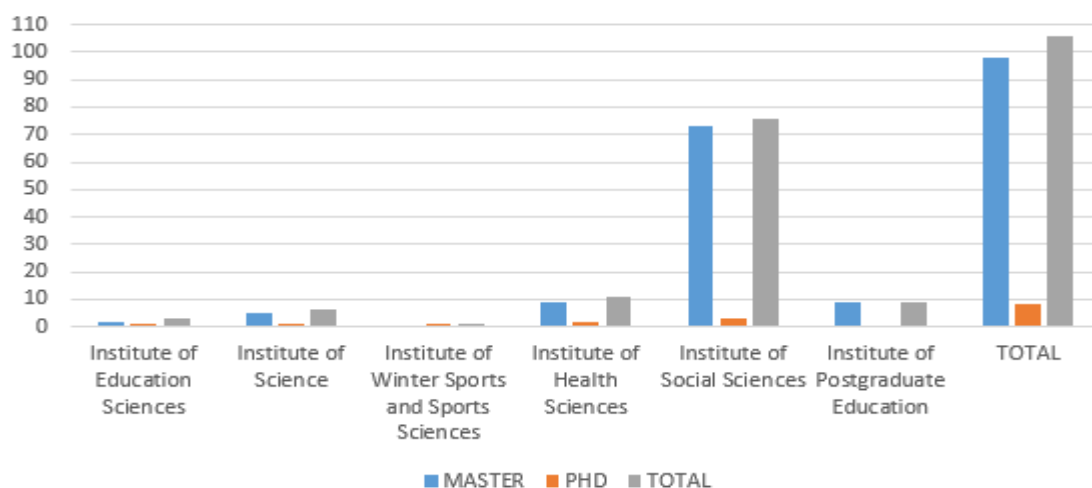


Graph (6): Dissertations based on university type

5.3.1. Distribution by Institute: The distribution of 106 dissertations on organizational stress between the years 2009-2024 is given below according to the Institute (Educational sciences, science, health sciences, social sciences, postgraduate education, winter sports and sports sciences). It was determined that the most publications on this subject were made in the Social Sciences Institute (72%), and the least publications were made in the winter sports and Sports Sciences Institute (1%).

INSTITUTE	MASTER	PHD	TOTAL
Institute of Education Sciences	5	1	6
Institute of Science	2	1	3
Institute of Winter Sports and Sports Sciences		1	1
Institute of Health Sciences	9	2	11
Institute of Social Sciences	73	3	76
Institute of Postgraduate Education	9		9
TOTAL	98	8	106

Table (6): Distribution of dissertations based on institute type



Graph (7): Dissertations based on institute type

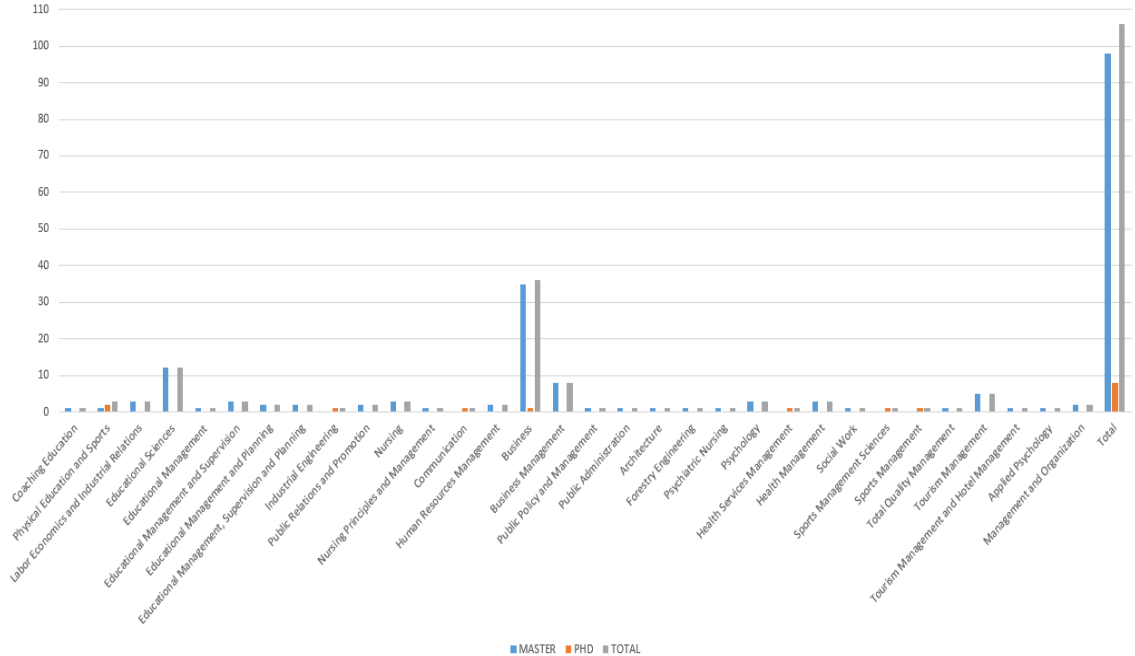
5.3.2. Distribution by Main Branch: The distribution of 106 dissertations on organizational stress between the years 2009-2023 is given below, based on 32 main branches. It was determined that the most publications on this subject were made in the branches of business and business administration (42%), and then the branch of educational sciences is in the second place (13%). When examined in terms of branch, it was seen that the subject of organizational stress was examined in different disciplines (education, sports management, business, public administration, tourism management, engineering, health management).

MAIN BRANCH	MASTER	PHD	TOTAL
Coaching Education	1	0	1
Physical Edu. and Sports	1	2	3
Labor Eco. and Industrial Relation	3	0	3
Educational Sciences	12	0	12

MAIN BRANCH	MASTER	PHD	TOTAL
Public Policy and Management	1	0	1
Public Administration	1	0	1
Architecture	1	0	1
Forestry Eng.	1	0	1

Educational Management	1		1	Psychiatric Nursing	1		1
Educational Man. and Supervision	3		3	Psychology	3		3
Educational Man. and Planning	2		2	Health Services Management	0	1	1
Educational Man. Supervision and Planning	2		2	Health Management	3		3
Industrial Eng.	0	1	1	Social Work	1		1
Public Relations and Promotion	2		2	Sports Management Sciences	0	1	1
Nursing	3		3	Sports Management	0	1	1
Nursing Principles and Man.	1		1	Total Quality Man.	1		1
Communication	0	1	1	Tourism Man.	5		5
Human Resources Man.	2		2	Tourism Man. and Hotel Man.	1		1
Business	3	1	36	Applied Psychology	1		1
Business Man.	5		8	Man. and Organization	2		2
	8			TOTAL	9	8	106

Table (7): Distribution of dissertations based on main branch

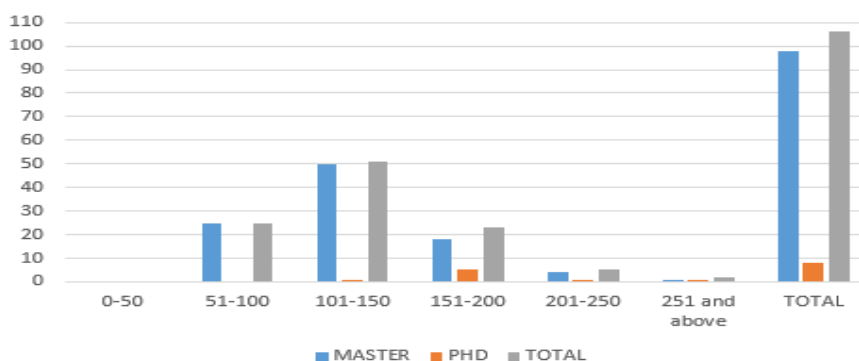


Graph (8): Distribution of dissertations based on main branch

5.3.3. Distribution Based on Page Number: The distribution of 106 dissertations on organizational stress between the years 2009-2023 is given below based on page number. It was found that almost half of the dissertations (% 48) had (101-150) pages, only 2 of the dissertations had more than 250 pages, and the dissertations were generally written between 51 and 200 pages. It was found that the majority of doctoral dissertations were between 151-200 pages, while master’s dissertations were between 101-150 pages.

NUMBER OF PAGES	MASTER	PHD	TOTAL
0-50			0
51-100	25		25
101-150	50	1	51
151-200	18	5	23
201-250	4	1	5
251 and above	1	1	2
TOTAL	98	8	106

Table (8): Distribution of dissertations based on page number

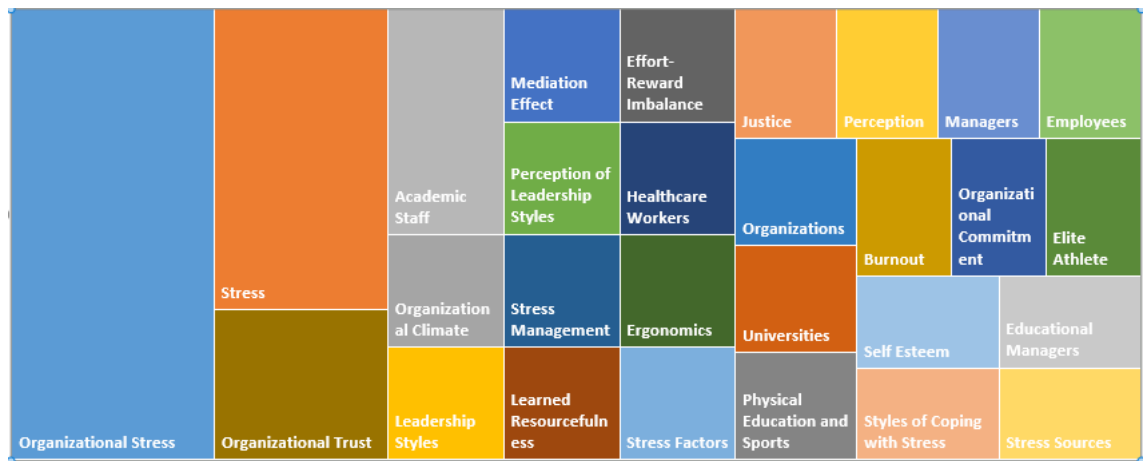


Graph (9): Dissertations based on page number

5.3.4. Distribution Based on Keywords: Distribution based on keywords is given as a separate table for doctorate and master’s dissertations. 28 keywords were identified in doctoral dissertations and it was determined that the most preferred words among them were organizational stress and stress. 28 keywords are used 39 times, 3 keywords are used at least two times, 25 keywords are used only 25 times.

KEYWORD	FREQUENCY	KEYWORD	FREQUENCY
Organizational Stress	7	Academic Staff	2
Stress	4	Perception	1
Organizational Climate	1	Managers	1
Leadership Styles	1	Employees	1
Mediation Effect	1	Organizations	1
Perception of Leadership Styles	1	Universities	1
Stress Management	1	Physical Education and Sports	1
Learned Resourcefulness	1	Burnout	1
Effort-Reward Imbalance	1	Organizational Commitment	1
Organizational Trust	2	Elite Athlete	1
Healthcare Workers	1	Self Esteem	1
Ergonomics	1	Styles of Coping with Stress	1
Stress Factors	1	Educational Managers	1
Justice	1	Stress Sources	1

Table (9): Distribution of doctorate dissertations based on keywords



Graph (10): Distribution of doctorate dissertations based on keywords

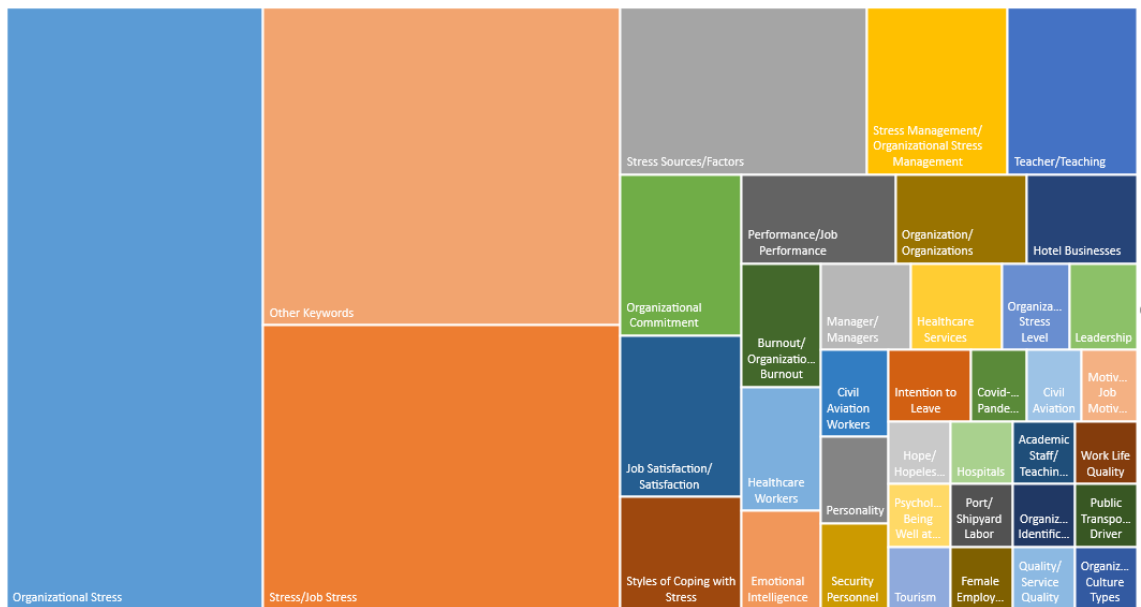
95 keywords were identified in the master’s dissertations, and it was determined that the most preferred words were organizational stress, stress/job stress, as well as stress sources/factors, stress management/organizational stress

management, teacher/teaching, organizational commitment, job satisfaction/satisfaction. 95 keywords are used 358 times, 37 keywords are used at least two times, 58 keywords are used only one time.

KEYWORD	FR	KEYWORD	F R.	KEYWORD	FR
Organizational Stress	79	Port/Shipyard Labor	2	Coping Resilience	1
Stress/Job Stress	52	Female Employees	2	Learned Strength	1
Stress Sources/Factors	21	Organizational Identification	2	Elite Athlete	1
Stress Management/Organizational Stress Management	12	Public Transportation/Driver	2	Combat/Defense Sports	1
Teacher/Teaching	11	Quality/Service Quality	2	Public Administration	1
Organizational Commitment	10	Types of Stress	1	Burnout Level	1
Job Satisfaction/Satisfaction	10	Stress Solution	1	Accounting	1
Styles of Coping with Stress	7	Stress Symptoms	1	Organizational Psychological Capital	1
Performance/Job Performance	7	Organizational Silence	1	Self-efficacy	1
Organization/Organizations	6	Organizational Conflict	1	Optimism	1
Hotel Businesses	5	Organizational Support	1	Resilience	1
Burnout/Organizational Burnout	5	Justice/Organizational Justice	1	Patient Safety	1
Healthcare Workers	5	Organizational Trust	1	Departments	1
Emotional Intelligence	4	Conflict	1	Audit	1
Manager/Managers	4	Communication	1	Inspector	1
Healthcare Services	4	Intra-Institutional Communication	1	Psychomatic Symptoms	1
Organizational Stress Level	3	Transformational Leadership	1	Healthcare Worker Collaboration	1

Leadership	3	Distributive Leadership	1	Entrepreneurship	1
Civil Aviation Workers	3	Spiritual Leadership	1	Mobbing	1
Intention to Leave	3	Life Satisfaction	1	Five Factor Personality Traits	1
Personality	3	Psychological Resilience	1	Work Life	1
Security Personnel	3	Anxiety	1	Retail	1
Organizational Culture Types	2	Sales and Marketing Employees	1	Organizational Alienation	1
Covid-19 Pandemic	2	Productivity	1	Pharmaceutical Labor	1
Civil Aviation	2	Wage	1	Social Security	1
Motivation/Job Motivation	2	Performance-Based Extra Pay	1	Universities	1
Hope/Hopelessness	2	Professional Belonging	1	Sports Management/ Manager	1
Psychological/Being Well at Work	2	Work Alienation	1	Food and Beverage Businesses	1
Tourism	2	Alienation	1	Perfectionism	1
Hospitals	2	Architectural Offices	1	Workload	1
Academic Staff/Teaching Staff	2	Organization-Based Self-Respect	1	Gender	1
Work Life Quality	2	Compassion Fatigue	1		

Table (10): Distribution of master dissertations based on keywords



Graph (11): Distribution of master dissertations based on keywords

6. Analysis Results

In the past business life, which was based on manual labor and the opportunities provided by industry, has now become a more dynamic business environment and intelligence is in the upper structure. Competition is now more intense and continuous, and the need for sustainability is becoming more apparent. Institutionalization develops both competitive power and sustainability.

Organizations operating in all business fields where information management is at the forefront accept information as their most valuable and foremost strategic asset. Adopting information management and prioritizing information welfare are very important for organizations to observe their sustainable understanding. Information management helps organizations find, select, organize, distribute and transfer vital information and ensures that relevant information is easily accessible when needed. Organizations that use information management have the capacity to analyze existing data and convert it into real-time information. There are various factors that cause organizational

stress in organizations, excessive workload on employees, isolation, long working hours, tense working environments, difficult relationships between employees and managers, management tyranny, etc. These factors can reduce the general motivation of employees and increase stress environments in the workplace. Stress can harm an employee's health and job performance. Job stress can sometimes cause job burnout in employees. If a large number of employees are affected, job stress can also threaten the continuity of their organizations. Organizations that don't function properly cannot get the best out of their employees, and this can only increase the difficulties in an increasingly competitive market.

It can be considered a good thing that the main subject of the research, organizational stress, is preferred as a research topic in many universities across the country. Considering that there are around 200 universities in the country, it is also necessary to take into account the fact that this subject hasn't been preferred at all in the remaining 150 universities in the last 15 years.

It has been determined that doctoral dissertations on organizational stress are prepared only in state universities, while master's dissertations are prepared mainly in state universities and foundation universities. It is a thought-provoking result that while master's level studies on organizational stress are conducted in foundation universities, there are no doctoral level studies. Conducting doctoral studies on this subject at foundation universities will fill this gap.

It has been determined that the subject of organizational stress has not been a very preferred subject in doctoral dissertations since 2010. It is still a preferred subject in master's dissertations. Although the subject of organizational stress is not a popular subject among doctoral dissertations, the fact that it is still a preferred/studied subject in master's dissertations can be interpreted as its preservation of popularity.

Postgraduate dissertations on organizational stress have been published largely (72%) in units at the level of the Social Sciences Institute. This situation can be considered as a direct result of the natural structure of the subject of organizational stress. It can be thought that there is a gap in other institutes in terms of studying the subject of organizational stress from a multidisciplinary perspective.

When examined on the basis of the main science branch, it has been seen that the subject of organizational stress has been examined in different disciplines in both doctoral dissertations and master's dissertations. The subject of organizational stress is mainly addressed in master's dissertations in the departments of business administration/business management, the same cannot be said for doctoral dissertations. However, the fact that different disciplines are also interested in the subject of organizational stress can be considered as

the contribution of different perspectives towards practice to the subject of organizational stress.

When examined on a keyword basis, it has been determined that the words organizational stress and stress are preferred more as keywords in both doctoral and master's dissertations. This situation can be considered normal. In addition, it is seen that the words job satisfaction, organizational commitment, stress factors and stress management are not preferred in doctoral dissertations but are preferred in master's dissertations, this situation can be interpreted as the subject of organizational stress is addressed in more detail in master's dissertations.

7. Conclusion

Although the subject of organizational stress has not been a very popular subject in doctoral dissertations for the last 15 years, it is still a popular subject in master's dissertations. Similarly, although there are master's degree studies on organizational stress in foundation universities, no findings have been reached regarding the reason for the lack of any doctoral degree studies. In order for the subject of organizational stress to be preferred in doctoral dissertations, it needs to be examined in detail with a multidisciplinary perspective using current organizational theories.

In the last 15 years, only 30% of universities in Turkey have studied the subject of organizational stress at the graduate dissertations level, and no graduate dissertations studies have been conducted on this subject in the remaining universities. In order for this subject to be studied at the graduate dissertations level in other universities, academicians working as advisors need to provide a theoretical/practical environment and encourage master's or doctoral students. Since there is a gap in examining organizational stress from a multidisciplinary perspective in institutes other than the Social Sciences Institute, it is thought that studies should be increased. Moreover, since the results show that stress may not be a completely negative factor in organizations or an indicator of a low level of maturity in information management, it is concluded that more productive studies should be conducted in different organizations.

8. Acknowledgement

There is no conflict of interest between authors and it is declared that no funding obtained from any organization.

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