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Perceptions of Individual Anxiety And Job Satisfaction During Covid -19 Pandemic

Dr.Nurgül Erdal[1], Güneş Çevik Akkuş[2,] Dilara Bakın[3]
[1]*İstanbul University-Cerrahpaşa Cerrahpaşa Medical Faculty Hospital / Turkey*
[21]*İstanbul University-Cerrahpaşa Cerrahpaşa Medical Faculty Hospital / Turkey*
[3] *Işık UniversityHealth Services Vocational School /Turkey*

Abstract: Pandemics cause radical changes has increased in individuals who live and work has influenced the satisfaction. The data collected from 484 people living in Turkey with online and social science methods were analyzed by statistical analysis program.Descriptive analysis, significance tests, Kolmogrov Smirnov and Shapiro-wilk, Mann-Whitney U test, Kruskal-Wallis H test, Spearman correlation test was applied to determine the relationship between the scales. As a result of the analysis, when the average anxiety score was evaluated, a moderate level of anxiety was found. A statistically significant negative correlation was determined between anxiety and job satisfaction sub-dimension, job structure, promotion, salary, manager, firm policy, customers, and colleagues. In other words, when the level of anxiety increases, job satisfaction and its sub-dimensions decrease.

Keywords: Anxiety, covid -19 pandemic, job satisfaction, psychosocial effects.

Indroduction

Since the beginning of human history, humanity has struggled with many epidemic diseases and will have to fight against many epidemic diseases in the future [1] The epidemic of Covid-19 (Coronavirus Disease-2019), which threatens our world and still has its effect, is still continuing and it is certain when it will end is not known. It first appeared in Wuhan city of Hubei province of China in December 2019 and spread all over the world by showing a very rapid spread. World Health Organization (WHO) declared a worldwide pandemic [2] .In the face of a new situation, COVID-19, individuals will consider it as a threat and will cope with it. To solve this problem in a healthy way depends on the anxiety level of the individual. When intolerance occurs in problems and uncertainty, stress will increase and anxiety will develop [3].

Covid-19 virus can affect people in two ways. The first is the physical health problems directly caused by the virus, and the other is mental health problems such as anxiety, panic and anxiety associated with the epidemic. Covid-19 should be seen not only as a medical health problem, but also as a psychological problem. Infectious diseases affect not only the physical health of individuals, but also the psychological health and well-being of the entire population, whether infected or not. In the early days of the epidemic, the physical consequences of the virus attracted more attention and mental health consequences were not addressed. However, even if the epidemic ends, when we return to our normal lives, its psychological effects will probably last for months or even years [4]. Many studies have shown that epidemic diseases cause a great trauma in humans and the level of anxiety increases [5] -[6] - [7] - [8] - [9] In a 2020 study by Ekiz et al., The health anxiety levels of the participants were found to be moderate [10].

It has been observed that individuals' perceptions of control regarding the COVID-19 outbreak are affected by the variables of education and age, as well as their health anxiety levels. In the study conducted by Erdoğdu et al. (2020), they stated that approximately one out of 4 participants had moderate and severe anxiety symptoms. In addition, anxiety levels of women were found to be higher than men. Covid-19 is a situation with negative psychological, sociological and economic outcomes. For this reason, taking measures to protect psychological health and implementing support programs is a necessary practice for the health of the society [11]. Businesses that want to be successful in this difficult period should determine the anxiety of their employees and take precautions. With a successful management style, employees' anxiety should be determined, their anxieties should be reduced and job satisfaction should be helped. If job satisfaction is achieved in businesses, they can be successful in businesses [12].

he intense spread of the Covid -19 epidemic to the whole world, the lack of a clear method for the treatment of the disease and its fatal consequences have caused many activities around the world to be restricted [13]. The measures taken by countries against the pandemic have caused economic disasters that deeply affect the lives of communities. In order to reduce contagion, decrease in visits to restaurants, shopping malls, hotels, touristic trips and similar places, changes in production activities, long-term closure of workplaces, quarantine, isolation measures, prohibitions and curfews caused the stagnation of all markets [11]. During this period, some of the employees were sick or died, or they experienced job losses because their relatives got sick. In this

context, business satisfaction can be achieved by increasing the quality of life of employees, organizing working conditions and environment, meeting the social, psychological and economic needs of the employees, and minimizing the problems faced by the employees [14]. Organizations can achieve their goals in a short time by ensuring the job satisfaction of the employees. As long as businesses value their employees, job satisfaction increases [15].

Jop Satisfaction

Although there are various definitions of job satisfaction, it is a positive evaluation felt towards work and job-related events [16]. Positive happiness about the job is defined as `` job satisfaction " negative and `` job dissatisfaction " (17). It is an emotion associated with the future [18]. It also brings out the inner peace and comfort felt [17]. In general, it is the level of satisfaction of individuals with their job. In other words, it is the level of harmony between the characteristics of the job and expectations. [19]. Job satisfaction is a concept that has an important place in business life and work psychology. Employees' job satisfaction is very important for their physiological and psychological health [20]. Spector stated in 1997 that the reasons for the efforts related to job satisfaction should be examined in terms of both working individuals and organizations [21].

Anxiety

Although there are various definitions of anxiety, it can be defined as 'the negative emotion that the individual feels in situations that threaten his life and future or are perceived as such, originating from outside or inside' [22] - [23]. It seems to come from the word 'angere' used. Anxiety, or anxiety with any other use, is very common in the field of mental health. Anxiety; It is one of the most basic emotions in human nature, such as happiness, sadness and fear. Anxiety is a condition caused by the occurrence of many psychological, physiological and behavioral symptoms together [24]. Anxiety is a normal emotion that every person can experience. However, it can sometimes be experienced in a pathological way [25]. Since anxiety impairs both physical and mental health of individuals, it causes a decrease in work efficiency [26]. While a certain range of anxiety provides a positive effect, continuous anxiety leads to inefficiency, decreased socialization, and decreased motivation [27].

Covid-19 Pandemic - Relationship to Anxiety and Job Satisfaction

After a new coronavirus infection (COVID-19) started in İlkez Wuhan, new information about health problems emerged globally, leading to increased anxiety and stress [28]. These behaviors can range from feelings of anxiety to feelings of shame, failure, individual and social weakness. In this context, people take more precautions and exaggerate too much [29]. Even if the impact of the Covid 19 pandemic on psychological health has not been fully measured, we know that its effects continue for years, as we have seen in previous pandemics [30]. The main ones are anxiety, depression, and stress [31]. When faced with a problem, if the problem cannot be coped with, anxiety develops [32]. Covid -19 can also trigger and exacerbate anxiety, depression, and stress [33].

In the study conducted by Tolerance et al., (2020) with healthcare workers, it was found that anxiety was low and their professional performance was high. The anxiety of those who worked more in the profession was found to be higher than those who worked less in the profession. It has been observed that Covid-19 anxiety has a 30% effect on the professional performance levels of healthcare professionals. [34]. In the study conducted by Güloğlu et al. (2020) online, it was found that 76.8% had mild anxiety, 11.4% moderate and 11.8% high level of anxiety. It has been found that women have higher anxiety levels than men and singles compared to married women. It was found that anxiety levels differ according to age, but there is no such difference in hopelessness level. It was determined that the anxiety and hopelessness levels of the participants did not change depending on whether they had a chronic illness or not. However, those living with people with chronic diseases were found to have the highest anxiety level [35]. Studies show the effect of Covid 19 on anxiety.

Regardless of size, all businesses faced serious difficulties, especially in this process. Quarantine practices and restrictions had negative effects on incomes, especially for workers who were employed informally and unregistered, and individuals were greatly affected [36]. Tekin and Deniz (2019) found a significant relationship between job satisfaction and job stress in their study with accountants [37].In order to survive in the pandemic process, businesses have had to adapt and implement the digital age. Thus, changes occurred in business structures, work flows and ways of doing business [38] - [39]. More remote working methods have increased. Serinikli, in his study in 2021, has the advantages such as reducing the spread of the epidemic and the risk of transmission with the remote / home working model in the pandemic, spending more time with the families of the employees, saving time spent commuting, financial gain, energy saving in enterprises and reduced labor costs of enterprises. are available. In addition to these advantages, it may cause disadvantages such as the decrease in social relations, failure to maintain work-life balance, increase in stress

level, organizational commitment, organizational identification, decrease in job satisfaction and job performance levels, and the inability of women to concentrate on their work in families with children, and increase in the workload of women. Telecommuting is suitable for some sectors, but not for all sectors [40].

Data and Methodology

Purpose and Importance of Research

Covid-19 Pandemic globally affects the risk of disease transmission, fear of death, illness or death of relatives, possibility of losing their job, decrease in social relations, change in the structure and way of doing the work, new responsibilities, uncertainties, stress, anxiety, economic insufficiencies, burnout in people. It inflicted incurable wounds and affected people psychologically, sociologically and physiologically. During this period, anxiety of many people increased and their productivity and success decreased. Businesses should reveal the issues that prevent anxiety and job satisfaction in order to overcome this situation with little damage and support the employee in all aspects. This study was conducted to reveal the relationship between anxiety and job satisfaction.

Content and Limits of Research

The universe represents adults living in Turkey. This study was conducted online between June 2020 and October 2020 using a random survey method. 484 people participated in the study. The study data were analyzed using statistical methods used in social sciences**.**

Research Method and Research Scales

The research scales consist of 3parts. In the first part, information about demographic and pandemic is included. The questions of this section were created by the author. In the second part, the Churchill et al., 1974;[41].Comer et al., 1989) [42]. and Schwepter, [43].A job satisfaction scale with 20 questions was used. In the third part, it is a self-assessment scale developed by Beck et al. (1988) [44] to determine the frequency of anxiety symptoms experienced by individuals. It is a Likert-type scale with 21 items scored between 0 and 3. The reliability and validity in Turkey Ulusoy and colleagues (1998) [45] conducted.21 items in the scale are evaluated in 4-point Likert type ("0-none, 1-mild level, 2- medium level, 3- serious level"). A high total score (in the range of 0-63) is evaluated as "high anxiety level". Scores between 8 and 15 in total are considered to have "mild" anxiety symptoms, those who score between 16 and 25 as "moderate", and those who scored 26 to 63 to have "severe" anxiety symptoms.

Table 1.Demographic Information

		Frequency (n)	Percent (%)
Gender	Female	341	70,6
	Male	142	29,4
Age range	20 age	6	1,2
	21-30 age	136	28,2
	31-40 age	141	29,2
	41-50 age	123	25,5
	51-60 age	69	14,3
	61-70 age	8	1,7
Marital status	Married	265	54,9
	Single	218	45,1
Level of education	Primary school	15	3,1
	High school	77	15,9
	Undergraduate	80	16,6
	License	183	37,9
	Postgraduate	128	26,5
Institution of Work	Public	203	42,0
	Private sector	234	48,4
	Other	46	9,5
Sector	Health	201	41,6
	Education	60	12,4
	Finance	41	8,5

	Textile	20	4,1
	Self employment	161	33,3
Income status	Very bad	11	2,3
	Bad	109	22,6
	Middle	258	53,4
	Good	99	20,5
	Very good	6	1,2
	Total	483	100,0

As seen in Table 1, 70.6% of the participants are women and 29.4% are men. The ages of the participants, on the other hand, constituted the majority of 29.2% between 31-40. 54.9% of the participants are married and 45.1% are single. 37.9% undergraduate, 26.5% graduate and above, 16.6% associate degree, 15.9% high school, 3.1% primary school. The vast majority of them 48.4% work in the private sector. Healthcare workers constitute the majority of 41.6%. Most of the participants, 53.4%, are at the middle income level.

Table 2. Information of the Participants on the Pandemic Process

		Frequency (n)	Percent (%)
Have you worked outside the home during the pandemic?	Never	140	29,0
	Once In A Month	18	3,7
	Once A Week	33	6,8
	Twice A Week	94	19,5
	Everyday	198	41,0
Did you live with your family during the pandemic?	Yes	393	81,4
	No	90	18,6
Have you had contact with a COVID 19 (+) patient?	Yes	124	25,7
	No	359	74,3
If you were in contact, did you follow the isolation rules?	Yes	277	57,3
	No	65	13,5
	Unanswered	141	29,2
Have you had a PCR test?	Yes	130	26,9
	No	353	73,1
Have you had an adaptation problem during the quarantine process?	Yes	192	39,8
	No	291	60,2
If you are an employee, your working time and difficulties	I am not working in the decline / pandemic process	109	22,6
	My working time did not change, but I was forced to work even though my health allowed it.	26	5,4
	My working time and difficulties have increased.	196	40,6
	Not changed	126	26,1
	I was taken on free leave	26	5,4
	Total	483	100,0

According to Table 2, 41% of the participants worked in the workplace every day during the pandemic, 29% did not go to work at all, 19.5% worked 3 times a week, 6.8% once a week and 3.7% once a month. times it seems to work. 18.6% of employees working to reduce contagion lived away from their families. 74.3% of the participants did not encounter covid-19 patients, and 57.3% followed the quarantine rules. 73.8% did not have a

PCR test, 60.2% did not experience adaptation problems during quarantine, and 40.6% stated that working time and work in the workplace became difficult due to the pandemic.

Table.3Reliability Analysis of Scales Used in the Study

Scale	Cronbach' s Alpha	n
Job Satisfaction Scale	,930	20
Beck Anxiety Scale	,946	21

Table 3, the reliability tests of the scales were examined with Cronbach's Alpha method and it was found to be 930-946. These values are very high for reliability. Reliability value in social sciences is ,70 [46].

Table 4. Normality Analysis of Scales and Sub-Dimensions Used in the Study

Tests of Normality						
	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	Df	Sig.
Structure of the Work	,087	483	,000	,982	483	,000
Promotion	,090	483	,000	,971	483	,000
Wage	,174	483	,000	,912	483	,000
Manager	,120	483	,000	,959	483	,000
Company Policy	,105	483	,000	,972	483	,000
Customers	,150	483	,000	,966	483	,000
Work friends	,195	483	,000	,935	483	,000
Anxiety	,108	483	,000	,929	483	,000

Table. 4 As can be seen, the significance tests were used to analyze whether the scale and sub-dimensions differ according to the variables, and whether the data had a normal distribution was evaluated with the Kolmogrov Smirnov and Shapiro-wilk tests. Data that do not conform to normal distribution; Mann-Whitney U test for paired comparisons, for comparison of two or more variables; Kruskal-Wallis H test was applied. In order to determine which groups had a difference in analyzes that were significant, Mann-Whitney U test was applied sequentially between them.

Table 5. Assessment of Average Scores of the Sub-Dimensions of the Scales Used in the Study (n = 483)

Scale	Sub- Dimensions	Average	Standard Deviation
Job Satisfaction Scale	Structure of the Work	3,2780	,81671
	Promotion	2,6453	,97301
	Fee	2,1739	,96343
	Manager	2,9531	1,03070
	Company Policy	2,8737	,95371
	Customers	2,7861	,81946
	Work friends	3,5807	,92325
Beck Anxiety Scale	Anxiety	16,7805	13,17176

As seen in Table.5, when the scales used in the study and the sub-dimension average scores were evaluated, it was found that the work friends had the highest average in the job satisfaction scale and when the average anxiety score was evaluated, moderate level of anxiety was found.

Table 6. Evaluating the Average Scores of the Expressions Regarding the Job Satisfaction Scale

Expressions	Mean	S.S.
1.My manager usually tries to get our opinion on the issues.	3,02	1,215
2.I am doing something worth working in my job	3,75	1,004
3. Management is open to improvement.	3,16	1,207
4.The institution has a fair promotion policy.	2,45	1,168
5.Compared to other companies doing the same job, my salary is higher.	2,13	1,048
6.The manager has always been honest about me	2,83	1,201
7.Top management really does its job well.	2,57	1,137
8.There are opportunities for improvement in the institution	2,78	1,151

9.In my opinion, salaries in this company are higher than other companies.	2,22	1,024
10.Our colleagues are good	3,72	,938
11. Our client are reliable.	2,93	,968
12. My manager expresses her / his trust and praises us in return for a job well done.	3,01	1,194
13. my work gives a sense of accomplishment	3,49	1,067
14. The institution runs its business really well.	2,89	1,107
15. There are enough good jobs here for those who want to move forward.	2,70	1,085
16. The people I work with are really friendly.	3,45	1,048
17. My job is satisfying.	3,19	1,074
18. The staff of this institution receive good support from the management.	2,68	1,096
19.Our customers are very understanding	2,65	,935
20.Our customers are loyal	2,78	,955

1: Strongly Disagree - 5: Strongly Agree

Table. As seen in 6, when the expressions of the job satisfaction scale used in the research are evaluated; The highest-scoring statements say "I am doing something worth working at my job." (mean: 3.75) and "My job gives a sense of accomplishment" (mean: 3.49). The expressions with the lowest average score; "Compared to other companies doing the same job, my salary is higher." (mean: 2.22) and "In my opinion, salaries in this company are higher than other companies" (mean:2.13).

Table 7. Evaluating the Average Scores of the Expressions Regarding the Anxiety Scale

Expressions	**Mean**	**S.S.**
1. Numbness or tingling in any part of your body	,88	,936
2. Hot flashes	,93	,978
3.Weakness, tremors in the legs	,83	,933
4.Inability to relax	1,19	1,062
5.Fear that bad things will happen	1,14	1,026
6.Dizziness and lightheadedness	,74	,873
7.Heart palpitations	,82	,945
8.Sense of losing balance	,64	,832
9. Don't be terrified	,71	,922
10.Irritability	1,53	,923
11.The feeling of being drowned	,83	,963
12.Shaking hands	,51	,806
13.Vibrancy	,34	,686
14.Fear of losing control	,74	,917
15. Difficulty breathing	,58	,854
16. Fear of death	,78	,959
17.Don't be afraid	,91	,962
18. Indigestion or discomfort in the stomach	1,11	1,030
19.Faint	,21	,540
20.Flushing of the face	,67	,854
21.Sweating (not dependent on temperature)	,71	,885

0: None - 3: Seriously

When Table.7. Is examined, when the expressions of the anxiety scale used in the study are evaluated; The expressions with the highest score are "Nervousness." (mean: 1.53) and "not being able to relax" (mean: 1.19). The expressions with the lowest average score; It has been determined that there are "fainting" (mean: 0.21) and "shaking" (mean: 0.34) expressions

Table 8.Analysis of Job Satisfaction Scale According to Demographic Data (Starcture of Work,Promation,Wage)

Specifications			**Stracture of the work**		**Promation**		**Wage**	
		N	**Mean**	**S.S**	**Mean**	**S.S**	**Mean**	***S*.S**
Gender	Female	341	3,25	,807	2,56	,961	2,06	,959
	Male	142	3,34	,839	2,85	,975	2,44	,923
Test	Z		-,939		-2,952		-4,230	
	p*		,348		**,003*** **		**,000*** **	
Age range	20 age	6	3,54	,954	3,28	,905	2,58	1,021
	21-30 age	136	3,29	,844	2,71	,945	2,18	1,064
	31-40 age	141	3,31	,800	2,64	1,015	2,23	1,005
	41-50 age	123	3,25	,860	2,59	,995	2,05	,893
	51-60 age	69	3,20	,746	2,55	,948	2,18	,809
	61-70 age	8	3,44	,513	2,88	,396	2,63	,443
Test	χ^2		1,393		4,143		6,543	
	p**		,925		,529		,257	
Level education	Primary school	15	3,25	,866	3,11	1,059	2,37	,935
	High school	77	3,24	,837	2,66	,914	2,08	,894
	Undergraduate	80	3,41	,802	2,83	1,005	2,16	1,078
	Licance	183	3,20	,820	2,53	,969	2,17	,943
	Post graduate	128	3,34	,801	2,63	,964	2,21	,969
Test	χ^2		4,153		7,131		1,625	
	p**		,386		,129		,804	
Marital status	Married	265	3,27	,809	2,60	,998	2,18	,958
	Single	218	3,29	,828	2,70	,941	2,16	,972
Test	Z		-,245		-1,068		-,277	
	p*		,807		,285		,782	
Institution of Work	Public	203	3,18	,822	2,36	,972	1,88	,829
	Private sector	234	3,40	,812	2,85	,934	2,37	1,035
	Other	46	3,12	,743	2,88	,867	2,46	,795
Test	χ^2		10,764		31,753		33,643	
	p**		**,005*** **		**,000*** **		**,000*** **	
Sector	Health	201	3,29	,825	2,44	,978	1,95	,916
	Education	60	3,44	,823	2,88	,978	2,22	,908
	Finance	41	3,31	,756	2,72	1,010	2,35	1,091
	Textile	20	2,99	1,068	2,72	1,028	2,20	1,044
	Self employment	161	3,23	,780	2,79	,910	2,39	,947
Test	χ^2		5,075		14,868		22,731	
	p**		,280		**,005*** **		**,000*** **	
Income status	Very bad	11	3,36	1,080	2,67	1,022	1,55	,723
	Bad	109	3,17	,822	2,55	1,034	2,13	,997
	Midlde	258	3,24	,797	2,61	,965	2,09	,916
	Good	99	3,46	,803	2,82	,891	2,45	,987
	Very good	6	4,00	,652	2,89	1,311	2,92	1,114
Test	χ^2		12,676		5,139		18,145	
	p**		**,013*** **		,273		**,001*** **	

*Mann-Whitney U testi **Kruskal-Wallis testi *** p<0.05

When the job satisfaction scale is evaluated according to demographic data; There were statistically significant differences in promotion (p = 0.003) and wage (p = 0.000) sub-dimensions by gender (p <0.05). It has been determined that promotion and wage dimensions of men provide more job satisfaction than women.When the job satisfaction scale is evaluated according to working conditions and income status; According to the institution (p = 0.005) and income (p = 0.013) in the sub-dimension of the structure of the

work, the institution (p = 0.000) and the promotion sub-dimension according to the title (p = 0.005), the institution (p = 0.000), the title (There were statistically significant differences (p <0.05) in wage sub-dimensions according to p = 0.000) and income status (p = 0.001). As a result of binary comparisons between groups, it has been determined that the private sector is more important than other sectors, and the structure of the job is more important than other income groups compared to other income groups.It has been determined that the promotion dimension of private sector employees is more important than public employees in job satisfaction. In healthcare workers, it has been determined that the promotion dimension is less important than other sectors in job satisfaction. It has been determined that the wage dimension of private and other sector employees is more important than public employees and those with a very good income than other groups are more important in job satisfaction. In healthcare workers, it has been determined that the wage dimension is less important than other sectors in job satisfaction.

Table 9. Analysis of Job Satisfaction Scale According to Demographic Data- (Manager, Firm Policy, Customers, Colleagues)

Specifications		**Manager**			**Firm Policy**		**Customers**		**Colleagues**	
		N	**Mean**	**S.S**	**Mean**	**S.S**	**Mean**	**S.S**	**Ort**	**Mean**
Gender	Female	341	2,92	1,022	2,83	,936	2,73	,814	3,54	,952
	Male	142	3,03	1,051	2,99	,988	2,91	,822	3,67	,846
Test	Z		-,800		-1,631		-1,897		-1,247	
	p*		,424		,103		,058		,212	
Age	20 age	6	2,78	1,259	3,28	1,255	3,06	1,104	3,75	1,037
	21-30 age	136	3,02	1,111	2,89	,994	2,84	,908	3,65	1,013
	31-40 age	141	3,04	,995	2,90	,953	2,80	,772	3,66	,855
	41-50 age	123	2,92	1,044	2,84	,909	2,77	,805	3,54	,940
	51-60 age	69	2,71	,908	2,78	,987	2,66	,768	3,35	,850
	61-70 age	8	3,04	,744	3,04	,375	2,83	,471	3,50	,535
Test	χ^2		5,630		1,721		1,972		7,755	
	p**		,344		,886		,853		,170	
Level education	Primary school	15	2,87	1,082	3,11	1,029	3,22	,709	3,07	1,050
	High school	77	2,92	1,046	2,91	1,021	2,83	,779	3,55	,999
	Undergraduate	80	3,03	1,002	2,99	,971	2,94	,903	3,72	,961
	Licance	183	2,91	1,054	2,83	,946	2,69	,808	3,61	,885
	Post graduate	128	2,99	1,011	2,80	,905	2,76	,797	3,54	,879
Test	χ^2		,984		2,939		8,394		7,230	
	p**		,912		,568		,078		,124	
Marital status	Married	265	2,90	1,038	2,83	,957	2,72	,802	3,54	,895
	Single	218	3,02	1,020	2,93	,950	2,87	,835	3,64	,956
Test	Z		-1,106		-,878		-1,720		-1,309	
	p*		,269		,380		,085		,190	
Institution of Work	Public	203	2,80	1,104	2,61	1,000	2,64	,856	3,55	,949
	Private sector	234	3,12	,969	3,08	,882	2,91	,779	3,69	,861
	Other	46	2,80	,882	2,97	,828	2,81	,759	3,15	,999
Test	χ^2		10,319		28,565		11,459		12,304	
	p**		**,006*** **		**,000*** **		**,003*** **		**,002*** **	

Sector	Health	201	2,86	1,073	2,68	,961	2,67	,855	3,57	,933
	Education	60	3,18	1,124	3,07	,952	2,81	,873	3,67	,837
	Finance	41	2,98	1,023	3,15	,958	2,86	,745	3,67	,966
	Textile	20	2,68	,914	2,98	1,051	2,90	,758	3,23	1,019
	Self employment	161	3,01	,944	2,95	,897	2,89	,768	3,58	,919
Test	χ^2		6,949		14,876		5,573		3,221	
	p**		,139		**,005*** **		,233		,522	
Income status	Very bad	11	2,79	1,067	2,91	,870	3,00	1,011	3,68	1,079
	Bad	109	2,90	1,037	2,76	1,027	2,69	,841	3,49	,967
	Midlde	258	2,91	1,038	2,87	,942	2,76	,792	3,59	,911
	Good	99	3,12	,986	2,96	,884	2,89	,811	3,60	,897
	Very good	6	3,17	1,295	3,61	1,200	3,39	1,143	4,17	,753
Test	χ^2		3,820		4,311		5,282		3,890	
	p**		,431		,366		,260		,421	

*Mann-Whitney U testi**Kruskal-Wallis testi*** p<0.05

Table 9. When gender, age, marital status, educational status, manager, firm policy, customer and colleagues and job satisfaction scale and sub-dimensions are evaluated; There was no statistically significant difference between the two groups.. When the other sub-dimensions of the job satisfaction scale are evaluated according to working conditions and income status; It was statistically significant in the sub-dimensions of manager (p = 0.006), firm policy (p = 0.000), customers (p = 0.003) and colleagues (p = 0.002), and in the sub-dimension of firm policy (p = 0.005) according to the title. difference was detected (p <0.05). It has been determined that private sector employees are more important than other sectors in job satisfaction in the sub-dimensions of managers, firm policy, customers and colleagues. It has been determined that the sub-dimension of the company policy is less important in job satisfaction of healthcare workers compared to other employees.

Table 10.Assessment of Job Satisfaction Scale According to Pandemic Process Conditions (Promotion, Job Structure, Wage)

Specifications			**Stracture of the work**		**Promation**		**Wage**	
		N	**Mean**	**S.S**	**Mean**	**S.S**	**Mean**	**S.S**
Have you worked outside the home during the pandemic?	Never	140	3,32	,786	2,85	,893	2,33	,979
	Once ın a Month	18	3,71	,792	3,35	,973	2,78	1,032
	Once a Week	33	3,35	,785	2,76	1,106	2,44	,836
	Twice a Week	94	3,22	,757	2,36	,939	2,08	,954
	Everyday	198	3,22	,865	2,55	,964	2,01	,930
Test	Z		5,406		26,410		21,321	
	p*		,248		**,000*** **		**,000*** **	
Did you live with your family during the pandemic?	Yes	393	3,30	,808	2,70	,965	2,22	,945
	No	90	3,19	,852	2,39	,972	1,96	1,017
Test	Z		-,993		-2,782		-2,780	
	p*		,321		**,005*** **		**,005*** **	
Have you had contact with a COVID 19 (+) patient?	Yes	124	3,20	,803	2,34	,923	1,89	,958
	No	359	3,31	,821	2,75	,968	2,27	,947
Test	Z		-1,044		-4,043		-4,297	
	p*		,297		**,000*** **		**,000*** **	

If you were in contact, did you follow the isolation rules?	Yes	277	3,26	,829	2,58	,959	2,09	,997
	No	65	3,20	,794	2,79	,991	2,20	,896
Test	Z		-,240		-1,821		-1,178	
	p*		,810		,069		,239	
Have you had a PCR test?	Yes	130	3,18	,805	2,41	,962	1,99	,970
	No	353	3,31	,819	2,73	,964	2,24	,954
Test	Z		-1,630		-3,213		-2,854	
	p*		,103		**,001*** **		**,004*** **	
Have you had an adaptation problem during the quarantine process?	Yes	192	3,14	,827	2,47	,946	1,98	,896
	No	291	3,37	,799	2,76	,974	2,30	,987
Test	Z		-2,877		-3,208		-3,458	
	p*		**,004*** **		**,001*** **		**,001*** **	

*Mann-Whitney U testi **Kruskal-Wallis testi *** p<0.05

When the job satisfaction scale is evaluated according to the conditions of the pandemic process according to Table. 10, In the quarantine adjustment process, statistically significant differences were found in the dimension of the work structure according to the situation of having problems (p = 0.004). Working outside the home during the pandemic process (p = 0.000), living with the family during the pandemic process (p = 0.005), being in contact with Covid19 (+) (p = 0.000), having a PCR test (p = 0.001) and having problems in the quarantine adjustment process (p = 0.001), statistically significant differences were found in the promotion sub-dimension according to their status. Working outside the home during the pandemic process (p = 0.000), living with the family during the pandemic process (p = 0.005), being in contact with Covid19 (+) (p = 0.000), having a PCR test (p = 0.000) and having problems in the quarantine adaptation process (p = 0.001), statistically significant differences were found in the wage sub-dimension.It has been determined that those who do not have adaptation problems during the quarantine process are more important in job satisfaction. During the pandemic process, it has been determined that the promotion and wage dimensions of those who work outside the home once a month, those who live with their families, those who do not have covid19 (+) contact, those who do not have a PCR test, and those who do not have adaptation problems during the landing process are more important in job satisfaction.

Table 11.Assessment of Job Satisfaction Scale According to Pandemic Process Conditions (Manager, Company Policy, Customers, Colleagues)

Specifications		**Manager**			**Firm Policy**		**Customers**		**Colleagues**	
		N	**Mean**	**S.S**	**Mean**	**S.S**	**Mean**	**S.S**	**Mean**	**S.S**
Have you worked outside the home during the pandemic?	Never	140	3,05	,952	3,06	,839	2,86	,792	3,53	,971
	Once ın a Month	18	3,20	1,144	3,37	,963	3,11	,915	3,67	1,057
	Once a week	33	3,08	,975	3,02	1,067	2,89	,930	3,52	,939
	Twice a week	94	2,84	1,030	2,72	,903	2,72	,842	3,52	,860
	Everyday	198	2,90	1,081	2,75	1,000	2,71	,794	3,65	,906
Test	Z		3,481		15,114		6,044		2,742	
	p*		,481		**,004*** **		,196		,602	
Did you live with your family during the pandemic?	Yes	393	2,99	1,029	2,93	,940	2,83	,810	3,58	,919
	No	90	2,80	1,031	2,63	,982	2,59	,834	3,59	,948
Test	Z		-1,455		-2,523		-2,473		-,210	
	p*		,146		**,012*** **		**,013*** **		,834	
Have you had contact with a COVID 19 (+) patient?	Yes	124	2,81	1,095	2,57	,947	2,57	,833	3,62	,902
	No	359	3,00	1,005	2,98	,934	2,86	,803	3,57	,931
Test	Z		-1,460		-4,086		-3,136		-,404	

	p*		,144***		**,000***		**,002***		,686	
Ifyou were in contact, did you follow the isolation rules?	Yes	277	2,91	1,056	2,81	,952	2,73	,824	3,56	,931
	No	65	2,90	1,012	2,85	1,017	2,77	,746	3,58	,837
Test	Z		-,065		-,579		-,302		-,120	
	p*		,948		,563		,763		,905	
Have you had a PCR test?	Yes	130	2,85	1,047	2,64	,948	2,65	,796	3,62	,877
	No	353	2,99	1,023	2,96	,943	2,84	,823	3,57	,941
Test	Z		-1,203		-3,002		-2,544		-,478	
	p*		,229		**,003***		**,011***		,633	
Have you had an adaptation problem during the quarantine process?	Yes	192	2,81	1,067	2,73	,940	2,64	,852	3,50	,984
	No	291	3,04	,997	2,97	,952	2,88	,785	3,63	,878
Test	Z		-2,260		-2,550		-2,912		-1,355	
	p*		**,024***		**,011***		**,004***		,175	

*Mann-Whitney U testi **Kruskal-Wallis testi *** p<0.05

When the other sub-dimensions of the job satisfaction scale are evaluated according to the conditions of the pandemic process according to Table 11; A statistically significant difference was found in the sub-dimension of the manager in terms of being in contact with Covid19 (+) and compliance with the quarantine process. Working outside the home during the pandemic process (p = 0.004), living with the family during the pandemic process (p = 0.012), being in contact with Covid19 (+) (p = 0.003), having a PCR test (p = 0.001) and having problems in the quarantine adjustment process (p = 0.011), statistically significant differences were detected in the firm policy sub-dimension. Customers sub-dimension were statistically significant according to living with family (p = 0.013), being in contact with Covid19 (+) (p = 0.002), having PCR test (p = 0.011) and having problems in quarantine adaptation process (p = 0.004) during the pandemic process. differences have been identified. No statistically significant difference was found in the coworkers subscale (p> 0.05).
It has been determined that the manager sub-dimension of those who do not have adaptation problems during the quarantine process is more important in job satisfaction. During the pandemic process, it has been determined that the sub-dimensions of the company policy and customers are more important in job satisfaction, those who work outside the home once a month, those who live with their families, those who do not have covid19 (+) contact, those who do not have PCR tests, and those who do not have adaptation problems during the landing process.

Table 12.Analysis of the Beck Anxiety Inventory According to Demographic Data

Specifications		**Beck Anxiety**		
		N	**Mean**	**S.S**
Gender	Female	341	19,00	13,355
	Male	142	11,45	11,066
Test	Z		-6,237	
	p*		**,000*** **	
Age	20 age	6	9,17	9,326
	21-30 age	136	17,16	13,347
	31-40 age	141	16,49	13,462
	41-50 age	123	17,44	13,651
	51-60 age	69	16,58	12,149
	61-70 age	8	12,75	7,869
Test	χ^2		3,212	
	p**		,667	
Level education	Primary school	15	12,20	14,173
	High school	77	15,65	13,075
	Undergraduate	80	15,94	13,233
	Lisance	183	17,43	13,026
	Post graduate	128	17,60	13,301

Test	χ^2			5,509
	p**			,239
Mariteal status	Married	265	16,53	12,826
	Single	218	17,09	13,604
Test	Z			-,216
	p*			,829
Institution of Work	Public	203	19,15	13,947
	Private sector	234	14,72	12,438
	Other	46	16,80	11,690
Test	χ^2			12,559
	p**			**,002*** **
Sector	Health	201	19,53	13,666
	Education	60	16,02	13,075
	Finance	41	18,54	13,732
	Textile	20	17,50	11,623
	Self employment	161	13,10	11,781
Test	χ^2			24,637
	p**			**,000*** **
Incoma status	Wery bad	11	24,73	13,432
	Bad	109	17,91	13,237
	Middle	258	16,79	13,342
	Good	99	15,05	12,499
	Wery good	6	10,00	9,338
Test	χ^2			8,892
	p**			,064

*Mann-Whitney U testi **Kruskal-Wallis testi *** p<0.05

As seen in Table 12, when the anxiety scale is evaluated according to demographic data; A statistically significant difference was found in terms of gender by gender (p = 0.000). It has been found that women have higher anxiety levels than men.When the anxiety scale was evaluated according to working conditions; A statistically significant difference was found in terms of the institution (p = 0.002) and title (p = 0.000) (p <0.05). It has been determined that the burnout levels of public employees are higher than other sectors. The burnout of healthcare workers was found to be significantly higher than their education and other employees.

Table 13.Assessment of Beck Anxiety Scale According to Pandemic Process Conditions

Specifications		**Beck Anxiety**		
		N	**Mean**	**S.S**
Have you worked outside the home during the pandemic?	Never	140	16,37	13,793
	Once ın a Month	18	17,56	15,485
	Once ın a Week	33	13,70	11,599
	Twice a week	94	15,19	10,118
	Everyday	198	18,27	13,935
Test	Z			4,180
	p*			,382
Did you live with your family during the pandemic?	Yes	393	16,25	13,148
	No	90	19,11	13,096
Test	Z			-2,101
	p*			**,036*** **
Have you had contact with a COVID 19 (+) patient?	Yes	124	22,81	14,256
	No	359	14,70	12,116
Test	Z			-5,717
	p*			**,000*** **
Ifyou were in contact, did you follow the isolation rules?	Yes	277	18,84	13,689
	No	65	15,03	14,786
Test	Z			-2,521

	p*			**,012*** **
Have you had a PCR test?	Yes	130	19,45	14,243
	No	353	15,80	12,634
Test	Z			-2,494
	p*			**,013*** **
Have you had an adaptation problem during the quarantine process?	Yes	192	21,64	13,784
	No	291	13,57	11,716
Test	Z			-6,716
	p*			**,000*** **

*Mann-Whitney U testi **Kruskal-Wallis testi *** p<0.05

According to Table 13, when the anxiety scale is evaluated according to working conditions; Living with the family during the pandemic process (p = 0.036), being in contact with Covid19 (+) (p = 0.000), having a PCR test (p = 0.013), obeying the isolation rules (p = 0.012) and having problems in the quarantine adjustment process (p = 0.000)), a statistically significant difference was found (p <0.05). It was determined that those who did not live with their family, had covid19 (+) contact, did not comply with the isolation rules, had a PCR test and could not comply with the quarantine process, had higher anxiety levels.

Table 14. Assessing the Relationship Between, Job Satisfaction and Anxiety

	Structure of the Work	Promotion	Fee	Manager	Company Policy	Customer	Work friends	Anxiety
Structure of the Work	1,000							
Promotion	,622**	1,000						
Wage	,324**	,508**	1,000					
Manager	,637**	,646**	,352**	1,000				
Company Policy	,666**	,784**	,451**	,720**	1,000			
Customer	,562**	,484**	,310**	,431**	,490**	1,000		
Work friends	,467**	,260**	,108*	,402**	,316**	,342**	1,000	
Anxiety	-,233**	-,227**	-,212**	-,210**	-,228**	-,233**	-,214**	1,000

*p<0.05 **p<0.01

Variables were analyzed with significance tests and evaluated with Kolmogrov Smirnov and Shapiro-wilk tests, and data that did not conform to normal distribution were obtained. Since there is no normal distribution, Spearman correlation test was applied to determine the relationship between the scales. As can be seen in Table 14., the anxiety and job satisfaction sub-dimension are the structure of the job (r = -0.233), promotion (r = -0.227), wage (r = -0.212), manager (r = -0.210), firm policy (r = -0.228), customers (r = -0.233), and colleagues (r = -0.214), a statistically significant negative correlation was determined (p <0.01). It is evaluated that job satisfaction and its sub-dimensions will decrease when the anxiety level increases.

Result

In the pandemic, the changing life conditions have changed both their business life and their family and social lives. Threats or uncertainties in people's lives often cause anxiety. COVID-19 is also one of the new variables that life has brought, and modern humans have reached the peaks of incompetence in the face of this variable. This incapacity has increased employees' anxiety and reduced job satisfaction. In this study, the expressions that scored the highest in job satisfaction are the statements that I do something worth working in my job and my job gives a sense of accomplishment. The degree of job satisfaction and job-related factors are closely related. One of the most important factors affecting job satisfaction is wage. It is easier for employees

with sufficient wages to have job satisfaction. Here, in other companies with the lowest average, my salary is higher compared to those doing the same job, and in my opinion, the salaries in this company are higher than other companies. As can be seen here, in order to increase the efficiency and productivity of the employee, the employee must be in harmony with the job and the employee should receive sufficient wages for his work. During the pandemic period, the highest score on the anxiety scale was irritability and inability to relax, and the least symptoms were fainting and shaking. Adverse situations deeply affected individuals. Colleagues scored the most from job satisfaction sub-dimensions. Conflict friends are very important, especially in businesses with a lot of teamwork. The average of the acnsense scores is moderate.

When the job satisfaction scale is evaluated according to demographic data; Statistically significant differences were found in promotion and wage sub-dimensions by gender. Women attach importance to promotion and wage in providing job satisfaction compared to men. Statistically significant differences were determined in the sub-dimension of the structure of the work according to the institution and income status, the promotion sub-dimension according to the institution and title, and the wage sub-dimensions according to the institution, title and income status. For the private sector and high-income individuals, the structure of the job has been found to be effective in job satisfaction. When the other sub-dimensions of the job satisfaction scale are evaluated according to the demographic data; No statistically significant difference was found in the sub-dimensions of manager, firm policy, customers and colleagues according to demographic variables.

As a result of the binary comparisons between the groups, it has been determined that the private sector is more important than other sectors, and the structure of the job is more important than other income groups compared to other income groups. Private sector and freelancers stated that wages are important in job satisfaction. This result was expected because the wages of public employees were fixed. Wage is not an important factor in job satisfaction for those working in the health sector within the sectors, even if the wage for healthcare workers is low, they can do their job in the best way and become job satisfaction. In the pandemic world, people have been forced against isolation and quarantine practices. Statistical differences have been identified between compliance with quarantine practices and the structure of the work. Because quarantine practices upset the way the work is done, working conditions and working order. As for promotion, which is the sub-dimension of job satisfaction, statistically significant differences were found in working outside the home, living with the family, being in contact with covid-19 patients, having a PCR test, experiencing disharmony during quarantine and staying at home.

In short, it has been determined that those who do not have adaptation problems during the stay at home and quarantine process are more important in job satisfaction. During the pandemic process, it has been determined that the promotion and wage dimensions of those who work outside the home once a month, those who live with their families, those who do not have covid19 (+) contact, those who do not have a PCR test, and those who do not have adaptation problems during the landing process are more important in job satisfaction.

When the other sub-dimensions of the job satisfaction scale are evaluated according to the demographic data; No statistically significant difference was found in the sub-dimensions of manager, firm policy, customers and colleagues according to demographic variables. When the anxiety scale is evaluated according to demographic data; A statistically significant difference was determined in terms of gender by gender. The anxiety level of men was found to be lower than women. In the study conducted by Polat and Çoşkun (2020), the "DASS-21 anxiety score" of healthcare workers was found to be statistically significantly higher. When the anxiety levels were examined, it was found that 22.7% of them were very advanced, and their anxiety and stress scores were found to be significantly higher than men [9]. Özdin and Bayrak Özdin (2020), the rate of anxiety in the society in his study in Turkey found to be 41%. Those with high anxiety are women, those living in the city, and those with chronic and psychological illnesses. The study overlaps with the literature [47].

When the anxiety scale was evaluated according to working conditions; A statistically significant difference was found in terms of the institution and title. When the anxiety scale was evaluated according to working conditions; During the pandemic process, a statistically significant difference was found in terms of living with the family, being in contact, having a PCR test, complying with the isolation rules and having problems in the quarantine adaptation process. It was determined that those who did not live with their family, had covid19 (+) contact, did not comply with the isolation rules, had a PCR test and could not comply with the quarantine process, had higher anxiety levels. In the study conducted by Kullu and Özsoy (2021), it was found that non-health workers had higher state anxiety levels and health anxiety after corona virus [48]. In this period, important duties fall on businesses. If they can spend the pandemic period, which is a very difficult period for individuals with less stress and anxiety, they can achieve job satisfaction and be useful for their business.

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Author Profile

Dr. NurgülERDAL

1992 Istanbul University Florence Nigthingale Nursing Faculty Graduate, 2010 Beykent University Hospital and Health Institutions Business Administration Graduate, 2020 Beykent University Business Administration Doctorate Graduate. 1993-2020 worked at Istanbul University - Cerrahpaşa Cerrahpaşa Medical Faculty Hospital / TURKEY

Güneş ÇEVİK AKKUŞ

2008 Halic University Nursing Faculty Graduate,2013Okan Universityhealth management graduate, 2021 continue Okan Unıversity Nursing Doctorate. 2011- working Istanbul University- Cerrahpaşa Cerrahpaşa Medical Faculty Hospital / TURKEY

Dilara BAKIN

2008 Halic University Nursing Faculty Graduate,2011Halic University nursing graduate, 2021 continue Okan Unıversity Nursing Doctorate. 2014- working Işık University Health Services Vocational School /TURKEY