

AN APPLIED EXAMPLE OF PROFESSIONAL DESPAIR AND ANXIETY LEVELS OF THE STUDENTS IN THE DEPARTMENT OF HEALTHCARE MANAGEMENT¹

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Abstract: This applied research has been prepared with the purpose of determining the professional despair and anxiety levels of the students studying in healthcare management. The students studying in the 1st and 4th grades of the 9 healthcare management departments in total located in different provinces of Turkey participated in our research. All participants were specified with simple random sampling method. None of the information belonging to the participants was recorded in the questionnaire. They were distributed to the participants via post, e-mail or by hand. Our research lasted for 7 months approximately. A total of 581 questionnaires returned within this period. Only 382 of them were considered to be suitable for the analysis. Data obtained from the questionnaires were analyzed by using different variables and analysis techniques. EvIEWS package program, Granger Causality, unit root and regression analysis techniques were used. It has been concluded following the analysis that the majority of the participants feel the professional anxiety and their despair level for the future is high, accordingly.

Key Words: Management, Health, Management, Despair, Anxiety, Career, Level, Student

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INTRODUCTION and LITERATURE REVIEW

Motivation has been derived from the Turkish word “Motive” coming from French. Therefore, its meaning in Turkish refers to impetus, motive or getting into action (Eren, 1989: 388). Motivation is an important concept for individuals or groups getting into action. For this reason, it is also a determinant of how the individuals will act in the future either negatively or positively (Sabuncuoğlu and Tüz, 2005: 42-44). Motivation accelerates the impulse of the individuals in some cases and increases their excitement for what they do (Taşdemir, 2013: 23). Various researches have been conducted regarding the concepts of performance, efficiency, motivation and anxiety up until now. However, the most important conceptual and theoretical researches created by the expectation theory on individuals have been performed by Edward, Lawler, Layman and Porter (Öneren, 2013: 271). Today, the anxiety level of individuals, particularly of the students, regarding finding a job and employment in their field of training is considerably high (Ertek, 2012: 7). Depending on these problems, motivation issues, decrease in performance and most importantly increased anxiety level are observed in individuals (Acat and Demiral, 2002: 312-329). According to a research conducted by Korukoğlu, it has been determined that the students of the 4th grade experience future

anxiety and therefore they feel the misery (Korukoğlu, 2003: 79-89). According to Özer, the inability to meet the needs cause individuals to have mental and physical problems (Özer, 2009: 7). In the research by Şahin and Zoroğlu, it is stated that today, individuals determine their educational preferences for the future and the most important factor for this matter is that the individual heads towards the fields of employment after graduation (Şahin and Zoroğlu, 2011: 429-452). It is observed that satisfaction occurs in today’s labor market and therefore newly graduates have hard times to find a job (Dursun and Aytaç, 2012: 373-388). Increased motivation, higher level of performance and efficiency can only be possible if the individual feels sure. This situation can be ensured on condition that the individual removes their concerns for the future and feels secure (Zeytinoğlu, 2012: 103-116). In another research directed to the students of associate degree programs, it has been determined that the education factor doesn’t have significance and thereby the professional anxiety level of the majority of participants increases (Öztürk, 2013: 6). There are many researchers conducted directed to the students of different disciplines. It is observed that there are only a few studies performed in healthcare management in recent years. One of its most important reasons is that those who receive healthcare consider this as an obligation not as a preference. In some researches



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directed to the student groups receiving education in the field of healthcare management, it is specified that employment in private sector is higher and the employment in public sector is lower (Şener et al., 2010: 1-5). It is highlighted in a research conducted by Acad et al that the language factor is an important dimension in employment in addition to motivation resources (Acad et al., 2002: 322-329). According to Öztürk, civil servants experience higher level of motivation loss and the employees of private healthcare institutions experience this loss at a lower level when compared to civil servants (Öztürk et al., 2003: 57-67). As highlighted by Ulusoy, today's education quality and the demanded labor quality is correlated, therefore the professional anxiety level of graduates of the healthcare management shows parallelism with their education (Ulusoy et al., 2014: 10-22).

Aim, Scope and Method

This descriptive, cross-sectional research has been prepared with the purpose of determining the professional despair and anxiety levels of the students studying in healthcare management in Ankara, İstanbul and Konya. The variables are Age, Sex, Income, Development of health sector, Self-development level of the individual, Appreciation level of health sector and the Importance of health sector.

The questionnaire was developed by Korkmaz et.al. (Korkmaz et al, 2014:90-100). The Cronbach alpha value is 0.944.

First of all, averages of the questions were calculated in the analyses directed to the variables. The questions were grouped and

the subsets were analyzed in detail in next chapters. These values were subjected to Unit root, Granger Causality and Regression analyses and the results were obtained. All these tests specified were analyzed in Eviews program.

Hypotheses of the Research

H0: None of the variables includes unit root.

H0: There is causality between age and variables of health sector.

H0: There is causality between sex and variables of health sector.

H0: There is causality between income and variables of health sector

H0: There is not a relationship between demographic variables and development of health sector.

H0: There is not a relationship between demographic variables and self-development level of the individual.



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H0: There is not a relationship between demographic variables and appreciation level of the health sector.

H0: There is not a relationship between demographic variables and the importance of the health sector.

DEMOGRAPHIC STATISTICS

Table 1. Demographic Statistics		Frequency	Column N %
Sex	Male	144	38%
	Female	238	62%
Age	22	141	37%
	25	241	63%
Marital status	Married	382	100%
How many siblings do you have	1	96	25%
	2	93	24%
	3	143	37%
	4	50	13%
Income	501-1000	146	38%
	1001-1500	143	37%
	1501-2000	93	24%
In which sector your parents work	Private Sector	336	88%
	Worker	46	12%
Health problem	Yes	144	38%
	No	238	62%
What is your age?	19-21	154	40%
	22-23	85	22%
	24+	143	38%
Time spent on the Internet	1 hour	91	24%
	2 hours	291	76%
Use of special program	Yes	237	62%
	No	145	38%
Device used to go on the Internet	Desktop computer	382	100%
Your job search form	Career websites	334	87%
	Inner circle	48	13%



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IMPLEMENTATION and ANALYSES

Summaries of the variables

- D1: Age
- D2: Sex
- D3: Income
- X1: Development of health sector
- X2: Self-development level of the individual

- X3: Appreciation level of the health sector.
- X4: Importance of the health sector

H0: None of the variables includes unit root.

According to unit root tests, H0 hypothesis was accepted due to the fact that probability values were lower than 0,05 reliability level. Therefore, it was determined that none of the variables included unit root; as a result, they can be used in future analyses

Table 2. Group unit root test: Summary

Series: Age, Sex, Income, Development of health sector, Self-development level of the individual, Appreciation level of health sector, Importance of health sector

Date: 05/20/15 Time: 15:04

Sample: 1 382

Exogenous variables: Individual effects

Automatic selection of maximum lags

Automatic lag length selection based on SIC: 0 to 13

Newey-West automatic bandwidth selection and Bartlett kernel

Cross-				
Method	Statistic	Prob.**	sections	Obs
Null: Unit root (assumes common unit root process)				
Levin, Lin & Chu t*	-12.4431	0.0000	7	2635
Null: Unit root (assumes individual unit root process)				
Im, Pesaran and Shin W-stat	-18.6844	0.0000	7	2635
ADF - Fisher Chi-square	312.167	0.0000	7	2635
PP - Fisher Chi-square	687.024	0.0000	7	2667

** Probabilities for Fisher tests are computed using an asymptotic Chi-square distribution. All other tests assume asymptotic normality.



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GRANGER CAUSALITY TEST

H0: There is causality between age and variables regarding health sector.

When the causality relationships among variables were examined, it was determined that

probability values were lower than 0,05 and there was a causality relationship among hypotheses.

- There is causality between development of health sector and age.

Pairwise Granger Causality Tests

Date: 05/20/15 Time: 15:08

Sample: 1 382

Lags: 25

Null Hypothesis:	Obs	F-Statistic	Prob.
X1 does not Granger Cause D1	357	0.77441	0.7741
D1 does not Granger Cause X1		1.56235	0.0451
X2 does not Granger Cause D1	357	0.99057	0.4795
D1 does not Granger Cause X2		0.91938	0.5785
X3 does not Granger Cause D1	357	0.78916	0.7557
D1 does not Granger Cause X3		1.38047	0.1099
X4 does not Granger Cause D1	357	0.71149	0.8453
D1 does not Granger Cause X4		1.10152	0.3389

H0: There is causality between sex and variables regarding health sector.

When the causality relationships among variables were examined, it was determined that probability values were lower than 0,05 and there was a causality relationship among hypotheses.

- There is causality between Development of health sector and Sex.
- There is causality between Self-development level of the individual and Sex.
- There is causality between the Importance of health sector and Sex.



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Pairwise Granger Causality Tests

Date: 05/20/15 Time: 15:12

Sample: 1 382

Lags: 25

Null Hypothesis:	Obs	F-Statistic	Prob.
X1 does not Granger Cause D2	357	1.37562	0.0123
D2 does not Granger Cause X1		0.82428	0.7102
X2 does not Granger Cause D2	357	1.10155	0.0388
D2 does not Granger Cause X2		0.91054	0.5909
X3 does not Granger Cause D2	357	0.60634	0.9329
D2 does not Granger Cause X3		1.07033	0.3760
X4 does not Granger Cause D2	357	1.46091	0.0050
D2 does not Granger Cause X4		1.22713	0.2126

H0: There is causality between income and variables regarding health sector.

When the causality relationships among variables were examined, it was determined that probability values were lower than 0,05 and

there was a causality relationship among hypotheses.

- There is causality between Development of health sector and Income.
- There is causality between Self-development level of the individual and Income.



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Pairwise Granger Causality Tests

Date: 05/20/15 Time: 15:10

Sample: 1 382

Lags: 25

Null Hypothesis:	Obs	F-Statistic	Prob.
X1 does not Granger Cause D3	357	1.11390	0.0247
D3 does not Granger Cause X1		0.84212	0.6861
X2 does not Granger Cause D3	357	0.37544	0.9976
D3 does not Granger Cause X2		0.65210	0.0000
X3 does not Granger Cause D3	357	1.08449	0.3589
D3 does not Granger Cause X3		0.60876	0.9314
X4 does not Granger Cause D3	357	0.93388	0.5581
D3 does not Granger Cause X4		1.50893	0.0592

REGRESSION ANALYSIS

H0: There is not a relationship between Demographic variables and Development of health sector.

Regression analysis in which demographic variables and the development of health sector were examined together showed that development of health sector and perception were affected by sex at the most and they were affected by total income at the least.



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Dependent Variable: X1: Development of health sector

Method: Least Squares

Date: 05/20/15 Time: 15:13

Sample: 1 382

Included observations: 382

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D1: Age	0.384842	0.092158	4.175877	0.0000
D2: Sex	0.753494	0.098978	7.612756	0.0000
D3: Income	0.168979	0.063122	2.677019	0.0078
R-squared	-0.248164	Mean dependent yes	2.267539	
Adjusted R-squared	-0.254751	S.D. dependent yes	0.904230	
S.E. of regression	1.012879	Akaike info criterion	2.871293	
Sum squared resid	388.8250	Schwarz criterion	2.902278	
Log likelihood	-545.4169	Hannan-Quinn criter.	2.883585	
Durbin-Watson stat	0.811628			

H0: There is not a relationship between Demographic variables and Self-development level of the individual.

Regression analysis in which demographic variables and the Self-development level

of the individual were examined together showed that Self-development level of the individual was affected by age at the most and it was affected by total income at the least.



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Dependent Variable: X2: Self-development level of the individual

Method: Least Squares

Date: 05/20/15 Time: 15:13

Sample: 1 382

Included observations: 382

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D1: Yaş	0.660274	0.084795	7.786689	0.0000
D2: Sex	0.578062	0.091070	6.347457	0.0000
D3: Income	0.356800	0.058079	6.143355	0.0000
R-squared	-1.051547	Mean dependent yes	2.820942	
Adjusted R-squared	-1.062374	S.D. dependent yes	0.648949	
S.E. of regression	0.931954	Akaike info criterion	2.704755	
Sum squared resid	329.1758	Schwarz criterion	2.735740	
Log likelihood	-513.6083	Hannan-Quinn criter.	2.717048	
Durbin-Watson stat	1.155729			

H0: There is not a relationship between Demographic variables and Appreciation level of the health sector.

Regression analysis in which demographic variables and Appreciation level of the health

sector were examined together showed that Appreciation level of the health sector was affected by age at the most and it was affected by total income at the least.



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Dependent Variable: X3: Appreciation level of health sector

Method: Least Squares

Date: 05/20/15 Time: 15:13

Sample: 1 382

Included observations: 382

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D1: Yaş	0.678534	0.078061	8.692348	0.0000
D2: Sex	0.674412	0.083837	8.044288	0.0000
D3: Income	0.311152	0.053467	5.819576	0.0000
R-squared	-1.200220	Mean dependent yes	2.914398	
Adjusted R-squared	-1.211831	S.D. dependent yes	0.576875	
S.E. of regression	0.857941	Akaike info criterion	2.539259	
Sum squared resid	278.9677	Schwarz criterion	2.570244	
Log likelihood	-481.9985	Hannan-Quinn criter.	2.551552	
Durbin-Watson stat	1.586827			

H0: There is not a relationship between Demographic variables and Importance of the health sector.

Regression analysis in which demographic variables and Importance of health sector

were examined together showed that Importance of health sector was affected by age at the most and it was affected by total income at the least.



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Dependent Variable: X4: Importance of health sector

Method: Least Squares

Date: 05/20/15 Time: 15:14

Sample: 1 382

Included observations: 382

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D1: Yaş	0.665552	0.077535	8.583948	0.0000
D2: Sex	0.702513	0.083272	8.436384	0.0000
D3: Income	0.317262	0.053106	5.974145	0.0000
R-squared	-1.130271	Mean dependent yes	2.947906	
Adjusted R-squared	-1.141513	S.D. dependent yes	0.582314	
S.E. of regression	0.852154	Akaike info criterion	2.525723	
Sum squared resid	275.2168	Schwarz criterion	2.556707	
Log likelihood	-479.4130	Hannan-Quinn criter.	2.538015	
Durbin-Watson stat	1.588154			

CONCLUSION and ASSESSMENT

- It was determined that none of the variables included unit root.
- There is causality between Development of health sector and Age.
- There is causality between Development of health sector and Sex.
- There is causality between Self-development level of the individual and Sex.
- There is causality between Importance of health sector and Sex.
- There is causality between Development of health sector and Income.
- There is causality between Self-development level of the individual and Income.
- Development of health sector and perception were affected by sex at the most and they were affected by total income at the least.
- Self-development level of the individual was affected by age at the most and it was affected by total income at the least.



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- Appreciation level of the health sector was affected by age at the most and it was affected by total income at the least.
- Importance of health sector was affected by age at the most and it was affected by total income at the least.

Anxiety and loss of motivation cause the individual to be unhappy and result in decreased performance and efficiency. Also the concern for the future is effective on the individual's education quality. Therefore, the importance of career planning was considered to be highly important in terms of students. It is also among the factors specified that there is a parallelism between the level of income and the education received. Moreover, individual's expectations for the sector positively affect labor productivity and anxiety dimension. As the sectoral expectation reduces the concerns for the future and causes the phenomenon of needs to come into prominence

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SAĞLIK İŞLETMECİLİĞİ YÖNETİMİ ÖĞRENCİLERİNİN İŞ UMUTSUZLUK VE KAYGI DÜZEYLERİNİN UYGULAMALI ÖRNEĞİ

Özet: Uygulamalı olarak gerçekleştirilen bu çalışmada, sağlık işletmeciliği yönetimi bölüm öğrencilerinin iş umutsuzluğu ve kaygı düzeylerinin belirlenmesine yönelik olarak hazırlanmıştır.

Amaç Kapsam: Bu araştırma sağlık işletmeciliği yönetimi öğrencilerinin iş umutsuzluk ve kaygı düzeylerinin uygulamalı olarak incelenmesi şeklindedir. Değişkenler, Yaş, Cinsiyet, Gelir, Sağlık sektörünün gelişmişliği, Bireyin öz gelişim seviyesi, Sağlık sektörünün beğeni seviyesi, Sağlık sektörünün önemi olarak ayrılmıştır. Araştırmamız Türkiye evreni içerisinde farklı illerde bulunan toplam 9 sağlık işletmeciliği anabilim dalında okuyan lisans 1 ve lisans 4 sınıflarında halen eğitimine devam eden öğrenciler katılmıştır. Katılımcıların tamamı basit rassal yöntem yolu ile belirlenmiştir. Hiçbir katılımcıya ait bilgiler anket formlarına kayıt edilmemiştir. Katılımcılara anketler posta, mail ve elden dağıtılmak üzere gönderilmiştir. Araştırmamız yaklaşık olarak 7 ay sürmüştür. Bu süre içerisinde toplam geri dönen anket sayımız 581 adettir. Bunları sadece 382 adeti analize uygun bulunmuştur. Anket formlarından elde edilen veriler farklı değişkenler ve analiz teknikleri kullanılarak analiz edilmiştir. **Analiz:** EvIEWS paket programı ile Granger Causality, birim kök ve regresyon analiz teknikleri kullanılmıştır. Değişkenlere ilişkin yapılan analizlerde soruların ilk olarak ortalamaları alınmıştır. Sorular gruplanarak yapılan alt kümeler detaylı olarak analizin ileriki bölümlerinde incelenmiştir. Bu değerler Birim kök, Granger Causality ve Regresyon analizlerine alınarak analiz sonuçları elde edilmiştir. Belirtilen tüm testler EvIEWS programı ile analiz edilmiştir. **Sonuç:** Değişkenlerin hiçbirisinin birim kök içermediği belirlenmiştir. Sağlık sektörünün gelişmişliği ile Yaş arasında nedensellik bulunmaktadır. Sağlık sektörünün gelişmişliği ile Cinsiyet arasında nedensellik bulunmaktadır. Bireyin öz gelişim seviyesi ile Cinsiyet arasında nedensellik bulunmaktadır. Sağlık sektörünün önemi ile Cinsiyet arasında nedensellik bulunmaktadır. Sağlık sektörünün gelişmişliği ile Gelir arasında nedensellik bulunmaktadır. Bireyin öz gelişim seviyesi ile Gelir arasında nedensellik bulunmaktadır. Sağlık sektörünün gelişmişliği ile algıyı en çok cinsiyetin etkilediği en az ise, toplam gelirin etkilediği belirlenmiştir. Bireyin öz gelişim seviyesini en çok yaşın etkilediği en az ise, toplam gelirin etkilediği belirlenmiştir. Sağlık sektörünün beğeni seviyesini en çok yaşın etkilediği en az ise, toplam gelirin etkilediği belirlenmiştir. Sağlık sektörünün önem algısını en çok yaşın etkilediği en az ise, toplam gelirin etkilediği belirlenmiştir. Kaygı ve motivasyon kaybı bi-



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reyin mutsuz olmasına ve performans ile verimlilik düzeyinin azalmasına neden olmaktadır. Ayrıca gelecek kaygısı bireyin aldığı eğitim kalitesi üzerinde de etkilidir. Bu nedenle kariyer planlamalarının öğrenciler açısından önemi oldukça fazla görülmüştür. Gelir düzeyi ile alınan eğitim arasında bir paralellik olduğu da tespit edilen faktörler arasındadır. Ayrıca bireyin sektör açısından beklentileri, iş verimlilik ve kaygı boyutunu olumlu yönde etkilemektedir. Çünkü sektörel beklenti gelecek kaygısını azaltmakta ihtiyaç olgusunun ön plana çıkmasına neden olmaktadır. Analiz sonrasında katılımcıların büyük çoğunluğunun iş kaygısı yaşadığı bu nedenle geleceğe yönelik umutsuzluk düzeyinin yüksek olduğu sonucuna ulaşılmıştır.

Anahtar Kelimeler: Yönetim, Sağlık, İşletme, Umutsuzluk, Kaygı, Kariyer, Düzey, Öğrenci