ÖRGÜTSEL DAVRANIŞ

KURAM VE KAVRAM
SÖZLÜĞÜ

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ÖNSÖZ

Tanımlar-tarifler, sosyal bilimcinin lisanı olan "kavram"lara ve bu kavramların birbirleri ile ilişkilerini yansıtan-üreten "kuram"lara bir had çizmeyi, bir sınır koymayı hedefler. Soyuta meylin yüksek olduğu örgütsel davranış disiplininde yaşanan en büyük zorluk; deneyimlenen-üretilen soyut olguların ve süreçlerin adının konulması, iç içe geçmiş olgularının farklarını fark ederek ilişkileri görerek -zihinden geldiğince- ayrıştırmanın yapılmasıdır. Kavramlar o kadar önemlidir ki İhsan Fazlıoğlu'nu deyimiyle; sosyal bilimciler için hem bir teleskop hem de bir mikroskop rolünü üstlenir. Bir olgu ile alakalı doğru çözümlemenin yapılabilmesi için doğru kavramlara odaklanılarak zihinsel indirgemenin yapılabilmesi itibari ile mikroskop rolünü üstelenen kavramlar, aynı zamanda birbiri içre girmiş sosyal olguların içinden-bütününden doğru olguyu seçip, algılama ve yorumlamanın daha sahih yapılabilmesi adına teleskop görevindedir. Zihin, adını koyarak-kavramları tanıyarak daha derin düşüncelere girer, yine kavramlar odağına çıkarak bu sefer düşünce üretimi safhasına ilerler. Kavram üretimi, bundan önce üretilmiş kavramlar üzerine inşa edildiği müddetçe yeni-özgün-farklı bir niteliğe kavuşur. Bizden öncekilerin omuzlarının üstüne çıkmadıkça yeni ufukların görülemeyeceği gibi, daha önce tanımlanan ve sınanan kuramları bilmedikçe düşünme üretimi de ilerleyemeyecektir. "Önce zarar verme" yaklaşımının gereği literatürdeki tanımları tahrif etmemek gerekir. Rasyonel ve süreklilik arz eden bilgiler; öncekilerin bildiklerini iyi bilmekle, mevcut kavram ve kuramların tanımlarına doğru biçimde hâkim olmakla mümkün olacaktır.

Elinizde bulunan eser bu gerekçelerle vücut bulmuştur. Akademik anlamda hayallerimizden biri olan bu sözlük çalışması; her ne kadar sübjektif yorumlamalardan uzak, doğrudan birinci kaynaktan atıfla yapılan tanım ve tarifler içerse de çeşitli kritiklere açık olduğunu biliyoruz. Ancak hem akademisyen arkadaşlarımızın hem de lisansüstü öğrencilerimizin böyle bir esere ihtiyaç duyduğunu gözlemliyor, yerli literatürde tahrif edilmiş tanımları görüyor ve giderek büyüyen alanda kendi açımızdan da kavram-kuram bilgisi eksikliğini yaşıyorduk. Bu zor kararı alma aşamamızda örgütsel davranış alanında Türkiye'deki önemli isimler bizlere cesaret verdi. Hatta içlerinden önemli bir kesim çalışmamızda bulunmayı memnuniyetle kabul etti. Yaptıkları rehberlik bizler için çok değerliydi. Onların yanı sıra çok özel bir araştırmacı yazar ekibi daha oluşturduk. Bu ekibin emeği, kavram ve kuramların taranması sürecinde harcadığı saatler, kavramların ilk ve en güçlü tanımlandığı kaynaklara ulaşma konusundaki hassasiyeti takdire şayandı. 2 yıl süren uzun uğraşlar sonucu alanımıza sunduğumuz bu eserle hepimiz gurur duyuyoruz. Örgütsel davranış araştırmacılarının masaüstü bir eseri olacağına inanıyor, alandaki entelektüel mülahazalara, yeni kavram, kuram ve araştırma konusu üretimlerine faydalı olmasını temenni ediyoruz.

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SUNUŞ

Meslektaşım Prof. Dr. Sema Polatcı, Prof. Dr. Ali Murat Alparslan ile editörlüğünü yaptıkları Örgütsel Davranış Kuram ve Kavram Sözlüğü kitabı için bir Sunuş yazısı yazmamı istediği zaman önce tereddüt ettim. Kendi kendime bir Sözlük için nasıl bir Sunuş yazılabilir ki diye epeyce düşündüm. Fakat bir yandan 51 yıllık aktif akademik yaşamımda bilimsel çalışmalarda gördüğüm ve karşılaştığım kelime ve kavram karışıklıklarını düşündükçe, öte yandan Prof. Polatcı'nın hazırlamış oldukları Sözlük çalışmasını göndermesinden sonra bu Sunuş yazısını yazmaya karar verdim.

Yazıma başta Editörler Prof. Dr. Ali Murat Alparslan ve Prof. Dr. Sema Polatcı olmak üzere bu Sözlüğün hazırlanmasına katkıda bulunan, emek ve zaman harcayan tüm meslektaşlarımı kutlarım. Ortaya çıkardıkları bu eser Türkçe İşletme Yönetimi yazınına çok önemli bir katkı olmuştur.

Genel olarak sözlüklerin insanların kelime dağarcığını genişlettiği, bilmediği kelime ve terimlerin anlamlarını gösterdiğini ve bu vesile ile okunan metinlerin daha iyi anlaşılmasına yardım ettiği, iletişimi geliştirdiği ve anlam birliği sağladığı, özellikle yabancı dillerdeki kelimelerin anlaşılması için vazgeçilmez olduğu şüphesizdir. Hatta çoğu kez sözlükler, anlamını yanlış bildiğimiz kelime ve kavramları düzeltmemize imkan sağlar. Çok değerli bir Türk Dili ve Edebiyatı öğretim üyesi dostumun söylediği "Lügata efelik olmaz" uyarısını hiç unutmam ve anlamını tam bilmediğim, emin olmadığım her kelime, kavram veya soyut kavram için daima bir sözlük elimin alında olmuştur.

Elinizdeki eser, genel bir sözlük olmayıp İşletme Yönetiminin en önemli dallarından olan Örgütsel Davranış disiplini ile ilgilidir. Ayrıca bu eser, sözlük deyince aklımıza gelen kelimeler ve kelimelerin anlamını başka kelimeler veya çok kısa cümlelerle açıklayan sözlüklerden farklıdır. Bu eserde, Örgütsel Davranış alanında kullanılan kavramların anlamları, bu kavramları açıklayan veya kullanan makale ve kitaplardan referans verilerek açıklanmaktadır. Bu yönü ile bu alanda yapılan bilimsel çalışmalarda çok önemli bir yardımcı araç olacaktır. Çünkü hepimizin bildiği gibi "bilim tarifle başlar". Bilimsel çalışmaların temel araçları kavramlar ve soyut kavramlardır. Bu kavramlar değişik kelime ve terimlerle ifade edilir. İşte bu temel araçların anlamlarının net olarak ifadesi, olabildiğince ölçülebilir olması, eş anlamlı ve zıt anlamlılarının bilinmesi bilimsel çalışmaların, tariflerin temelini oluşturur. Bilimsel disiplinlerin gelişmesinin en önemli şartı, o disiplinde çalışanların kullandıkları kavramların, terimlerin, kelimelerin anlamları konusunda ortak bir anlayışa sahip olmalarıdır. Aksi halde kelimelerin aynı olduğu, fakat farklı anlamların yüklendiği çalışmaları anlamak, değerlemek, eleştiri yapmak hatta yanlışlamak mümkün olmaz.

Sosyal bilim niteliği taşıyan işletme yönetimi ve örgütsel davranış disiplini için bir başka zorluk şudur: İşletme yönetimi "eklektik", yani başka bilimsel disiplinlerden alınan pek çok kavramı kullanan bir disiplindir. Başka disiplinlerden alınan bu kavramların o ilgili disiplin içindeki anlamını, doğuş nedenini, kullanılma özelliklerini bilmeden Türkçemize tercüme ederek kullanmak önemli bir sorun olmaktadır. Burada karşılaşılan bir diğer zorluk, bu kavramı ifade eden kelime ve terimlere Türkçede karşılık gelecek bir kelime veya terim bulma konusudur. Ancak çoğu kez bu mümkün olamamakta ve yabancı terimi açıklayarak kullanmak zorunluluğu ortaya çıkmaktadır. Bir diğer önemli husus da her akademisyenin kendi anlayışına göre bu kelime veya terimlere karşılık gelecek Türkçe kelime, terim veya açıklamalar yapmasıdır. Bu konuda daha da çözümü zor olan, bu kavramı ifade etmek üzere kullandıkları Türkçe karşılığın en uygun (doğru) olduğuna inanmaları ve böylece sonuçta aynı kavram değişik kelime veya terimlerle ifade edilmiş olmakta ve anlam birliği kaybolmaktadır. Bu durum disiplinde yapılan çalışmalarda anlam karışıklıklarına yol açmaktadır.

İşte "Örgütsel Davranış Kuram ve Kavram Sözlüğü" başlıklı bu eserin, Örgütsel Davranış disiplini içinde görülen kavram, soyut kavram gibi temel araçların Türkçemizde hangi kelime veya terimlerle ifade edilebileceği, anlamlarının ne olduğunun açıklanması ve disiplin çalışanları arasında bir terim ve anlam birliği sağlama amacı ile hazırlandığı görülmektedir. Bu çalışmada yer alan meslektaşlarım ve editörler böyle zor bir görevi üstlenmişler ve yaklaşık iki bin kavram ve soyut kavramın anlamını açıklayan bu eseri hazırlamışlardır. Editörler Prof. Dr. Ali Murat Alparslan ve Prof. Dr. Sema Polatcı ile onların şahsında çalışmada görev alan meslektaşlarımı kutluyorum. Bu sözlüğün Örgütsel Davranış disiplininde yapılacak çalışmalarda kullanılan kavramlar konusunda anlam birliği sağlayacağını ve iletişimi kolaylaştıracağını düşünüyorum. Bu yönü ile bu eserin ülkemiz İşletme Yönetimi ve Örgütsel Davranış yazınına önemli katkılar sağlayacağı inancındayım.

Eylül, 2023

Saygılarımla

(E) Prof. Dr. Tamer KOÇEL

Cemil Meriç'in o hiç unutamadığımız sözü kelime sayısı itibariyle ne kadar kısa ise, anlamı itibariyle de o kadar uzundur. Dil ile ilgili herhangi bir yanlış değerlendirmeye şahit olduğunda sandalyesinden kalkarak haykırdığı o iki kelimenin, milletlerin hayatındaki yeri, millet millet olarak kalmak istediği sürece hiçbir zaman unutulmayacak ve unutturulmayacak kadar mühimdir. Çünkü milletler kullandıkları dil ile, sadece hayatlarını sürdürürken gerekenleri dile getirmezler. Geçmişlerinden devir aldıkları kültürü gelecek nesillere aktarırlar. Bunu başarmakta beceri gösteremeyen milletlerin başka milletlerin dünyasında asimile olup kayboldukları tarihi bir hakikattir. İşte bundan dolayı biz de Cemil gibi ayağa kalkıp haykıralım hep bir ağızdan: Kamus, namustur!

Bilim açısından kamus, lügat ya da sık kullandığımız haliyle sözlüğün önemi ise tartışılmayacak kadar açıktır. İnsanî gelişimin temelinde yer alan aktarma eylemi, birikimlerin sonraki insan topluluklarına ulaştırılmasını sağlar. Bugün için bilim dünyasında yer alan verilerin temelinde önceki zaman dilimlerinde yapılmış çalışmaların doğru bir dille bize iletilmesi yatmaktadır. Bilimsel bir alanın kendisine ait anlamlar yüklediği sözcükler ve ifade tarzları geleceğe sağlıklı aktarılmadığı zaman bilimsel bir kopukluğun yaşanması kaçınılmazdır. Bildiğimiz gibi, kelimelerin iki tür anlamından söz edilmektedir. Lügat, kamus ya da sözlük anlamı ve ıstılahî anlam. Sözlük anlamı herkese hitap eder. Istılahî anlam ise sadece bir bilim veya sanat dalına mahsus olan kişilere ait olan anlamdır. Bu nedenle bilimsel sözlüklerin ıstılahî sözlükler olduğunu söylemekte yarar vardır.

Elinizde böyle bir sözlük tutmaktasınız: Örgütsel Davranış Kuram ve Kavram Sözlüğü. "Affetme" kavramından "Zorunlu Örgütsel Vatandaşlık Davranışı" kavramına kadar yüzlerce kavramı konunun uzmanı yazarların kaleminden okuyacaksınız. Bu kıymetli çalışmayı, Örgütsel Davranış alanının geleceği açısından son derece yararlı bulduğumu ifade etmek istiyorum. Eminim ki çalışma genç bilim adamlarının sağlam bir temel oluşturmalarında önemli bir destek zemini hazırlarken, alanın tüm ilgililerine de büyük katkılar sağlayacaktır. Başta editörler Prof. Dr. Ali Murat Alparslan ve Prof. Dr. Sema Polatcı olmak üzere emeği geçen tüm yazarlara ve baskı ekibine teşekkür ediyorum.

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Prof. Dr. Nurullah GENÇ

Örgütsel Davranış alanı, Psikoloji, Sosyal Psikoloji, Sosyoloji, Antropoloji gibi alanlara odaklı yapısı ve çok disiplinli olma özelliğiyle, birçok kuramla ilişkili olmakta ve çok sayıda kavramı bünyesinde barındırmaktadır. Örgütsel Davranış Kuram ve Kavram Sözlüğü'nün söz konusu kavramların ve kavramlar arası ilişkilerin anlaşılmasına ışık tutacağına inanıyorum. Bu çerçevede editörleri ve yazarları kutluyor; sözlüğün akademisyenler, öğrenciler ve uygulamacılar için yararlı olmasını diliyorum.

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