Chapter 10

CONTENT ANALYSIS OF THE RESEARCH CONDUCTED ON ORGANIZATIONAL BEHAVIOR IN INTERNATIONAL SADAB SYMPOSIUMS[1]

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INTRODUCTION

Since the most important capital that will bring organizations to success is the employees in our present day, to be able to survive in the violent competitive environment, the attitudes and behaviors of employees must be managed by the managers and directed to organizational purposes (Taskiran & Iyigun, 2019: 672). This is where the organizational behavior discipline comes to the forefront. In this context, this discipline is an effective tool for managing employees and groups in the business environment, and organizations need employees who can go beyond their official business duty descriptions and give their time and energies to the organization (Ramlee et al., 2016: 564). In other words, employees can show positive business behaviors by demonstrating positive business attitudes provided that there are positive organizational values and objectives in the organization (Hanaysa, 2016: 289-290). Briefly, organizational behavior is the reflection of the psychological feelings and opinions of employees in the face of the policies in human resources of organizations.

In this study, the content analysis of the papers in the field of organizational behavior was examined at the International Sadab Symposiums. As it is already known, two of the Sadab Symposiums were held in Turkey / Antalya, and the third Sadab Symposium was held in Sarajevo / Bosnia and Herzegovina; and the papers presented in the field of organizational behavior at these three symposiums were included in this study. It may be said that the study is unique in terms of taking the subject of papers presented in the organizational behavior field at the International Sadab Symposiums. In this context, it can be said that this content analysis study can contribute to scientists and to the relevant literature to conduct future studies in this field.

es as sampling might be because of the fact that there are a lot of business alternatives in various sectors in such metropolitan areas.

In addition, it was also understood that the authors often preferred quantitative research method, the quantitative research types, job satisfaction and organizational commitment scales. These scales being preferred at the highest frequency may be interpreted as allowing and helping researchers in the field of organizational behavior to improve the employer behavior and happiness, and human resources managers in the organization. In addition, it can also be argued that the preference of the likert-type scales coincides with the studies conducted on this discipline in the literature.

Recommendations to the researchers include comparing papers in the field of organizational behavior at the Sadab Symposium and at other international symposiums. In this way, ideas can be obtained in different symposiums on what the orientations of researchers are.

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