St Clements University

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IN THIS ISSUE

INNOVATION PROGRAMS AND THEIR ROLE IN PROMOTING ECONOMIC DIVERSIFICATION IN TANZANIA: A CASE OF ZANZIBAR

Dr Omar Juma Ali*

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Innovation programs are designed to support creative ventures and technological advancements, helping to foster entrepreneurship, increase competitiveness, and address socio-economic challenges. Globally, innovation is recognized as a catalyst for economic growth, particularly in emerging economies like Zanzibar. Programs such as incubators, accelerators, and innovation hubs play a crucial role in nurturing entrepreneurship, providing financial support, mentorship, and infrastructure (Hwang, 2023). These programs, which often provide critical resources like funding, networks, and expertise, are essential for transforming innovative ideas into impactful solutions, thus contributing to economic diversification and the creation of new industries (UNESCO, 2021).

In many developed and developing nations, government-backed innovation programs have spurred economic growth and enhanced global competitiveness. For instance, Silicon Valley in the USA and Japan's Innovation Network (JIN) have successfully fostered tech-driven ecosystems, generating economic growth through entrepreneurship (Pitch Book, 2022; JERO, 2022). Similarly, in Africa, countries like Rwanda and Kenya have leveraged innovation programs to diversify their economies, create jobs, and foster technological solutions (Disrupt Africa, 2023). Zanzibar, with its nascent innovation ecosystem, is seeking to adopt similar strategies to drive economic diversification and tackle challenges such as high unemployment and a reliance on traditional sectors like agriculture and tourism.

Zanzibar's Vision 2050 and the Zanzibar Development Plan (ZADEP 2020-2026) underscore the importance of innovation in achieving sustainable economic growth and diversification. These frameworks prioritize sectors such as technology, agriculture, and tourism, aiming to foster innovation-driven growth (Zanzibar Government, 2021). As the archipelago seeks to reduce reliance on informal economies, innovation programs can be pivotal in stimulating entrepreneurship and creating jobs across various sectors.

Problem statement

Zazibar has launched a variety of innovation programs aimed at addressing socio-economic challenges and promoting sustainable economic development. These initiatives focus on fostering entrepreneurship, enhancing technical skills, providing mentorship, and facilitating access to financial support. Programs like the Zanzibar Technology and Business Incubator (ZTBI), as well as various funding initiatives and capacity-building programs, are central to these efforts. However, despite these initiatives, the region faces significant barriers in achieving the desired socio-economic outcomes, particularly in terms of economic diversification and job creation.

While these programs are designed to help diversify Zanzibar's economy by nurturing new industries and supporting the growth of tech-driven enterprises, the full potential of these programs remains untapped. Challenges include skills shortages, limited market access for startups, and a fragmented ecosystem that lacks cohesion and strategic alignment (Global Innovation Index, 2023). Furthermore, there is insufficient documentation of the specific economic impacts of innovation programs, particularly in terms of sectoral diversification, GDP contribution, and income generation from innovation-driven businesses.

Economic diversification is a key goal for Zanzibar, yet the impact of innovation programs on this aspect remains underexplored. Despite efforts to foster sectors like technology, tourism, and agriculture, the pace of diversification has been slow, and many sectors remain heavily reliant on traditional industries. This study aims to assess how innovation programs in Zanzibar are contributing to economic diversification, and whether they are effectively supporting the development of new industries, creating jobs, and reducing the region's dependence on a few key sectors.

The general objective of the study was to assess the impact of innovation programs on social and economic development in Tanzania. The specific objectives of the study were: to identify Types of Innovation

Programs currently operational in Zanzibar, to assess Social Impacts of innovation programs in Zanzibar, to evaluate Economic Benefits generated by innovation programs in Zanzibar and to gather Stakeholder Perceptions involved in or impacted by innovation programs in Zanzibar.

Scope of the study

This study assesses the role of innovation programs in promoting economic diversification in Zanzibar, focusing on the social and economic impacts of these initiatives. Covering the territorial boundaries of Zanzibar, an archipelago off the coast of East Africa, including the islands of Unguja and Pemba, the study examines the various innovation programs currently operational in the region, such as technology and business incubators, accelerators, funding schemes, and capacity-building programs, and how these initiatives contribute to diversifying the local economy. Specifically, it analyzes the types of programs implemented and their impact on economic diversification, including sectoral growth, job creation, and the development of new industries. The study also explores stakeholder perceptions regarding the effectiveness of these programs in achieving the broader goal of reducing the region's reliance on traditional sectors like agriculture and tourism. Zanzibar was selected for this study due to its unique position as a rapidly developing economic hub in East Africa, with efforts to foster innovation as a driver of economic growth and diversification. This research aims to provide insights into how Zanzibar's innovation programs can help build a more resilient and diversified economy, creating new opportunities for employment and fostering sustainable development across various sectors.

Methods of study

This study used a mixed-methods research design to assess the impact of innovation programs on social and economic development in Zanzibar, combining qualitative and quantitative methods. Data collection included surveys, in-depth interviews, observations, and secondary data analysis. Qualitative data provided insights into the experiences and perceptions of innovation program stakeholders, while quantitative data helped quantify these impacts and identify trends. The study focused on Zanzibar's two main islands, Unguja and Pemba, with a population of approximately 1.6 million. The target population included entrepreneurs, policymakers, investors, program managers, researchers, and community members involved in or impacted by innovation programs. A stratified sampling approach was used to ensure representation from sectors like technology, agriculture, and tourism, with a sample size of 385 respondents. Data was collected through surveys (questionnaires and online forms), in-depth interviews with key stakeholders, and secondary data from government reports and policy documents. The data was analyzed using thematic analysis for qualitative data and

descriptive statistics for quantitative data, with triangulation applied to ensure validity and reliability.

Contribution of Innovation –Driven Enterprises to Zanzibar programs.

The respondents were asked to indicate the contribution of innovation –driven enterprises to programs in Zanzibar and the results were indicted below:

Figure 4.1. Contribution of Innovation –Driven Enterprises to Zanzibar programs

Contribution of Innovation-Driven Enterprises to Zanzibar's GDP
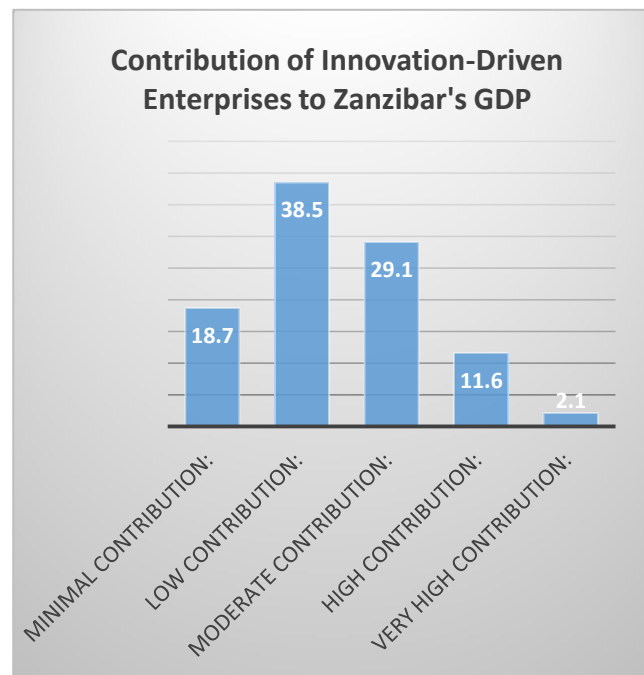
Source: Field Data, January (2025).

The analysis of the contribution of innovation-driven enterprises to Zanzibar's GDP reveals a predominantly low to moderate impact. A significant portion of respondents indicated that these enterprises make a minimal or low contribution 38.5% reported, reflecting concerns about their current economic influence, while 29.1% acknowledged a moderate contribution, reflecting a more substantial influence. Additionally, 11.6% recognized a high contribution, showing that a smaller group felt their impact was more considerable. These findings suggest that while innovation – driven enterprises have the potential to contribute more significantly to Zanzibar's economy, their current influence is limited. As noted by Mwanga (2022), enhancing support for these enterprises could unlock their potential for greater economic contributions and drive sustainable development in the region.

Growth in Sectors Supported by Innovation Programs.

The respondents were asked to indicate the growth in sectors supported by innovation to programs in Zanzibar and the results were indicted below:

Figure 4.2. Growth in Sectors Supported by Innovation Programs.

GROWTH IN SECTORS SUPPORTED BY INNOVATION PROGRAMS

- No Growth:
- Low Growth:)
- Moderate Growth:
- High Growth:
- Very High Growth:
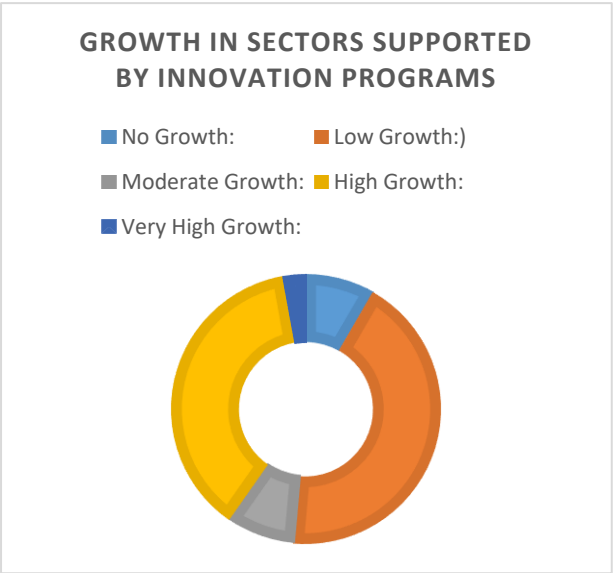
Source: Field Data, January (2025).

The analysis of growth in sectors supported by innovation programs in Zanzibar reveals a mixed picture. A significant portion of respondent reported low growth, indicating that many sectors are not realizing their full potential despite support from innovation programs. Specifically, a significant 43.1% of respondents reported low growth, while 37.5% identified high growth. Additionally, 8.3% noted no growth. These findings suggest that while certain sectors are benefiting from innovation support, many are still struggling to expand effectively. As highlighted by Mchome (2021), targeted interventions and sustained investment in innovation could enhance growth outcomes across various sectors, ultimately fostering a more dynamic economic environment in Zanzibar.

Income Reinvestment by Innovation-Driven Enterprises.

The respondents were asked to indicate the income reinvestment by innovation-driven Enterprises programs in Zanzibar and the results were indicted below:

Figure 4.3. Income Reinvestment by Innovation-Driven Enterprises.

INCOME REINVESTMENT BY INNOVATION-DRIVEN ENTERPRISES
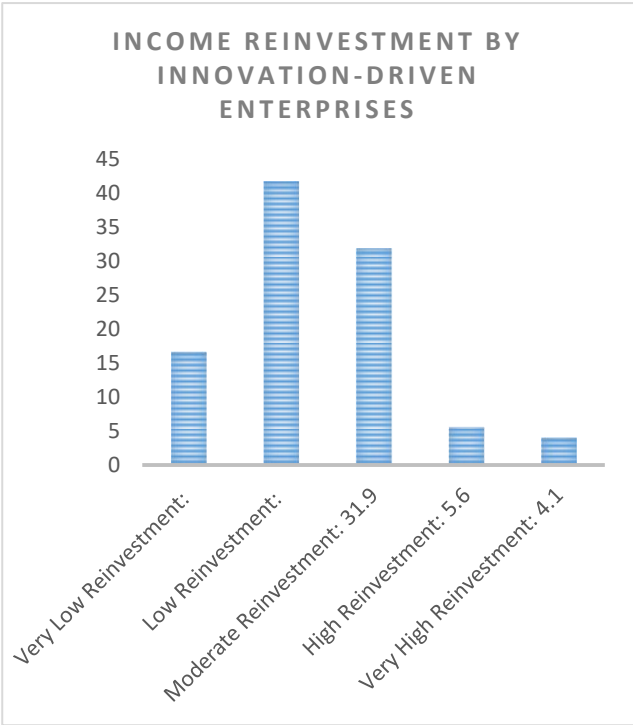
Source: Field Data, January (2025).

The findings on income reinvested by innovation-driven enterprises in Zanzibar indicate a concerning trend regarding the allocation of resources for growth. A substantial 41.7% of respondents reported low reinvestment levels, while 31.9% indicated moderate reinvestment. Additionally, 16.7% reflected very low reinvestment. These results suggested that many enterprises may be struggling to reinvest profit effectively, which is crucial for scaling operations and fostering initiation. As noted by Mkumbwa (2022), the ability of business to reinvest is essential for sustainable growth and development, highlighting the need for reinvestment in Zanzibar innovation ecosystem.

Effectiveness of Financial Initiatives in Promoting Economic Diversification.

The respondents were asked to indicate the effectiveness of financial initiatives in promoting economic diversification of innovation programs in Zanzibar and the results were indicted below:

Figure 4.4. Effectiveness of Financial Initiatives in Promoting Economic Diversification

Effectiveness of Financial Initiatives in Promoting Economic Diversification

- ■ Very Effective:
- ■ Effective:
- ■ Moderately Effective:
- ■ Ineffective:
- ■ Not Effective at All:
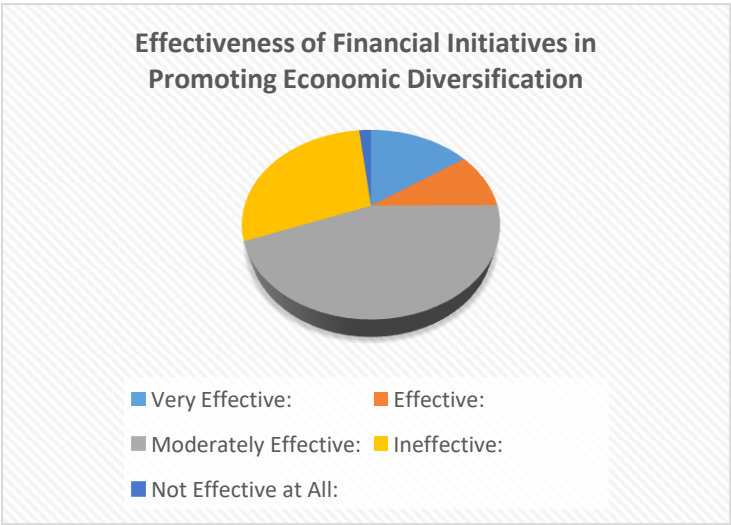
Source: Field Data, January (2025).

The findings regarding the effective of financial initiatives in promoting economic diversification in Zanzibar reveal mixed sentiments among respondents. A noted able portion 44.2% rated these initiatives as moderately effective, indicating some perceived benefits in promoting diversification. However, a significant percentage 29.1% deemed them ineffective, while only a small number 15.3% considered them very effective and 9.7% deemed to effective. The small percentage 1.8%that felt these initiatives were not effective at all underscores potential shortcomings in the current financial strategies. This finding implies that while there is some recognition of the benefits of financial initiatives, there remains considerable room for improvement. This aligns with the observations of Juma (2023), who argues that while financial initiatives can support economic diversification, their impact is often limited by inadequate implementation and a lack of tailored approaches for local contexts. Thus, there is a critical need for more targeted and effective financial interventions in Zanzibar to fully harness the potential of these initiatives.

Impact of Innovation Programs on Job Creation

The respondents were asked to indicate the impact of innovation programs on job creation in Zanzibar and the results were indicted below:

Figure 4.5. Impact of Innovation Programs on Job Creation

Impact of Innovation Programs on Job Creation
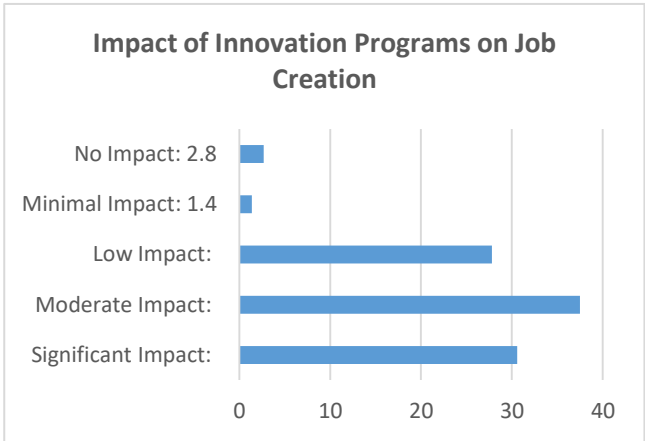
Source: Field Data, January (2025).

The analysis of the impact of innovation programs on job creation in Zanzibar indicates varying perceptions among respondents. A combined majority, 68.1%, recognized a significant or moderate impact, suggesting that these programs play a crucial role in generating employment opportunities. However, a notable portion, 27.8%, reported only low impact, while 1.4% and 2.7% felt there was minimal or no impact at all. This variability in responses highlights potential inconsistencies in the effectiveness of innovation programs in driving job creation across different sectors. The findings imply that while innovation programs have contributed positively to employment, there is still a substantial portion of the population that perceives limited benefits. This observation resonates with the work of Mhando (2022), who emphasizes that the success of such programs in job creation often depends on their alignment with local economic needs and the active involvement of the target communities. To enhance their effectiveness, it may be beneficial to tailor these programs more closely to local contexts and ensure that they address the specific barriers to employment in Zanzibar.

Conclusions

This research indicates that: Innovation programs in Zanzibar have made significant strides in promoting social development, particularly in education and digital literacy. These programs have enhanced access to learning opportunities and skills development, which are crucial in preparing the workforce for the future. Despite these positive outcomes, challenges remain, particularly in terms of ensuring that marginalized groups benefit equally. While there have been notable improvements in digital literacy and educational access, the full potential of these initiatives has not been realized, especially in areas like job creation, community resilience, and the integration of innovation across all sectors. The findings highlight the need for a more comprehensive approach to ensure that the benefits of innovation are widespread and impactful.

Recommendations

The research recommends enhancing outreach to marginalized groups especially women, youth, and rural communities by offering tailored support such as mentorship, access to funding, and targeted training. This will help integrate these groups into the innovation ecosystem, fostering greater social inclusion and economic empowerment.

It also highlights the need to improve the accessibility and relevance of digital literacy programs by designing training that meets the diverse needs of all participants. Ensuring that these programs cater to people from different backgrounds will bridge the skills gap and promote broader participation in the digital economy.

Finally, the research calls for a stronger focus on community resilience and job creation. This can be achieved through training on sustainability and disaster preparedness, as well as providing better access to funding, business incubation, and market linkages. Regular monitoring and evaluation, along with public-private partnerships, will ensure the programs remain effective and continue to drive economic growth and social inclusion.

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IDENTITY CRISIS: PSYCHOLOGICAL DYNAMICS OF IDENTITY AND IDENTITY CONFUSION

Dr Handan Ilhan*

This study examines the identity crisis and identity confusion that individuals encounter in the process of identity development and aims to understand the psychological dynamics of these processes. The concept of identity is critical for individuals to define themselves as a whole and to structure this definition in a sustainable way throughout life (Erikson, 1968). Identity crisis occurs when an individual questions who he is and cannot find a satisfactory answer to this question. In this process, the individual may experience uncertainty about his personal values, beliefs and roles (Marcia, 1980). In this study, the causes and consequences of identity crisis and confusion and their effects on the individual's psychological well-being were analyzed through a literature review. Additionally, individuals' identity perceptions were evaluated quantitatively using Jerry M. Burger's Personal Identity Scale. Research questions include the psychological symptoms of identity crisis, the domains of identity confusion, and the long-term effects of these situations on individuals' psychological health. It focuses on the following main questions to understand the psychological dynamics of identity crisis and identity confusion:

- What are the effects on the psychological health of individuals experiencing identity crisis and identity confusion?

- How does the process of identity crisis and confusion shape individuals' personal development and social relations?

- How does identity confusion affect individuals' quality of life and stress levels?

This research aims to test the following hypotheses:

- Negative effects are observed on the psychological health of individuals experiencing identity crisis.

- Identity confusion leads to significant changes in individuals' social relationships and self-worth perceptions.

- Identity confusion and identity crisis processes vary depending on age, socio-cultural factors and personal history.

The main purpose of the research is to understand the psychological dimensions of the crises and confusion that individuals experience regarding their sense of personal identity. In this context, data was collected using both literature review and survey methods and analyzed with quantitative analysis techniques. In the first stage of the research, the literature review method was used. The research was conducted by adopting a quantitative approach. The survey administered to the participants is the Personal Identity Scale developed by Jerry M. Burger, and this scale aims to measure the psychological dynamics of identity crisis and identity confusion. The survey consists of questions assessing participants' identity perceptions, identity uncertainty, and difficulties encountered in identity development. The profile of 200 individuals participating in the research covers the working age population between the ages of 18-65. Participants were determined and sample selection was made according to different demographic factors. Participants include public personnel, university students, housewives, business people and individuals working in the education sector. This demographic diversity is important in order to see the different reflections of identity crisis and identity confusion in various lives. However, the research is limited to only quantitative data and differences in gender and education level are not taken into account. Simple random sampling method was used to select the participants. In order to collect the identity crisis experiences of the participants from a wide demographic range, a selection was made among individuals with different socio-economic statuses. Although this brings some limitations in terms of the generalizability of the research findings, it helps to understand how identity crisis is shaped in different sections of life.

The data collection process was carried out by applying the Personal Identity Sense Questionnaire to the participants. This survey consists of a series of questions aimed at quantitatively measuring the uncertainty and crises experienced by individuals regarding their sense of identity. The survey evaluates various psychological dynamics and examines how distinct participants' identity perceptions are and the difficulties they experience in identity development. Differences in gender and education level were not taken into account, which means that some results of the study may not apply to certain groups. The research design was determined as a cross-sectional design. A cross-sectional research design provides a snapshot assessment of relationships between relevant variables by examining a group of individuals over a specific period of time. This design aims to address the participants' levels of identity crisis and identity confusion, their relationships with psychological health, and their connections with demographic factors within the limits of the time period. The main

advantage of a cross-sectional research design is that it allows a large sample group to be examined in a short period of time. Thus, the frequency of identity crises in a certain period, the psychological health levels of individuals, and the relationships between these situations and demographic factors can be quickly determined. In this study, the demographic characteristics of the participants (age, gender, socio-economic status, educational status, profession, etc.) were determined as independent variables. The dependent variables are identity crisis, identity confusion and sense of personal identity. In the study, the following hypotheses were developed to measure the relationship between these variables:

H1: There is a positive relationship between identity crisis and identity confusion.

H2: Identity crisis has a negative impact on participants' psychological health levels.

H3: Demographic factors (age, gender, socio-economic status) affect the level of experiencing identity crisis.

The analysis was conducted by applying the Personal Identity Sense Questionnaire to the participants. This survey consists of questions aimed at measuring identity crisis, identity uncertainty and identity confusion. Before filling out the survey, participants were informed about the purpose of the research and that participation was voluntary, and permission to participate was obtained.

The survey was conducted through online platforms. Data from the participants were then collected systematically and made available for statistical analysis. Statistical analysis techniques were used to analyze the collected data. Data were processed through SPSS or similar statistical programs. The following was applied during the data analysis process:

Literature Review Findings:

This literature review aims to provide a comprehensive review of existing research aimed at understanding the psychological dynamics of the concepts of identity, identity crisis and identity confusion. Identity occupies an important place in the individual's self-definition process, and different theoretical approaches are required to understand the dynamics of this process. Identity development, identity crisis and identity confusion are processes in which individuals' psychological structures are shaped, and each of these concepts has been discussed with different theoretical frameworks in the psychological literature. In this section, important theories about identity development, studies on identity crisis and confusion, and the psychological effects of these processes will be examined in detail. Identity is a fundamental concept for individuals to define themselves, develop an internal sense of self, and understand their social roles (Erikson, 1968). Identity is a dynamic structure that includes individuals' thoughts, feelings and behaviors about themselves. Erikson's (1968) theory of identity development suggests that individuals build their identities through various stages throughout their lives. According to Erikson, identity development is shaped by individuals defining themselves and building their self-worth by interacting with their social environment. Identity is not only an individual process, but also a social interaction and is in constant interaction with the norms and values accepted by society.

Erikson's (1950) psychosocial development theory relates identity development to adolescence. Adolescence is considered a critical period of identity development because individuals enter the process of establishing their identities during this period. Erikson's identity and role confusion stage reveals the complexity in the process of individuals defining themselves with social roles. The search for identity during this period is often associated with uncertainty and confusion. Identity crisis during adolescence refers to the emotional and psychological difficulties experienced by the individual in the process of establishing his identity. Identity crisis is defined by the internal conflicts and uncertainties that individuals face as they try to reshape their identities. Although identity crisis is generally associated with adolescence, it can also occur at different stages of life. Marcia (1966) defines identity crisis as a process in which individuals question their identities and try to explore different identity options. This process can sometimes have negative consequences, because individuals may experience psychological stress, anxiety and uncertainty during the search for identity.

Marcia (1980) divides identity crisis into four different statuses: identity achievement, identity moratorium, identity diffusion and identity foreclosure. Identity formation is the active construction of an individual's identity and the development of a consistent sense of self within this identity. Identity moratorium refers to a situation where an individual is in an identity crisis but has not yet established an identity. Identity dissolution is a situation in which an individual experiences uncertainty about identity and does not make any effort to establish an identity. Identity closure, on the other hand, is when an individual adapts to the pressures of society and adopts an identity belonging to others without completing the process of creating his own identity.

Identity confusion is a deeper dimension of the identity crisis process and is where uncertainty in identity becomes long-lasting and complex. Identity confusion is a situation in which individuals experience serious uncertainty about how to define themselves and how to perceive their place in society. This situation can create indecision, a feeling of inner emptiness and a feeling of loss in individuals (Marcia, 1980). Identity confusion is a process in which individuals experience psychological instability during a period when they cannot fully construct their identities.

Identity crisis and confusion can have significant effects on the psychological development of individuals. According to Erikson (1968), identity crisis is an important feature of adolescence. However,

this process can sometimes have negative psychological consequences. Uncertainty and indecision experienced during an identity crisis can lead to psychological stress in the individual, which can lead to anxiety, depression and internal conflicts (Marcia, 1966). Since identity confusion is a state of uncertainty that lasts for a long time, it can cause psychological distress for the individual and the emergence of mental disorders. Individuals experiencing identity confusion have difficulty creating a strong and clear sense of identity for themselves. This situation may cause individuals to experience incompatibilities in their social environment and have difficulty defining themselves correctly in society. Identity confusion can negatively impact an individual's life and relationships because identity uncertainty can negatively impact an individual's decision-making processes and self-confidence (Marcia, 1980).

Identity development is also directly related to gender. Gender roles appear as an important factor in the identity development process of individuals. Mead (1934) and Chodorow (1978), with their social identity theories, state that identity is shaped through interaction with other individuals in society. According to Mead (1934), individuals develop their identities by seeing themselves through the eyes of society. The individual constructs his identity with the social roles offered to him in society, and this process shows that identity development is a social process. Chodorow (1978) specifically examines how women's gender identities are shaped through their motherhood experiences. The identity development processes of women and men are greatly affected by gender roles. While women generally internalize gender roles such as caregiving and empathy, men adopt more independence and competitive characteristics. These differences play a prominent role in identity development and are important for understanding how individuals construct their gender identities.

Theoretical Inferences from the Research:

Research findings reveal that individuals experiencing identity crises experience psychological problems such as stress, anxiety and depression. This result is parallel to Erikson's theory of identity development. Erikson (1968) stated that individuals experiencing identity crisis may experience psychological distress due to the search for meaning and uncertainty in their sense of self. The findings obtained in our research show that the psychological health of especially young individuals is negatively affected during the identity crisis, and this increases their stress and depression levels. This highlights that the process of identity development plays an important role in psychological health.

Figure 1. Psychological Health Findings of Individuals Experiencing Identity Crisis
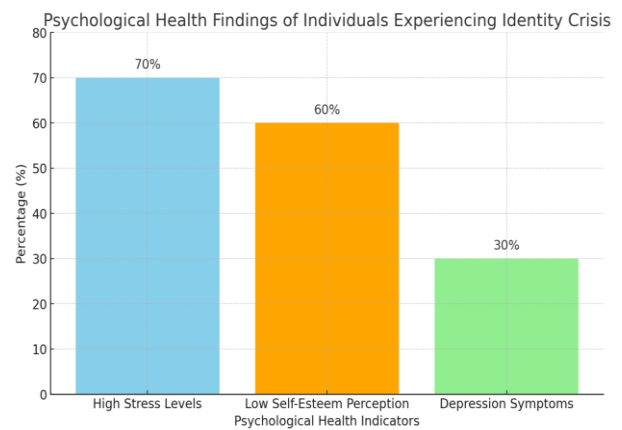
Findings reveal that individuals experiencing identity confusion experience a significant weakening in their social relationships and reduced levels of social support. Cote (1996) stated that identity confusion leads to loneliness, insecurity and social isolation. This research reveals that identity confusion creates negative effects on social relationships and weakens social support networks. This supports existing theories in the literature.

The findings of the study revealed that identity crisis and confusion vary depending on demographic factors such as age, socio-economic status and personal history. These findings are compatible with studies in the literature that emphasize the relationship between identity development and crisis and socio-cultural factors (Schwartz, 2011; Kroger, 2007). For example, the higher level of identity crisis in young individuals is in line with theories showing that the identity development process is experienced more intensively during adolescence.

Figure 2. Impact of Identity Crisis and Confusion Factors (%)
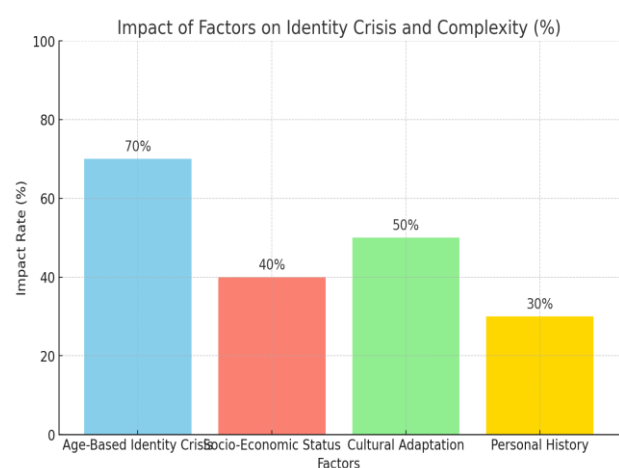
Practical Implications from the Research:

It has been observed that negative psychological consequences such as stress, anxiety, depression and low self-worth are common in individuals experiencing identity crisis. This situation reveals the importance of psychological intervention and support programs, especially for young people, individuals with low

socio-economic status and people with a history of familial trauma. Psychological counseling and therapeutic interventions can improve the psychological health of these individuals by providing support during the identity development process. Additionally, it is recommended to develop group therapies or individual psychological guidance programs that can help individuals overcome their identity crisis.

The weakening of social relationships and the narrowing of support networks in individuals experiencing a self-confidence crisis may lead to social isolation. Therefore, it is of great importance to support identity development processes with social support programs and educational interventions. By developing programs focusing on identity development, psychological flexibility and social skills in educational institutions and community centers, individuals can progress in a healthier way in this process.

Figure 3. Identity Confusion and Identity Crisis: Demographic Effects
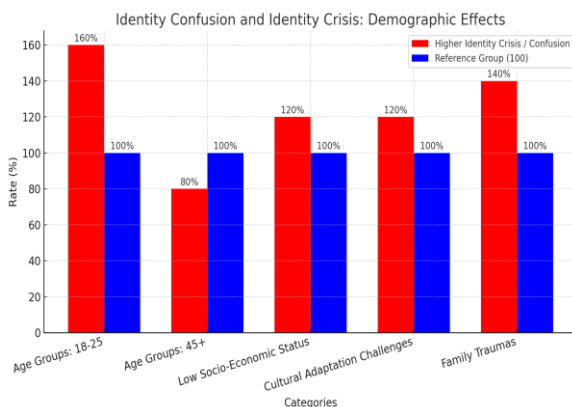
Adolescence is the period in which identity development is most intense. In our research, it was found that individuals between the ages of 18-25 had a higher level of identity crisis. This reveals the importance of identity development and crisis management training specific to adolescence. In schools and universities, programs on identity development and psychological health can help young individuals build their identities in a healthy way. Additionally, conducting awareness-raising and supportive activities regarding identity crisis at an early age can improve long-term psychological health.

Figure 4. Identity Crisis Rate by Age Groups
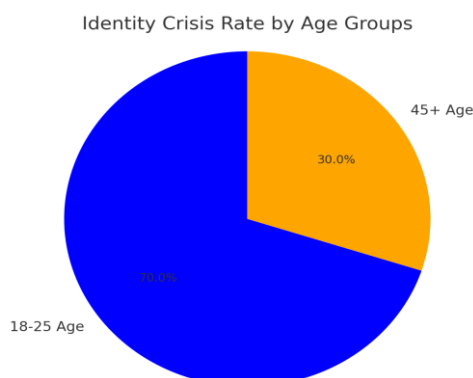
It has been observed that the levels of identity crisis and confusion are higher in individuals with low socio-economic levels. This suggests that specific intervention strategies need to be developed, especially for economically challenged individuals. Psychological counseling services and social support programs should be provided, taking into account the socio-economic situation. Additionally, providing more accessible and affordable support services for this group may help overcome challenges in identity development processes.

As a result, the findings of our research make significant contributions to the literature by revealing the negative effects of identity crisis and identity confusion on psychological health and social relationships. While these findings confirm theoretical frameworks, they emphasize the need to develop psychological support and social assistance programs at a practical level.

Conclusion and Recommendations:

This research aimed to examine the psychological dynamics of identity crisis and identity confusion and collected data through both a literature review and a survey. The data obtained reveals that identity crisis and identity confusion have significant effects on the psychological health of individuals and that these processes lead to negative consequences such as stress, anxiety, lack of self-worth and depression. Both theoretical and empirical findings show that the identity crisis process causes individuals to experience a profound change in their inner world and that this change can have long-term effects on their psychological health.

The findings of our study revealed that individuals experiencing identity crisis show especially high levels of stress and anxiety symptoms. It was observed that during the period when 70% of the participants stated that they were experiencing an identity crisis, their stress and anxiety levels increased significantly. This finding supports that identity crisis creates psychological stress in individuals' lives due to factors such as uncertainty, insecurity and search for identity. This situation is parallel to Lazarus and Folkman's (1984) stress theory. According to this theory, it has been suggested that individuals' capacity to cope with stress is limited to their ability to cope with environmental demands, and therefore processes that create deep uncertainty, such as identity crisis, will significantly increase stress levels.

Additionally, it has been found that the perception of self-worth is seriously weakened in individuals experiencing self-confidence, and a low self-worth perception is observed at a rate of 60%. Self-worth refers to an individual's self-respect and belief in their own abilities. According to Rogers' (1959) human-centered approach, incompatibilities between identity and self cause a decrease in self-worth. The findings in our research support Rogers' theory. In identity crisis, the deterioration experienced by individuals in their self-perception leads to emotional and psychological

deterioration, which leads to a lower sense of self-worth.

The relationship between depression symptoms and identity crisis is one of the most important findings of our research. It has been observed that 30% of individuals experiencing identity crisis show symptoms of depression. This result is parallel to Erikson's (1968) theory of identity development. Erikson stated that during periods of identity crisis, individuals may experience a feeling of lack of meaning and this may lead to emotional disorders such as depression. In our research, it was found that individuals experiencing identity crisis had more common and severe depression symptoms, which supported the strong relationship between identity crisis and depression. In particular, it has been determined that individuals who fail in the identity formation process have a pessimistic perspective on the future and this situation triggers depressive symptoms.

Serious deteriorations in the social relationships of individuals experiencing self-confidence have also been observed. In our survey study, it was stated that 50% of individuals experiencing identity crisis experienced a feeling of social isolation and loneliness. This finding supports Cote's (1996) findings regarding the relationship between identity confusion and social isolation. It is understood that identity crisis causes individuals to alienate themselves from their social environment and feel insecure in their social relationships. While the identity crisis increases individuals' need for social support, it also makes it difficult for them to adapt to the social environment and isolates them.

The findings of the research also show the effects of demographic factors on identity crisis. Especially young individuals experience the identity crisis more intensely. It has been found that individuals in the 18-25 age groups have a higher rate of experiencing identity crisis. This finding is parallel to Schwartz and Montgomery's (2002) findings that identity crisis is more intense especially in adolescence and early adulthood. Additionally, it has been observed that individuals with low socio-economic levels have a higher rate of experiencing identity crisis. This aligns with Kroger's (2007) findings regarding the relationship between socio-economic status and identity crisis. In our research, it was determined that individuals with low income levels experienced identity crisis more severely.

This research has revealed important findings to understand the effects of identity crisis and identity confusion on psychological health. Identity crisis is an important process that triggers psychological symptoms such as stress, anxiety, low self-worth and depression. Research results show that especially young individuals, individuals with low socio-economic status and groups with a history of familial trauma are at greater risk. Psychological support and intervention programs need to be strengthened for these individuals. In particular, it is recommended to provide psychological counseling services, strengthen social support systems and implement psychological resilience programs for individuals experiencing identity crisis.

The review findings emphasize that identity crisis and identity confusion can seriously affect psychological health and the importance of receiving professional psychological support to cope with this process. In this context, psychotherapeutic approaches and counseling services can help individuals experiencing identity crisis enter into a healthy identity development process.

Our study revealed that identity crisis and identity confusion are processes that negatively affect the psychological health of individuals. Individuals experiencing identity crisis experience psychological problems such as stress, anxiety, depression and loss of self-worth. In this context, psychological counseling and therapy, identity development programs in educational institutions, family therapy and social health policies stand out as important tools to reduce the effects of identity crisis and improve the psychological health of individuals. Future research will allow us to better understand how identity crisis and confusion are shaped in different individual, cultural and socio-economic contexts. In this context, further studies in both theoretical and practical fields will make important contributions to identity development and psychological health. Identity crisis and identity confusion are complex dynamics that can have profound effects on individuals' psychological health and social lives. While this research provides important findings regarding the effects of identity crisis on psychological health, the literature in this area continues to expand. It is important for future research to more comprehensively address the relationship between identity development and crisis and various psychological, socio-cultural, age and digital factors.

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THE EXACT CAUSE OF AUTISM IS STILL NOT FULLY UNDERSTOOD, BUT RESEARCH SUGGESTS THAT IT LIKELY RESULTS FROM A COMBINATION OF GENETIC AND ENVIRONMENTAL FACTORS

Dr Bertram Barnswell*

(M.Ed, Ph.D, C.Chem)

1. **Genetic Factors**: There is strong evidence that autism runs in families, and certain genes may increase the risk of developing autism. However, no single gene has been identified as the cause; it's thought to involve many genes, each contributing a small effect.

2. **Environmental Factors**: Certain environmental factors may also play a role in increasing the likelihood of autism. These could include prenatal factors, such as maternal infections, exposure to certain chemicals or medications during pregnancy, or complications during birth. However, these factors do not directly "cause" autism but might increase the risk in combination with genetic predisposition.

It's important to note that autism is not caused by vaccines, despite misconceptions that have been spread in the past.

Research is ongoing, and scientists are working to better understand how genetics and the environment interact to influence the development of autism.

Autism is not something that can be "cured," but many individuals with autism can live fulfilling lives with the right support and interventions. The focus is often on helping people with autism develop skills to navigate daily life and improve communication, social interactions, and other abilities. Early intervention, such as therapies and support tailored to the individual, can make a significant difference in helping someone reach their full potential.

Regarding life expectancy, people with autism generally have a similar life span to the general population, though there are some factors to consider. Studies show that people with autism, particularly those with intellectual disabilities or co-occurring medical conditions, may face higher risks for certain health issues, which could impact life expectancy. However, many individuals with autism, especially those who are higher-functioning or have fewer co-occurring health conditions, live well into adulthood.

It's also worth noting that the needs and challenges people with autism face can vary widely, as the spectrum is so diverse. With adequate support systems, individuals with autism can have meaningful, fulfilling lives at all stages.

Autism was first formally recognized and diagnosed in the 1940s by two pioneering scientists, **Leo Kanner** and **Hans Asperger**, though their understanding of the condition was different.

1. **Leo Kanner (1943)**: Kanner, an Austrian-American psychiatrist, is often credited with the first official description of autism. In 1943, he published a paper titled *"Autistic Disturbances of Affective Contact"*, where he described a group of children who exhibited social withdrawal, difficulty in communication, and repetitive behaviors. He used the term "early infantile autism" to describe the condition, focusing on how these children had an intense need for sameness and were often disconnected from their surroundings and others.

2. **Hans Asperger (1944)**: Around the same time, Hans Asperger, an Austrian pediatrician, observed a similar group of children who had social difficulties, but unlike Kanner's children, they were often more verbal and had average to above-average intelligence. Asperger's work wasn't widely known in English-speaking countries until the 1980s, and his description led to the term "Asperger syndrome," a condition that was previously considered a form of autism but is now understood as part of the autism spectrum.

Before Kanner and Asperger, there were references to behaviors that might resemble autism in earlier literature, but it wasn't recognized as a distinct condition until the 20th century. Both researchers helped to lay the foundation for how autism is understood today.

The exact cause of autism is still not fully understood, but research suggests that it likely results from a combination of genetic and environmental factors.

1. **Genetic Factors**: There is strong evidence that autism runs in families, and certain genes may increase the risk of developing autism. However, no single gene has been identified as the cause; it's thought to involve many genes, each contributing a small effect.

2. **Environmental Factors**: Certain environmental factors may also play a role in increasing the likelihood of autism. These could include prenatal factors, such as maternal infections, exposure to

certain chemicals or medications during pregnancy, or complications during birth. However, these factors do not directly "cause" autism but might increase the risk in combination with genetic predisposition.

Before 1943, autism wasn't recognized as a distinct condition, so treatments for behaviors associated with autism were generally based on broader concepts like intellectual disabilities or mental illness. People with autism were often misunderstood, and the treatment approaches used were largely driven by the medical and social attitudes of the time, which could be quite harsh and stigmatizing.

Here are some examples of how people with autism were treated before the condition was officially identified:

1. **Institutionalization**: Many children and adults who exhibited behaviors that might now be recognized as autism were placed in asylums or institutions. These facilities often lacked proper therapeutic care and focused more on containment than treatment, as there was little understanding of autism at the time.

2. **Behavioral and Psychological Interventions**: Early approaches to treatment were based on psychoanalytic theories, which suggested that autism was caused by emotional or psychological issues, often attributed to poor parenting (a theory later debunked). One common theory was that a lack of emotional attachment to the mother (sometimes called the "refrigerator mother" hypothesis) caused autism. This theory was used to justify blaming mothers and offering very little in terms of practical treatment.

3. **Electroshock Therapy and Other Harsh Methods**: In some cases, children with autism were subjected to extreme treatments, such as electroshock therapy or other aversive methods, in an attempt to control behaviors considered undesirable (like self-stimulation, aggression, or social withdrawal). These methods were based on the belief that the child needed to be "corrected" or "retrained."

4. **Psychoanalysis and Behavioral Modification**: Some doctors tried using psychoanalysis, which at the time was a popular method for treating various mental health conditions. These approaches, however, were not based on scientific evidence and did not consider the possibility that autism could have a neurodevelopmental basis.

5. **Educational Approaches**: In some cases, there were efforts to educate children with developmental delays, but these efforts were often minimal and typically focused on basic skills rather than understanding or addressing the unique needs of children with autism. Special education was still in its infancy and had not yet

developed the modern, individualized approaches we have today.

Overall, before the 1940s, there was very little understanding of autism as a distinct condition, and treatments were based on a combination of misconceptions, outdated psychological theories, and a lack of scientific knowledge. The work of Leo Kanner and Hans Asperger in the 1940s marked a significant turning point in how autism was perceived and treated, laying the groundwork for more informed and compassionate approaches in the years to come.

Before 1943, there were limited, if any, formalized services specifically designed to help individuals with autism. Because the condition wasn't widely recognized as a distinct disorder, individuals who showed signs of autism were often grouped with those who had intellectual disabilities, mental illness, or other conditions. As a result, many of the available services were general and not tailored to the unique needs of individuals with autism.

Here's a look at some of the "help" or services that might have been available at the time:

1. **Institutional Care**: For children or adults with behaviors that were seen as difficult to manage (such as social withdrawal, repetitive behaviors, or language delays), the most common form of "help" was institutionalization. These institutions, however, often focused more on housing and controlling residents rather than providing any meaningful therapeutic interventions. While some institutions offered basic education or occupational therapy, they were not equipped to understand autism as a specific neurodevelopmental condition.

2. **Special Education (Limited)**: Special education services were in their infancy, and many schools didn't provide tailored help for children with autism or developmental disorders. Children with more visible or severe disabilities might have received some basic educational support, but it was likely generalized for individuals with intellectual disabilities. There weren't yet any structured programs designed for children with autism specifically.

3. **Psychoanalytic Treatment**: The psychoanalytic community, particularly in Europe, was exploring therapies to address psychological issues. Some parents and professionals might have sought psychoanalytic treatment, although this was based on theories that were later shown to be inaccurate for autism (like the "refrigerator mother" theory, which blamed mothers for their children's behaviors). These treatments were not effective for autism, and they didn't provide a real understanding of the condition.

4. **Behavioral Therapy (Early Stages)**: Although it wouldn't become a standard treatment until decades later, some rudimentary forms of

behavioral intervention, like reinforcement techniques, were used in the early 20th century, though they were not specifically for autism. In the absence of a formal diagnosis, some children might have received basic behavioral interventions for managing problematic behaviors, but these were not tailored to autism in particular.

5. **Social and Family Support**: Parents and families often had little understanding of autism and may not have received much support from the broader community. In some cases, families might have sought help from local religious or community organizations, though the support available would have been limited and likely focused on general caregiving and coping with challenges.

Overall, the lack of a formal diagnosis or understanding meant that autism was poorly recognized, and those with the condition didn't receive the specialized support that is available today. Most of the help available was generic and not specifically designed for individuals with autism's unique needs. It wasn't until after Kanner's work in 1943, and Asperger's findings shortly thereafter, that autism began to be understood and treated as a distinct condition, leading to the development of more effective interventions.

Recent scientific studies have significantly advanced our understanding of autism spectrum disorder (ASD), focusing on genetic factors, environmental influences, diagnostic methods, and therapeutic interventions.

Genetic Discoveries:

Researchers have identified new genetic links to autism, enhancing our comprehension of its biological foundations. A study published in December 2024 revealed a direct connection between autism and the DDX53 gene, which plays a role in brain development. This discovery may explain why autism is more frequently diagnosed in boys than in girls. sciencedaily.comnypost.com

Environmental Factors:

Environmental exposures during pregnancy have been linked to an increased risk of autism. A study by the Florey Institute in Australia found that higher levels of bisphenol A (BPA), a chemical commonly found in plastics, in mothers' urine during late pregnancy were associated with a higher likelihood of autism in their male children. This suggests that BPA exposure may disrupt fetal brain development, particularly in males. theaustralian.com.au+1news.com.au+1theaustralian.com.au+1theaustralian.com.au

Additionally, exposure to air pollution, specifically car exhaust, has been linked to an increased risk of autism. Research indicates that pollutants like nitric oxide can cause inflammation and neuroinflammation, affecting

brain regions responsible for social and cognitive functions. people.com

Diagnostic Advances:

Advancements in neuroimaging have led to the identification of potential biomarkers for autism. A study published in May 2023 introduced a convolutional neural network-based classification tool that analyzes functional, structural, and diffusion tensor imaging data to distinguish individuals with autism from typical controls with 95.4% accuracy. This approach could pave the way for more objective and efficient diagnostic methods.

Therapeutic Innovations:

Innovations in autism therapy include the use of social robots to enhance joint attention interventions. A study published in June 2024 proposed a novel algorithm for robot-assisted autism therapy, aiming to improve social interactions in children with autism. This approach represents a promising avenue for personalized therapeutic interventions.

These studies underscore the multifaceted nature of autism, highlighting the interplay between genetic predispositions, environmental exposures, and technological advancements in diagnosis and treatment.

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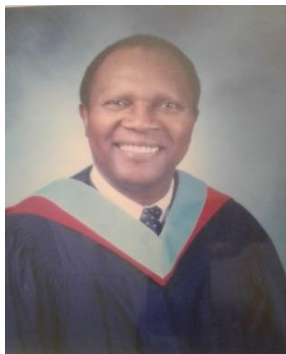
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A TOTAL COST OF OWNERSHIP AND SIX SIGMA FRAMEWORK FOR SUPPLY CHAIN MANAGEMENT, TOP MANAGEMENT, AND BUSINESS OWNERS

Dr Sanet Jacobs*

Why do companies see an increase in unit costs?

Unit cost result in a significant waste and a general lack of control over Total Cost of Ownership. Therefore, it became imperative to investigate alternative solutions in the supply chain management department to assist with the problem. One of the solutions was to establish a framework to introduce a workable Integrated Supply Management Model to ensure wastage reduction and significant savings. The intention of the model was to demonstrate the links among several loose ends and how they need to be tied up to form a closely knit unit that can perform added value. Below is an example to use, which includes a Supply Chain Management framework and charter.

Step 1: Consider the different approaches for the Strategic Sourcing team

Step 2: Formalise the strategic direction of the team

Step 2.1: Create and formalise Strategies and objections

This step includes a vision, mission and goals to achieve the vision of the team

Step 2.2 : Create initiatives for the current year that a team needs to be successful today and in the future.

Step 3: Initiate Performance measurement

Step 3.1: Design business processes. What are the necessary steps for a team to develop the ability to reach our strategic objectives?

Step 3.2: Measure the business results which include internal customer and market, financial, Internal Businesses and learning and growth

Step 4: Adopt the values of the company and include additional values for the team

Other guidelines and rules:

- A written charter is necessary for the framework.
- To comprehend the purpose and function of supply management, the process and framework must be used as a guideline, reference, and standard.
- Adherence to framework application procedures, guidelines, or elements is necessary.
- Top Management needs to lead.

- To assist Management to include the importance of meaningful, accurate and timely communication, leadership, critical success factors, leadership behaviour and a clear understanding of roles and responsibilities.
- It requires a complete understanding and knowledge of the purpose/methodology of Strategic Sourcing, Total Cost of Ownership, and Six Sigma practices in the Supply Management environment.
- The provision of relevant training and coaching is necessary.

To conclude, the Framework and Charter will visually show the links between Supply Chain management, total cost of ownership reduction methodologies, business owners, and top management.

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*Dr Sanet Jacobs *is a Dedicated Executive Management Professional with 30 years of industry experience, including 15 years in senior leadership positions, with a versatile background across diverse industries such as Petrochemical and Coal, Base Metal, and Platinum Mining [PGM]. She holds a Bachelor of Commerce Honours; Northwest University, a Master of Commerce in Business Economics; UNISA, a Doctor of Philosophy in Business Management; UNEM and recently received a Doctor of Business Administration with SCPU.* **Email:** *salibertas@mweb.co.za*

CULTURAL DIVERSITY AND ADAPTATION: PSYCHOSOCIAL PROCESSES OF WHITE-COLLAR EMPLOYEES, THEIR IMPACT ON WORK EFFICIENCY, AND A BRIEF EVALUATION ON TURKEY

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Abstract

Globalization and workforce mobility have made cultural diversity inevitable in today's working life. Particularly among white-collar employees, the collaboration of individuals from diverse cultural backgrounds significantly affects internal organizational interactions, adaptation processes, and ultimately, work efficiency. This study examines the impact of cultural diversity and adaptation on the psychosocial processes of white-collar employees and the reflections of these processes on work efficiency. Based on a literature review, the research reveals the relationship between psychological adjustment, social belonging, conflict management, and stress levels in multicultural work environments and their influence on job performance. The findings indicate that an effective cultural adaptation process supports employees' psychological well-being and enhances workplace productivity (Cox, 1993; Hofstede, 2001). These results necessitate the restructuring of human resource management and leadership approaches within a framework of cultural sensitivity.

Keywords: Adaptation, cultural diversity, psychosocial processes, white-collar employees, work efficiency.

Introduction

With the acceleration of globalization, digitalization and mobility of the labor force, business life has lost its traditional homogeneous structure; It was replaced by culturally more complex and multi-layered structure. This transformation forces organizations to rethink not only from technical and structural angles, but also in terms of the management of human resources, the meeting of psychological needs and the sustainability of work efficiency (Cox, 1993). The management of cultural diversity has become a critical element for organizational success, especially in corporate structures where white-collar employees are dense.

Cultural diversity is a deep field of variability that directly affects individuals' value systems, behavioral patterns, communication forms and working habits. Hofstede (2001)'s theory of cultural dimensions offers an important theoretical infrastructure in this context; It explains how cultural differences are reflected in the internal interactions of individualism-socialism, power distance and avoidance of uncertainty. These differences have an impact on not only behavioral levels at work, but also on psychosocial processes; It shapes many psychological variables such as employees' sense of belonging, stress levels, motivations and burnout tendencies (Berry, 1997; Barinaga, 2007).

Considering the white-collar employees, the process of coping with cultural diversity becomes more complex. This group is mostly involved in decision-making mechanisms, works under high performance expectation and mostly conducts an interaction-based business. In this context, the cultural adaptation process is of central importance in terms of job satisfaction, psychological strength and organizational commitment of white-collar (Ward et al., 2001).

This study aims to extensively examine the effects of cultural diversity and adaptation processes on the psychosocial experiences of white-collar employees and the reflections of these effects on work efficiency. A literature-based approach will be adopted and the psychological adaptation mechanisms, organizational commitment levels and performance outputs of individuals working in cultural interaction environments will be analyzed. The main assumption of the study is that cultural awareness and adaptation have a strategic leverage effect in the sustainability of work efficiency.

Methodology

This study was conducted to examine the effects of cultural diversity and adaptation processes on the psychosocial experiences of white-collar employees on work efficiency. The study was carried out with a qualitative approach using descriptive literature screening method. The literature screening is planned to cover academic articles, books, reports and current field research.

The data source of the study consists of secondary data from the studies conducted in the fields of organizational behavior, intercultural psychology, industrial psychology and human resources management. Main sources include COX (1993), Hofstese (2001), Berry (1997), Thomas and Ely (1996).

The data were evaluated by content analysis method and the findings obtained were analyzed in thematicly. In this context, the effects of cultural diversity in the workplace; Psychosocial processes (eg stress, harmony, belonging), adaptation strategies (integration, decomposition, assimilation, marginalization) and work efficiency dimensions are discussed (Berry, 1997).

Thanks to this methodological approach, the reflections of the ways of coping with cultural diversity on the experiences of white-collar employees have been examined in depth in the theoretical context and presented with practical suggestions.

Literature Review

Cultural diversity is a multidimensional concept that affects the structural and functional dynamics of organizations. The presence of individuals with different ethnic, linguistic, religious and social pasts in the same work environment; It can increase creative thinking, problem solving skills and innovation, as well as psychosocial problems such as conflict, misunderstanding and exclusion (Cox, 1993; Hofstese, 2001).

The theory of cultural dimensions (2001) offers an important theoretical basis for understanding how cultural differences manifest in the business environment. In particular, dimensions such as power distance, individualism-socialism and avoidance of uncertainty are cultural elements that directly affect the behavior of employees within the organization. In multinational companies, the absence of these differences effectively can lead to employees to experience adaptation problems and increase psychosocial tensions.

Berry (1997) has developed four different adaptation strategies (integration, assimilation, separation, marginalization) to explain the process of adapting to a new cultural environment. These strategies are directly related to the levels of psychological goodness of individuals. For example, it has been observed that individuals who adopt the integration strategy experience lower stress and higher job satisfaction (Ward et al., 2001).

Thomas and Ely (1996) emphasized that cultural diversity should be handled not only at the level of representation but also in a management style. According to them, the fact that cultural differences are seen as a source of wealth ensures that employees are both psychologically supported and more productive.

In addition, in cases where cultural diversity is not effectively managed, results such as burnout, exclusion and low performance among white-collar employees (Barinaga, 2007). This becomes an important factor that negatively affects work efficiency.

As a result, cultural diversity is a critical field that should be considered not only in terms of organizational structures, but also in terms of the psychological strength, feeling of belonging and performance of employees at the individual level.

Argument

Studies on the effects of cultural diversity on business life show that if this diversity is managed properly, it can have positive results both at an individual and organizational level (Cox, 1993; Thomas & Ely, 1996). However, ignorance or incorrect management of cultural differences can cause significant psychosocial problems, especially for white-collar employees.

In this context, the first argument is that cultural adaptation is not only a process of harmony, but also the process of psychological strength and social integration. Berry's (1997) model of adaptation strategies reveals that this process works differently for each individual; The findings that integration is both psychological good and increasing business performance show the importance of corporate adaptation policies.

The second argument is that cultural diversity is directly related to work efficiency. The combination of individuals with different perspectives may increase the capacity of innovation and problem solving (Hofstese, 2001; Ward et al., 2001). However, if psychological confidence cannot be achieved in this interaction environment, cultural diversity can be perceived as a threat and in individuals may have stress, insulation and even quitting (Barinaga, 2007).

Thirdly, the role uncertainty, conflict management difficulties and lack of belonging due to cultural differences among white-collar employees may adversely affect both individual efficiency and in -team synergy. This damages employees' commitment to the organization and reduces their performance (Thomas & Ely, 1996).

As a result, the creation of psychosocial support mechanisms for the effective management of cultural diversity in the workplace and employees brings not only social harmony but also high efficiency. In this context, it is strategicly important that leaders have cultural intelligence, make human resources policies inclusive and presenting trainings that will increase the cultural awareness of employees.

Finding

Cultural diversity is a multi -layered phenomenon that emerges when individuals with different ethnic origins, religions, languages and value systems are included in the same organizational structure. With the influence of globalization and digitalization, cultural diversity has become an inevitable reality, especially in sectors where white-collar employees are intensively. This

significantly transforms both structural and interactive dynamics in the workplace (Cox, 1993).

While cultural diversity in business life, organizations provide creative problem solving, innovation and different perspectives; At the same time, communication problems, value conflicts and internal incompatibility can bring about (Thomas & Ely, 1996). According to Hofstede (2001), the culture of the cultural dimensions varies in many areas, from the decision -making forms of decision -making in the workplace to leadership. For example, in societies with a high level of individualism, employees are more tended to act independently; The process of collective decision -making in community cultures is prominent. These differences can directly affect basic functions such as project management, teamwork and task sharing. The success of organizations in cultural diversity is associated with not only tolerate these differences, but also to actively directing them.

Organizations that accept the existence of different cultural identities and transform them into institutional power can benefit more efficiently from the potential of their employees. However, in institutions where cultural differences are ignored or suppressed, psychosocial risks such as exclusion, alienation and loss of motivation among employees are likely to occur (Barinaga, 2007). Cultural diversity is not only related to the cultural identity of individuals, but also to how it reflects job descriptions, expectations and performance evaluation criteria. Therefore, cultural sensitivity of managers and human resources experts is not only an ethical necessity, but also a strategic requirement in terms of corporate productivity (Thomas & Ely, 1996). One of the basic elements necessary for individuals working in the work environments of cultural diversity is the adaptation process. Adaptation can be defined as an individual's effort to adapt to a new cultural environment and this process covers both individual psychological mechanisms and social interactions (Berry, 1997).

According to Berry's cultural adaptation model, individuals adopt one of the four basic strategies when they enter a new cultural context: integration, assimilation, decomposition and marginalization. Each of these strategies has different psychosocial consequences. Individuals who adopt the integration strategy, while protecting their own culture and developing a healthier harmony open to new culture; Individuals living marginalization feel neither their own cultural identity nor the new environment and become more prone to psychological problems (Ward Et al., 2001).

The process of cultural adaptation is a factor that directly affects employees' sense of organizational belonging. Especially when employees who do not belong to the majority culture encounter situations such as exclusion, discrimination or micro -aggression; It may face psychological symptoms such as anxiety, stress, low self -respect and burnout (Barinaga, 2007).

This negatively affects not only the mental health of the individual, but also the psychological climate of the general business environment and the psychological climate of the general business environment. The adaptation process is also directly related to social support mechanisms. Orientation programs, mentoring systems, cultural sensitivity trainings and employee support programs offered at the institutional level are very functional in this process. Thanks to these supports, the feelings of loneliness, alienation and insecurity of employees are reduced; Instead, positive psychological outputs such as connection, participation and self -confidence are strengthened (Thomas & Ely, 1996). In short, cultural adaptation is not only a adaptation effort, but also a process in which employees' psychological resistance, stress skills and organizational commitment levels are shaped. The healthy functioning of this process is directly linked to the cultural awareness level of the institution and the psychosocial support it offers to employees.

The psychosocial effects of cultural diversity and adaptation processes on employees are directly related to work efficiency. Many variables such as commitment, motivation, problem solving skills and internal communication of the employees to the organization are among the determinants of business performance; Cultural differences have the potential to strengthen or weaken these elements (Cox, 1993; Ely & Thomas, 2001). It provides many advantages such as working in the same environment of individuals with various cultural backgrounds, diversity of ideas, innovation and creative thinking. However, the emergence of these advantages depends on how effectively manages the cultural diversity of the organization. When an inclusive culture is created, the employees feel valuable, a psychological confidence is formed and this is reflected directly to productivity (Shore et al., 2011). On the other hand, in cases where cultural differences lead to conflict, misunderstandings or an exclusion, psychological tension increases among employees, which causes loss of productivity. In particular, microagression, exposure to stereotypes or ignoring cultural expectations can seriously damage the motivation and performance of employees (Barinaga, 2007).

When the cultural adaptation process of employees is well managed, not only individual efficiency, but also cooperation and target focus at the team level are strengthened. Research in multicultural teams show that the decision -making processes are more effective in the groups with high cultural intelligence leaders and the performance of the team members increased (Ang Et al., 2007). In addition, the existence of human resources practices that are sensitive to cultural diversity within the organization; Recruitment, training, feedback and promotion of processes such as fairly and transparent conducting employee satisfaction and efficiency increases (Shore et al., 2011). In environments where equality and inclusiveness are provided in the workplace, employees stay in the organization for a longer period of time and perform

high performance. In summary, cultural diversity is not only a source of wealth, but a strategic supporter of corporate performance when it is managed correctly. Otherwise, it can prepare the ground for serious problems such as conflict, dissatisfaction and loss of yield.

White-collar employees consist of individuals who usually work in tasks that require mental labor, involved in decision -making processes and directly associated with institutional goals. The psychosocial dynamics encountered by this employee group in business environments containing cultural diversity play a decisive role in work efficiency. White-collar employees, especially in multinational companies, remote working models or digital platforms, are one of the most exposed groups of interaction with cultural differences (Kirkman et al., 2006). In this context, the cultural adaptation process of white-collar requires a more intense mental effort and social skills. The ability to work in harmony with different cultures shapes both the individual achievements and organizational contributions of this group. At the same time, cultural conflicts, sense of uncertainty, role complexity and psychological burnout may adversely affect the job satisfaction and productivity of white-collar employees (Maslach & Leiter, 2016).

White-collar is in a more sensitive position against cultural exclusion due to career targets, status expectations and performance -oriented working forms. For example, in individuals who want to take part in the management levels but become disadvantaged due to cultural differences, both loss of motivation and decrease in organizational commitment are observed (Shore et al., 2011). In addition, the communication language, professional networks and leadership styles of this employee group are also affected by cultural differences. For this reason, the inclusive leadership models of white-collar, cultural intelligence development and support in terms of psychosocial strength are of great importance. Training programs, flexible working models and diversity -sensitive performance evaluation systems provided by institutions in this process; It contributes to increasing the work efficiency of both individual and team levels of white-collar (Ang et al., 2007). As a result, the form of exposure to cultural diversity of white-collar employees directly shapes the impact of this group on organizational success. Therefore, it is not enough to recognize only diversity; At the same time, a business environment should be built that observes the original needs of this group, provides psychological trust and manages cultural differences in inclusive.

Finally, if we make a brief evaluation on "Cultural Diversity in Turkey and White-Collar":

Turkey is one of the rare countries where cultural diversity is structurally in terms of being a bridge between the East and the West and its historically different ethnic, religious and cultural groups. Cultural differences in Turkey are not only about ethnic identity;

Geographical origin, sectarian structures, language and dialects, socioeconomic level and even urban-peasant separation, including multi-layered elements (Kandemir, 2020). This versatile diversity becomes increasingly more and more visible in business life and especially in the institutional structures formed by white-collar employees. In recent years, with the increase in internal migration, university -making rates and increasing the investments of multinational companies in Turkey, especially in metropolises such as Istanbul, Ankara and Izmir, white-collar employees have started to work in more intercultural environments. However, researches reveal that policies for cultural diversity in the workplaces in Turkey are still lacking institutional standards (Öztürk & Aycan, 2016). Most institutions do not develop strategy to manage this diversity; The adaptation process of the employees is left to individual efforts and silent resistance. The effect of cultural differences in business life in Turkey is often felt implicitly. For example, the direct communication style of a Black Sea employee can be perceived by an executive of a Central Anatolian origin; Some of the words used by a Kurdish employee can be stamped as "incomprehensible" or "foreign". Differences at this micro level create prejudice, exclusion and psychological distance among colleagues over time, which damages the synergy and efficiency of the team (Kaya, 2019).

Furthermore, the fact that employees with different religious identities do not respond to the expectations of worship, holidays or symbolic values in the workplaces is another factor that increases psychological wear. Working in Turkey for white-collar of foreign nationals both culturally enriching and contains a number of difficulties. Language barriers, bureaucratic processes, social isolation and obligation to adapt to some norms of local culture are among the factors that directly affect the job satisfaction and performance of these employees (Demirtaş-Milz & Güleç, 2014). A significant number of companies in Turkey are still in a reactive position on cultural diversity. Inclusive leadership models, cultural awareness trainings, cultural adaptation counseling or corporate programs for multicultural team management are implemented at a limited level. Human resources processes are mostly shaped through the assumption of homogeneous culture; This makes the natural integration of the multicultural employee structure difficult (Aycan, 2001). In this context, the cultural diversity of the institutions operating in Turkey should see as a "competitive advantage ol, not a" risk ". Adopting the leadership approaches with cultural intelligence, supporting multicultural teams, dissemination of psychosocial counseling mechanisms and developing human resources policies that contain cultural sensitivity; It will increase not only individual psychological goodness, but also organizational success.

Conclusion

This study examined the effects of cultural diversity and adaptation processes on psychosocial experiences and work efficiency of white-collar employees. Findings based on literature screening show that cultural differences contribute to organizational success if the correct management is managed at work, otherwise it may lead to conflict, lack of belonging and low performance.

Cultural diversity should be considered not only a subject of human resources, but also as a strategic element for the sustainability of organizational health. When evaluated in white-collar employees, cultural adaptation is directly related to psychological strength, social support and leadership styles. In particular, integration strategy supports employees to show higher efficiency at both individual and team levels.

Some basic suggestions are as follows:

1. With cultural awareness trainings, empathy and communication skills of employees in multicultural environments should be strengthened.

2. Inclusive human resources policies should be developed and measures should be taken against cultural prejudices in recruitment and promotion processes.

3. Psychosocial support programs should be supported by employees to deal with the stress and uncertainties experienced in the adaptation process.

4. Cultural intelligence leadership approaches should be encouraged and managers should be trained in managing cultural differences.

5. Social activities and teamwork practices to increase organizational commitment in multinational and cultural organizations should be organized.

As a result, the process of cultural diversity and adaptation is an important issue that should be taken into consideration in terms of the sustainable success of not only individuals but also all institutions. New research on this subject will allow the development of more in -depth strategic models when supported by field studies and quantitative analyzes.

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LOYALTY OR IMPULSE? PSYCHODYNAMICS OF SEXUAL BEHAVIORS AND TENDENCIES TO DECEIVE

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Abstract

This study examines the effect of sexual impulses on the behavior of deception, which is one of the main psychological dynamics that affect the loyalty behavior of the individual. The unconscious effects of sexual impulses have been analyzed based on psychoanalytic theory, attachment theory and neuropsychological approaches. The differences between the impulsive and planned forms of deception behavior were discussed and the reflection of these differences in the therapeutic intervention processes was discussed. The study reveals the loyalty relationship of factors such as emotional resistance, self -control and emotional intelligence at the individual level; In the light of clinical observations and previous researches, it provides suggestions for cope with unjustness. The findings show that loyalty behavior is not only an ethical choice, but also the result of a psychodynamic structuring.

Key Words: Deception, impulse control, loyalty, psychodynamic processes, sexual impulses.

Introduction

Although relationships have been handled through many dimensions throughout history, loyalty continues to exist as one of the most complex emotional processes of human behavior. Today, this process has become more complex; individuals have become much more fragile in the loyalty exam due to intense stimuli, social media, digital flirting practices and rapidly changing social norms. Although loyalty is often seen as an ethical choice, the unconscious processes that affect this preference should not be ignored. In particular, sexual impulses can play a decisive role in overcoming the boundaries of loyalty.

In this study, the psychodynamic foundations of sexual impulses are examined, the effects of impulsive movements on deception behavior are examined and the relationship between the internal conflicts of the individual and the external relational dynamics are analyzed. Sexual impulses are one of the strong impulses based on the principle of pleasure, governed by the ID according to Freud's structural theory (Freud, 1920/2015). When these impulses are suppressed, it can lead to various symptoms, or when not controlled, it can lead the individual to behaviors contrary to ethical and social norms. Conditions such as hypersexuality, compulsive sexual behavior disorders indicate the weakness of the individual's impulse

control mechanisms (Kafka, 2010). Sexual impulses are not only biological; It is also learned patterns of behavior with learned, psychodynamic foundations. Especially in early childhood attachment styles, parental relationships and traumas are directly related to the individual's impulse control in adulthood (Bowlby, 1982). Deception is not only a physical action, but also the expression of a psychological gap or dissatisfaction. Studies have often revealed that narcissistic personality traits, low self -esteem, emotional dissatisfaction and past traumas lies under the deception behavior (Glass & Wright, 1992). When evaluated at the relational level, lack of communication, decrease in emotional proximity and decrease in marriage satisfaction are among the factors that increase the risk of deception (Allen et al., 2005). It has been observed that deceived individuals often act impulsively by defenses such as "opportunities formed" or "I could not resist". This reveals the importance of unconscious processes once again. Impulsive deception emerges as a result of a sudden search for pleasure; Planned deception is usually caused by repressed anger, desire for revenge or long -standing emotional gaps (Whisman et al., 2007). When we look at the neuropsychological level, it is observed that the prefrontal cortex does not come into play sufficiently in impulsive deception and that the decision -making mechanism was suppressed (Be Bechara, 2005).

This distinction is an important diagnostic criterion in double therapies. Because impulsive deception requires more individual therapy, while in cases of planned deception, double dynamics should be studied more intensively. Loyalty is not only a moral choice, but also a competence associated with emotional endurance. Individuals with high levels of self-control, emotional intelligence and empathy were stronger in loyalty (Mischel et al., 2011). Staying loyal is not only a commitment to a person; It is also the ability to remain loyal to internal values, words and trust. The development of loyalty is also closely related to attachment styles. While the loyalty rates of safely connected individuals are low, disjointed in individuals with avoidance and anxiety are more common (Feeney & Noller, 1990). This study shows how decisive the sexual impulses in the behavior of deception, while loyalty is not only an individual but also with a psychological and neurological integrity. PsychoEugential, individual therapy and couple therapies play an important role in cope with loyalty. Awareness studies on impulse control and the use of emotional regulation techniques may be effective in

reducing the tendency to deceive. In future studies, the impact of digitalization on impulsive deception, the concept of virtual deception and the effects of artificial intelligence-based relationship experiences on loyalty perception should be investigated.

Methodology

This study was conducted using a qualitative research method. This study, which is based on literature screening, has been shaped on the basis of scientific articles, books and clinical observation data published in national and international refereed journals that derive the relationship between deception behaviors and sexual impulses. In addition, a theoretical framework based on psychodynamic theory, attachment theory and neuropsychological findings has been created.

The following methodological steps have been followed within the scope of the study:

1. Source Selection: Published between 2010–2024, APA, PubMed, ScienceDirect and Google Scholar articles in academic databases such as.

2. Scope determination: more than 50 resources focused on sexual impulse, deception behavior, impulse control, loyalty, attachment styles and emotional intelligence issues have been analyzed.

3. Analysis Technique: Usatic content analysis method, the findings obtained from the sources were categorized and supported by theoretical comparisons.

4. Synthesis: A holistic approach has been developed by synthesizing psychodynamic, neuropsychological and attachment theory.
The purpose of the study with this method; The effect of sexual impulses on loyalty has been to explain not only in behavioral terms, but also through the unconscious processes of the individual's inner world.

Literature Review

Deception and loyalty behaviors are frequently studied in psychology literature. Freud (1920/2015) stated that impulses were shaped by unconscious conflicts and that the suppression of sexual impulses may lead to neurotic symptoms. This theoretical approach shows that deception behavior is not only an external action, but also the expression of internal conflicts. Bowlby's (1982) attachment theory revealed that early relations of the individual affect the level of adulthood and loyalty in adulthood. It has been found that individuals who grow up with insecure attachment styles have lower probability of loyalty in relationships (Feeney & Noller, 1990). Kafka (2010) stated that disorders such as hypersexuality and compulsive sexuality are linked to lack of impulse control and that these individuals could exhibit high -risk deception behaviors. Neuropsychological research shows a decrease in the activation of the prefrontal cortex during impulsive

deception, and that this situation adversely affects decision -making and self -control (Bechara, 2005). Glass and Wright (1992) associated the reasons for deception behaviors with gender, emotional satisfaction and the individual's value system. Allen et al. (2005) has shown that deception behavior was shaped by both individual and relational factors; He emphasized that there are many different forms of deception and that the underlying psychological causes of each form vary. Whisman et al. (2007) showed that self -esteem, anger management and stress factors play a decisive role in the prediction of deception behaviors. At the same time, Mischel et al. (2011) stated that emotional intelligence and self -control had positive effects on loyalty. All this literature, loyalty, not only with cultural and moral values; It reveals that it is closely related to psychological infrastructures, impulsive structures and emotional development.

Argument

The main argument of this study is that deception behavior is not only an individual choice or moral weakness, but a multidimensional psychological process arising from the interaction of sexual impulses, psychodynamic structuring, attachment patterns and impulse control mechanisms. Sexual impulses are behavioral expressions of suppressed or unsatisfied needs in the inner world of the individual (Freud, 1920/2015). These impulses may be of power to exceed the limits of loyalty, especially in individuals with low self -regulation and emotional resistance. Another argument advocated in the study is that the difference between impulsive deception and planned deception is obligatory to be considered both psychologically and therapeutically. Because the motivation and intervention methods underlying both forms of deception are different. In addition, it is argued that digitalization justifies virtual deception by increasing the impact of the individual on impulse control, and these new forms of disgrace should be deepened by the science of psychology. Virtual interactions can trigger the emotional dimension of deception by creating a real sense of bond in individuals, but not physical (Hertlein & Ancheta, 2014). Finally, another fundamental argument put forward by the study is not as a virtue of loyalty; Emotional maturity is a skill associated with attachment confidence, impulse control and psychological awareness level. Therefore, loyalty is not only an ethical responsibility; It should be considered as a psychological competence to be developed.

Finding

In this Study, The Effect of Sexual Impulses on Detextion Behavior Was Examined with the Framework of Psychodynamic, Attachment and Neuropsychogical Theories; It is emphasized that deception is not only a moral problem, but a psychological dynamic. Literature screening, clinical observations and findings from previous research can be summarized as follows:

The findings show that sudden satisfaction in individuals weak impulse control increases the likelihood of transforming into deception behavior. In particular, the presence of compulsive sexual behavior disorder, hypersexuality and similar clinical paintings adversely affect the sustainability of loyalty behavior (Kafka, 2010). In these individuals, impulsive reactions often prevent logical questioning; Loyalty is no longer an option, it turns into an automatic impulse response. The findings obtained from the attachment styles show that individuals with a safe binding style are more prone to loyalty (Feeney & Noller, 1990). Individuals who are avoidant and anxious are forced in relational proximity and may tend to disjointing when they cannot be emotionally satisfied. In this context, there is an indirect relationship between the type of attachment and impulsive behaviors. At the same time, it was found that individuals with high levels of emotional intelligence, self -control and psychological resistance are more conscious about impulse control and loyalty (Mischel et al., 2011). Virtual deception has gone beyond the traditional understanding of loyalty and brought new concepts such as psychological commitment, digital impulse control and online loyalty.

Social media and flirting practices constantly confront individuals with new relationships; This can trigger impulsive behaviors (Hertlein & Ancheta, 2014). In particular, the suppression of the prefrontal cortex in the decision -making process and the activation of the reward system explains why impulsive deception is so widespread in the virtual environment (Bechara, 2005). Findings show that different psychological motivations are effective in the tendency of men and women to deception behavior. While women often experience disjointed due to lack of emotional bonds, the search for impulsive and physical satisfaction in men stands out (Mark et al., 2011). However, in recent years, it has been seen that this distinction has become increasingly blurred and both sexes can exhibit both emotional and sexual impulses. The impulsive or planned of deception stands out as an important criterion that determines the direction of the psychotherapy process. In impulsive deception, individual therapy, impulse control training and self -awareness studies take place in the forefront; Relational analysis, double therapy and confrontation techniques with past traumas are more effective in planned deception (Whisman et al., 2007).

The impact of technological developments on relationships has become one of the important focal areas of psychology literature in recent years. Social media, flirting practices (eg Tinder, Bumble), messaging platforms and digital privacy tools both facilitate and encourage individuals to perform impulsive deception behaviors (Hertlein & Ancheta, 2014). Although the deception in the virtual environment is often legitimized with the perception of "not real", the establishment of emotional bonds, sexing messaging (sexting), and virtual relations reach the level of physical proximity. In this context, digitalization paves the ground for a rapid

transformation of impulsive behaviors (Abbasid & Alghamdi, 2021). Neuropsychological studies have shown that the award center of the brain has become activated in digital interactions and that dopamine release increases impulsive decision intake (Montague Et al., 2006). This may cause the individual to throw his loyalty to the second plan with instant satisfaction. Sexual impulses and loyalty behaviors are shaped by gender roles as well as biological differences. Traditional approaches suggest the idea that men are more intense sexual impulses and that they are biologically more prone to deception; Today, it is criticized that this approach is one -dimensional and reductionist (Buss & Schmitt, 1993). Although it is frequently emphasized that women are mostly directed towards emotional deception and men are more dominant in physical deception, current studies show that both sexes can act with both emotional and sexual impulses (Mark et al., 2011). However, while the feeling of guilt after unfaithfulness in women is more evident; The suppression and rationalization of this feeling in men is more common. Social norms normalize men's deception as "impulsive" and "inevitable ;; The deception of women can be stigmatized as a "character problem ((Allen et al., 2005). This distorted social perception makes it difficult for the individual to face his own inner impulses.

The concept of traditional loyalty has been replaced by a more complex structure with the rapid evolution of technology. Flirt applications, social media, hidden messaging platforms and online flirt culture; He has rediscovered the limits of loyalty, and has made the digital dimension of emotional and sexual violations visible. In this context, "virtual deception" (Cyber-infidelity) is considered as the new exam of relational loyalty. Virtual deception is the violation of the existing relationship limits with emotional or sexual digital interactions (Henline et al., 2007). This often occurs with the following behaviors: sexing messages (sexing), being active in flirting applications, hidden correspondence with old lovers, sexual content video/photo sharing, emotional connection through social media. Although such behaviors are often tried to be legitimized on the grounds that "physical deception is not considered", it can create traumas equivalent to physical deception in terms of psychological effects (Young et al., 2000). Virtual deception is directly related to the individual's impulsive decision -making processes. The internet environment weakens the impulse control of the individual with its anonymity, accessibility and immediate reward (Cooper et al., 1999). This increases the orientation of virtual escape paths, especially in individuals with emotional deprivation, dissatisfaction or internal conflicts. When neuropsychologically evaluated, the reward system of the brain (especially dopamine release) is activated during digital flirting, and the short -term search for pleasure is dominant on the loyalty principles of the individual (Montague et al., 2006). These impulsive interactions can weaken the individual's ability to control self and transform the

actions perceived as "harmless entertainment" into serious loyalty. Another sub-title of virtual deception, "micro-cheating" (micro deception), stands out as the reason for the recent increasing conflicts in relationships. This concept; It defines boundary violations such as following the lover secretly on social media, making interpretations of sexual implications, acting as if they were flirting, or establishing "emotional proximity ıyla with old relationships (Timothy & Herring, 2018). Although these actions are not seen as direct deception, they create insecurity in the relationship by making the limits of loyalty uncertain. Virtual deception requires classic double therapy techniques as well as digital awareness -based interventions. It is an important part of the treatment process of individuals to determine the digital boundaries, communicate with virtual loyalty and confront digital dependence. In addition, it is recommended to create a "loyalty agreement arasında between couples, to provide open communication on social media behaviors and to develop boundary ability in a virtual environment (Hertlein & Blue, 2014). The processing of exposure to virtual stimuli and impulse control techniques in psychohegral programs is also important as a preventive approach. Virtual deception is a complex form of disgrace that individuals express both their impulsive tendencies and their emotional gaps through digital tools. Today, it has become one of the most important reasons for trust crises in relations. Therefore, this new challenge of digitalization is not only individual; It should be handled in a multi - faceted social and therapeutic level.

Today, the bond established by young generations (especially Z and alpha generation) with romantic relationships varies significantly compared to the previous generations. This generation, which was born and grew in the digital age, tends to prioritize the emphasis on individual freedom rather than continuous consumption culture, continuous exposure to stimulus, instant satisfaction and loyalty (Twenge, 2017). This has made the concept of loyalty not only a matter of behavioral, but also a matter of cultural and generational transformation. Research shows that younger generations have increasingly "avoiding" or "unstable" attachment patterns in the attachment styles (Konrath et al., 2011). This may cause them to develop a distance against long -term romantic commitment and to avoid the dynamics that require loyalty. Social media, flirting practices and digital relationship behaviors such as "Ghosting", "benching", "orbiting" reinforce this binding break. Generation Z usually tends to search for the "best" when choosing romantic partners. This perception of "option multiplicity" makes it difficult to develop loyalty in relationships by undermining the sense of satisfaction (Finel et al., 2012). Couples have become able to avoid emotionally connecting in their current relationships with the expectation of encountering a better alternative, or have become able to end the relationship in a small conflict. Loyalty, marriage for past generations, commitment, monogamy, such as values such as; In young generations, this concept is defined as more flexible and individual. For some, loyalty for some are emotional commitment, and for others with alternative forms of relationship with alternative relationships such as Open Relationship ((Moors et al., 2014). This shows that the definition of traditional loyalty has begun to lose its validity among young people. These new attitudes of young individuals towards relationships make "relational continuity" studies important in the therapeutic context. It should be emphasized that loyalty in therapies means remaining faithful not only to the other party, but also to the individual's own values, decisions and emotional integrity. In particular, psycho -education on impulse control, emotional regulation and attachment awareness can contribute to younger individuals to establish healthier bonds in relationships. Young generations redefine loyalty; It tends to see romantic relationships as short -lived experiences that are consumed quickly. In this context, the loyalty crisis is not only individual; It is a reflection of a cultural, technological and generational transformation. In terms of psychology science, this transformation provides important opportunities to understand new forms of attachment and to examine the impact of the digital age in depth.

Conclusion

This study aims to address the phenomenon of loyalty only with the psychodynamic processes in the inner world of the individual instead of evaluating it within the framework of social norms and moral judgments. In line with the data obtained and literature screening, it was concluded that sexual impulses are a decisive factor in deception behavior, while these impulses are closely related to the individual's childhood experiences, form of attachment, personality traits, self -regulation capacity and neurobiological structure. Unconcerned is not only the betrayal of an individual in front of the partner; It often represents the expression of its inner gaps, repressed desires and unresolved psychological needs. In this context, loyalty is not only a problem of morality; Psychological development is a complex phenomenon directly linked to internal balance and impulse control. In order to reduce impulsive behaviors that cause disjointing, individuals need to recognize their internal processes. In order to achieve this awareness, psycho-educational programs, equity studies and psychological counseling processes can support individuals' strengthening in terms of both impulse control and relational loyalty. Psychotherapy practitioners correctly analyze the nature of deception behavior (impulsive, planned); It is important for them to determine the individual or double -based intervention plan in a healthy way. In impulsive deception, it is effective to focus on the individual's impulse regulation skills, past traumas and stress -cope mechanisms; Relationship satisfaction, lack of emotional bonds and analysis of mutual expectations in planned deception should be priority.

The effect of digitalization on loyalty is too large to be ignored. Social media accelerates the impulsive decision -making process of dopamine addiction on online flirting applications and virtual interaction areas on the individual. Therefore, digital awareness trainings, border determination skills and digital detox applications can allow individuals to cope with digital impulses. Biological and inevitable of male deception in society; The coding of women as a moral collapse prevents individuals from expressing their real needs and disrupts their double dynamics. In psychological counseling processes, gender roles and stereotyped norms should be questioned; Safety areas should be created where individuals can express their needs without judging their own needs. In this study, a qualitative analysis has been conducted, and with the quantitative studies to be carried out in the future, correlation and experimental relationships can be revealed between issues such as impulsive deception, planned deception, attachment styles and digital loyalty. In addition, the perception of loyalty in different cultures, social pressures and the effects of religious/moral values on deception behavior can be deepened by intercultural comparative studies.

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THE CRITICAL ROLES OF POLICE OFFICERS INVESTIGATION CYBERCRIMES ON SOCIAL MEDIA NETWORKS

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Abstract

Social media is influencing human communication on the globe. Along with its widespread usage, cybercrimes emerged affecting the wellbeing of individual people who used digital technology for their social and global interaction. Such issues caused complication for police in seeking a solution or in arresting the suspects while it is not clear who exactly the perpetrators really were in the online interaction. Hence, the study on investigation of cybercrimes on social media networks was conducted to identify perpetrators' identities, the police challenges, and the status of stakeholders' engagement in cybercrime prevention, protection, and reporting. The study employed a qualitative methodology with 26 key informants, who were leaders and specialized officers in relevant units, including Digital Security Department, the Anti-Cybercrime Department, and the municipal and provincial Commissariats were requested to participate in the in-depth interview using checklist and the content analysis approach was used. The study found that mainly the key perpetrators were not able to identify some of them were raided and arrested in scam compounds and some individuals living in the community. Cambodia is still affecting by the cybercrimes such as human trafficking, phishing, hacking, online scamming, identity theft, Fake giveaway, cyberbullying, and malware. Cybercrime investigation's tools and other applications used by police to collect evidence were not enough to arrest the perpetrators. Also, the limited capabilities, equipment's hardware-software, and collaboration of stakeholders prevented the successful achievements of tackling the cybercrime cases on time after complaints from the victims. This promotes the police to investigate online crime cases.

Keywords: *Police, Cybercrime investigation, Social-Media*

1. Introduction

Social media networks are changing the traditional social interactions in the current society. Everywhere in the world, the turn of using these technologies benefited individuals for their daily business operations, financial services, economic productivity, job creations, international connections, and entertainments in which all contributed to reducing poverty and social inequality (Supreme National Economic Council, 2021). This common popular platform is enabling individuals, organizations, and society to gain information, express opinions, connect with family and friends, enjoy entertainment, share information or videos, respond to messages, conduct commercial advertising and promotion and so on (B2BCambodia, 2015). Interpol (2020) noticed that there were 4.437 billion individuals connected to internet and used it services – email, online banking, ecommerce, social networks – in 2019.

Along with the positive aspects of social media networks, cybercriminal used technological platform to commit crime activities such as spreading of misinformation, fake news, cyberbullying, hacking (Supreme National Economic Council, 2021), inciting subversion to threat and incite unrest and social instability and so on to a multi diverse actors – governments, businesses, and citizens (Interpol, 2021; Kush, September 9th, 2024). Based on this, the cybersecurity was forecasted to increase 15 per cent per year of the total net cost of cybercrime from USD 3 trillion in 2015 to USD 10.5 trillion annually in 2025 (Interpol, 2021; Temasek, 2023).

To avoid from the negative consequences of social media networks, some nations like those of China, Myanmar, Burkina Faso, Russia, and other countries, have banned social media application for instance Facebook for its threats to the nations (Kush, 2024). Similarly, the issues of cybercrime were identified and introduced in the 2009 code of criminal in Cambodia in the form of IT related offenses (Corrado & Sakal, 2021), but the comprehensive cybersecurity and the legislation of data protection as well as cybercriminal law were not finalized (Cohen & Ing, 2024). This made it challenges for police to track online crimes which are getting more and more complicated along with the hasty advancement of technology devices. Thus, this article examines types of cybercrime and methods of cybercrime investigation on social media networks, including the delivery service of police and stakeholders in cybercrime protection, prevention, and arrest.

1.1 Objectives of the Study

This study sets out four objectives in order to:

1. Identify the existing cybercrime and perpetrators' identities.
2. Determine the challenges of police in implementing their obligations in investigating cybercrime cases.
3. Find out the status of stakeholders' engagement in cybercrime prevention, protection, and reporting.

2. Literature Review

2.1 Definition of the Main Terms

Police refer to judicial police are an auxiliary of the judicial power, tasked with investigating offenses, misdemeanors, and petty offenses, identifying and arresting offenders, and collecting evidence (Criminal Procedure Code, 2007)

Social media refers to an interactive platform that facilitates the sharing online information and collaboration through digital devices (Ozdal, 2017; Siddiqui & Singh, 2016).

Cybercrime was known as the use of digital devices by certain parties through internet connection networks to facilitate criminal activities against certain individuals or organizations anonymously (Reyes, et al. 2007; Mihok, 2021). Similarly, the Open Development Cambodia Organization called ODC (March 2023) noticed the definition of cybercrime as any criminal offenses committed using information and communication technology (ICT) systems, including hacking, phishing, identity theft, and distribution of malware.

2.2 Status of Social Media Network Usage and Cybercrime in Cambodia and beyond

In 2024, Cambodia had been reported by digital portal to grow the social media usage in which Facebook was the main platform composed of 11.65 million users equally to 68 per cent of the population followed by TikTok and Instagram (Raskmey, 19 August 2024). These social media platforms were claimed to be beneficial for social interaction and business practices, transforming from the traditional culture to a new way of life connecting with digital world. Along with the increase of social media usage in Cambodia and beyond, it offered the cybercriminals new transactions to commit crimes such as malware, phishing attacks, cyberbullying, identity theft, social engineering assault, cyberstalking, online fraud, and cyber espionage (Abdalrdha et al., 2023) on individuals, companies, and government agencies (Corrado & Sakal, 2021). CDRI (2020) cited the prediction of Google and Temasek (2016) claiming that 480 million users could have

internet penetration while about 5 million internet users predicted to be penetrated which was about 32 percent of the nation total population in Cambodia (Martires, 2019). World Economic Forum (2025) reported as quoted from the Global Anti-Scam Alliance revealing that more than $1 trillion globally were siphoned away in the past year, costing certain countries losses of more than 3 per cent of their gross domestic product (GDP). Like other nations around the world, Cambodia experienced the cyberattacks since 2002 on businesses and government websites (CDRI, 2020; Corrado & Sakal, 2021). To crackdown and execute the cyber-attackers, the Cambodian authorities have arrested the attackers for instance the cases of the co-founder of the Private Bay in 2012 (CDRI, 2020).

2.3 Cybercrime Investigation and Social Media Networks

The increasing use of social media has created several concerns over individual privacy and security (Soomro & Hussain, 2019). This is because the users were able to share and participate in content creation, videos, images, graphs, and animations on web or application while the inappropriate use of social media could enable cybercrimes (Tonkolu, 2019). In this respect, the police are required to put their best efforts to protect and investigate cybercrimes through online communication activities' monitoring (Soomro & Hussain, 2019). But the investigation and arresting cybercriminals was complicated compared to traditional crimes. This is because once cybercrime occurred, eyewitnesses, DNA material or video recordings would not be available in which police depended strongly on internet service providers to share the data available of the victim's and offender's digital device's location through the assistance of digital forensics (Oerlemans, 2017). An IP address or a nickname was claimed to be the only hints existing for the investigations. However, literature showed that cyber investigation has two general types, numerical forensics and open-basis intellect of which the digital investigation was proved to be the most effective and low probability of damaging the data (Horan & Saiedian, 2021). The investigators of digital forensics collect pieces of evidence together to determine the duration of crime events online so as evidence can be analyzed by applying the host investigation, mobile analysis, network connection search, and cloud connectivity analysis. Additionally, the investigators are required to be aware of the tools to understand identified the three categories of internet crimes – the apparent web, the secret web, and the shadowy web.

2.4 Challenges of Police in Cybercrime Investigation

The cybercrime investigation is complicated and challenging for police officers to tract the criminals' activities online. Eurojust and Europol (2024) identified 6 challenges for cybercrime investigations – data volume, loss of data, approach to data, anonymization forces, barriers to global cooperation,

challenges in public private partnership. In this regard, data volume refers to large and complex datasets which are difficult for data processing and analysis, leading to long delay because of the lack of interoperability. Loss of data refers to the invalidation of the data retention after the data retention period has expired due to lengthier cross border requests, making it unavailable to pursue the investigation. Access of data refers to the use of encryption technologies of criminals to ensure their anonymity, enabling their online interactions and illegal actions endure secrecy and stay out of reach of police. Anonymization services refer to the difficulties in establishing the basic location of online perpetrators and operations causing delay in police investigations. Obstacles to international cooperation refer to prevented connectivity in transnational networks to collect evidence, and a lack of statistics for resolution causing in troubled approach to data. Challenges in public private partnership refer to the sensitivity of police investigations, information allotment on a straightforward communication as the statistics were not able to share by police and private sectors on reasons related legality while the private sectors are guaranteed to defend the private information of their clients that leads to complete absence of information sharing. Based on such challenges, cybercrime investigation on social media networks would make it slow for police to arrest the perpetrators online.

3. Methodology

3.1 Research Design

This study was conducted in 4 municipality and provinces – Phnom Penh municipality, and Preah Sihanouk, Svay Rieng, and Siem Reap provinces, employing a qualitative approach. The selection of this study location was dependent on the high and moderate crime rates reported by the Ministry of Interior in 2023 (MoI, 2023).

3.2 Research Setting and Participants

Non-probability sample selection was used for this study. Purposive sampling was selected based on the pre-selection criteria on topic of discussion as it would provide in-depth information in relation to the participants' status and experiences that researchers sought (Lopey & Whitehead, 2013). Thus, the study recruited 26 individuals who were the leaders and specialized officers in relevant units from Digital Security Department, the Anti-Cybercrime Department, the Phnom Penh Police Commissariat, the Svay Rieng Provincial Police Commissariat, the Preah Sihanouk Provincial Police Commissariat, and the Siem Reap Provincial Police Commissariat.

3.3 Data Collection and Analysis

Taylor, Bogdan, and Devault (2016) claimed that using qualitative interviews have a chance to receive broader information on a wide range of settings, situations, or individual involved. Also, it provided incidents and viewpoints from participants on cases of investigation. The field data collection was done on 28 May to June 2024 with agreement to participate by the participants as of the letter of invitation talking about their informed consent, privacy of data and well as the confidentiality of personal data. The content analysis approach was used to analyze the collected information of the interview transcripts and expert opinions.

3.4 Research Ethics

This study took in-depth consideration on research ethics. The formal request letter was approved by the Police Academy of Cambodia for the study. Also, it was accepted and allowed by the participants' administration for the agreement to take part in the in-depth interviews, including Digital Security Department, the Anti-Cybercrime Department, the Phnom Penh Police Commissariat, the Svay Rieng Provincial Police Commissariat, the Preah Sihanouk Provincial Police Commissariat, and the Siem Reap Provincial Police Commissariat. Human subjects for the participants were seriously concerned.

4. Research Findings and Discussions

In respond to the issues of cybercrime investigation on social media network by police in Cambodia, the study found the followings:

4.1 The types of cybercrimes and perpetrators' identities

Cybercrime is a concern not only abroad, but also in Cambodia. Many actions have been taken to alleviate the cases. From literature review in 2016 there were 7 common acts of cybercrimes in the country, including hacking, email hijack, telecom fraud, DDoS, phishing, deface, and fraudulent money transfer (Phannarith, 2016). Based on the interview with police specialists in cybercrime confirmed similarities of cyberattack happened previous year. The results of the in-depth interview claimed that in 2023, 700 cybercrime cases were identified. Among these cases, 7 cases were human trafficking luring the victims on fraudulent employment contracts, 313 cases were phishing through impersonation scam posing as leaders, family members, representatives of well-known companies or wealthy individuals offering rewards, 94 cases were online scamming, 48 cases were fake giveaways with fraudulent investment schemes promising excessively high returns, 20 cases were hacking on social media accounts, 109 cases were cyberbullying such as public defamation or insults individuals or legal entities, 89 cases were identity theft, and 20 cases were malware. Through its sophistication, only 41 cases were handled completely, while 659 cases were under investigation. The perpetrators of these cybercrimes were explained by police authorities as individuals or organized groups living inside and outside of the country committed

cybercrime activities in the purpose of insulting the king and national leaders, defaming, deceiving, stealing, or hacking other individuals or companies for their own advantages. Some of the perpetrators were claimed to be the victims of encamped and forced online working on scams in Cambodia. The interview findings from police officers reflected the existing literatures and reports by relevant institutions for instance the ASEAN-Australia Counter Trafficking in May 2024 noticed the probability of human trafficking in the cyber-scam industry, crackdown by Cambodian authorities in mid to late 2022 (ASEAN-Australia Counter Trafficking, May 2024). These results explained that cybercrime cases are affecting many, regarding the cases of phishing, online scamming, identity theft, and cyberbullying compared to hacking on social media and malware in the current situation of cyberattacks while most of the perpetrators were raided and arrested in the scam compound by the police.

4.2 Cybercrime investigation and challenges on social media by police

Cybercrime investigations on social media platforms are a complicated process for police. It requires the use of appropriate procedures based on the existence of law and the consideration of human rights and the privacy of individuals or companies. The interview results showed that the Code of Criminal Procedure 2007 and the Criminal Code of Cambodia in 2009 were applied for procedural police investigation. Along with this application of legal framework, police utilized a 4 – step – process in identifying the social media network complaints, the police received the victims' complaints, the police assess the available information, data, or evidence of the victims, the police conducted basing investigation or background checks to make sure the existence of cyberattacks, and the police employed investigative methods to verify the suspects with relevant parties. Up on these investigative processes, the police trace backgrounds, and manage targets in response to social media-related offenses occurring on platforms such as Facebook, Instagram, WhatsApp, and Telegram by examining their profiles or backgrounds and by identifying and monitoring related individuals on social media to analyze their familial and friendship connections, communication patterns, or previously shared locations on social media after the complaints were filed to the official department's unit through in person's complaints, social media channels, the Hotline Scam, and telephone call to the unit. Based on these complaints, the police utilized tools such as OSINT Tools and other applications to collect evidence and to verify images, videos, or audio messages to comprehensively assess the activities of suspects.

However, the police acknowledged the challenges to identify the perpetrators regarding the procedures because of the rapid technological advancement. The offenders of cybercrime on social media networks utilized novel tactics and strategies by complicating the

efforts of police in effectively preventing, deterring, and suppressing these offenses to maintain security, public order, and social safety. Also, it was a time-consuming process for certain social media related offenses such as scams, mistaken account transfers, the sale of counterfeit products, fraud investment, the renting of bank accounts, and online gambling. This was due to the limitation of equipment and materials available for investigation, and forensic analysis through some of the improvements that have been made in digital forensics for judicial forensic teams regarding digital forensic capacity and skills, but additional knowledge and skills were still needed. The interview participants claimed that the knowledge and capabilities of technical officers in investigation and forensics at Phnom Penh and provincial police commissariats remained limited along with the shortage of equipment and materials for forensics and evidence collection, as well as software for monitoring, tracking, data collection, and data analysis in line with the current context. Investigative procedures for past cases have not yet been fully completed due to pending data and resolutions from relevant parties, while new cases continue to increase.

In reflection to this, ASEAN-Australia Counter Trafficking (May 2024) reported similarly that the Cambodian authorities have capabilities to arrest the online suspects as raiding into the cyber-scam compounds like in Preah Sihanouk province, but the victim screening efforts remain lacking and challenging. Other reason This result means police have enough capability to track the cybercriminals but through the rapid technological advancement used by the cybercriminals and the limitation of equipment used, making it hard for police to act on time.

4.3 Stakeholders' engagement in cybercrime investigation on social media

The engagement of stakeholders is necessary in combating cybercrime cases in Cambodia. The results of in-depth interviews with specialists notified that cooperation has been made with different stakeholders. With this cooperation police could be able to perform cybercrime investigation, leading to the reduction of cyberattacks and ensuring public safety. Moreover, the cooperation between police and relevant stakeholders enabled sharing and exchanging of information and data available for investigation. The connection of police, regulatory bodies, and internet operators also claimed to exist to ensure the strength of police operation to investigate cybercrime cases. However, some cases of cybercrime required significant time following a proper procedure causing the suspects to leave minimal evidence to trace, linking with the interconnectedness and complexity of cybercrime nature, enabling the loss of data for investigation. Often, the offenders have deleted data and cyber activities. These limitations on the collaboration with relevant stakeholders left the suspects untraceable. The causes of limitation were one case related to the

concern on reputation damage of the stakeholders in sharing the crucial data that was considered confidential. Furthermore, operators have policies to protect the privacy of their customers' data. This necessitates that the police possess relevant documents and evidence to submit to the operators, who then require internal discussions before responding to the police, leading to case resolution bottlenecks due to waiting for information or data from involved parties through hierarchical workflows. Also, the lack of national and international collaboration led to backlogs and delays in resolution. Literature review has also explained the challenges of cybercrime cases such as that of Eurojust and Europol (2024). Interpol (2021) noticed similarly that the transnational nature of cybercrime with its anonymity and minimal traces, necessitates time-consuming investigations to gather evidence from relevant parties for effective law enforcement. Additionally, the delays of handling citizen reports to cybercrimes due to the difficulties in obtaining cooperation from the private sector, many agencies with months or more (Moloney, Unnithan, & Zhang, 2022). However, the anti-cybercrime police were working collaboratively with both national and international authorities to strengthen the cybercrime investigation in Cambodia.

5. Conclusion

Cybercrime investigations on social media are attracting attention to both anti-cybercrime police and public around the world. Individuals, businesses, and government organizations have been affected by the cybercrimes of human trafficking, phishing, hacking, online scamming, fake giveaway, identity theft, cyberbullying, and malware. These activities were found not only impacted on individuals' data, property, and security, but also the companies and social security of the nation. Currently, tools such as OSINT Tools and other applications used by police to collect evidence and to verify images, videos, or audio messages from cyberattacks were not enough to the rapid and complicated technological tactics and strategies performed by the perpetrators. Also, the limited capabilities, equipment's hardware-software and collaboration of stakeholders prevented the successful achievements of tackling the cybercrime cases on time after complaints from the victims. These findings suggested that the government should consider accelerating the development or adoption of legislation concerning cybercrime, data privacy protection, and public access to information, among other, the needs of anti-cybercrime units to increase in equipment installments ready to combat the new cyberattacks, an mobile application should be considered to develop to receive information, reports or complaints and its use should be promoted to enable relevant authorities (police, regulators, operators, and the public) to participate in resolving cybercrime issues in a timely manner and the endless improvement of polices' capacity to detect and to use the device available to analyze and arrest the cybercriminals. Moreover, lack of stakeholders' engagements reflected the needs to

seek appropriate solutions to share sensitive or confidential information of individuals or organizations so that police could access the perpetrator's operation online. This study suggested further research on the problems and challenges of stakeholders' participation in cybercrime reporting.

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WHY SHOULD EVERY BUSINESS CARRY OUT PEP AND SANCTION SCREENING OF THEIR SUPPLIERS?

Dr Abraham Daniel Bosman Grobler*

(Ph.D Business Management, DBA Supply Chain Management)

Although global consumer confidence has already suffered a much sharper decline than during the run-up to previous global recessions, the reasons for ensuring that a business conducts PEP and Sanction screening of suppliers they deal with, are increasing. The global economy is growing slower than expected, but this does not prevent companies from dealing with corrupt directors of the supplier they deal with.

Politically Exposed Person or otherwise referred to as PEP screening is conducted on an individual, normally a director of a company who is in a position of power, against international watchlists, including sanction lists to determine their risk score.

Sanction screening is conducted on companies or individuals, against an ever-changing watchlist of businesses, organisations, individuals, and government agencies to protect against fraud and illicit activity.

Why is PEP and sanction screening important? Corruption is an ever-growing global problem and there are various reasons why companies should conduct PEP and sanction screening on their suppliers namely:

- To ensure that a company protects its reputation, its revenue, and its capital.
- Fraud prevention for it is politically aimed at stopping activities such as bribery, corruption and money laundering.
- PEPs are high-risk suppliers with a higher degree of opportunity to acquire money or assets through illegal practices such as bribery or money laundering.
- Reduce the company's risk of financial exposure.
- It further reduces the company's risk to deal with money launderers and supports AML policies.
- It reduces the opportunity to fund terrorism.
- It upholds international and national laws.
- It protects human rights.
- It helps to identify and prevent financial crimes.

When conducting vetting on an individual or a company, it is sometimes the least expected individual or company that has some links to an illicit action.

Companies can no longer do business with suppliers without understanding their exposure, as high-risk suppliers could cause irreparable damage to a company's reputation and could pose a great financial risk. It is worth every cent to conduct such a check on an individual or business before awarding any significant business to these entities.

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THE ROLE OF FAMILY CHARACTERISTICS ON CHILD BEHAVIOR PROBLEMS

Dr Ocak Korhan Ozduru*

Abstract

This study aims to evaluate the effect of family functions on behavioral problems of children aged 7-12 years. In the study conducted on 172 children and 293 parents studying in state and private schools in Istanbul, the Family Evaluation Scale (FES) and Achenbach Children's Behavior List (AÇDL) were used as a data collection tool. In the study where quantitative research methods were used, descriptive statistics, regression analyzes, T-test, ANOVA and correlation analyzes were performed through SPSS 26.0 program. The findings have shown that parents with high family functions have less behavioral problems in children. Especially in domestic communication, problem solving skills, emotional support and marriage harmony; It was found to be effective in reducing problems such as aggression, attention deficit and introversion. In addition, demographic variables such as socioeconomic level, parental education, active time with the child and the level of recognition of the child's emotional development have shown significant effects on children's behavior problems. These results make significant contributions to child psychology, family counseling and social policy; It requires the development of programs for strengthening family functions.

Key Words: *Child behavior problems, family evaluation scale, family functions, marriage harmony, parent attitude, socioeconomic level.*

Introduction

Childhood is a critical stage of development in which the individual's behavioral, emotional and social development is laid. The experiences and environmental factors encountered in this period may directly affect the individual's psychosocial functioning in older ages (Bronfenbrenner, 1979). The family, which is the most effective social environment in the child's development process, is not only a care and nutrition environment; It is also a system in which basic building blocks such as emotional support, social learning, safe attachment and personality formation are built (Bowen, 1978; Minuchin, 1974). The functionality of the family structure can have a positive or negative effect in the developmental processes of the child. In systems where family functions such as communication, problem solving, clarity of roles, emotional sharing and behavior control are carried out healthy, it is seen that children have high levels of social and emotional harmony (Olson, Portner & Lavee,

1983). On the other hand, in the structures where family function is impaired, in -marriage conflicts are intense and parental attitudes are unstable, the likelihood of showing behavioral problems increases (Cummings & Davies, 2010). Behavioral problems; aggression, attention deficit, non -compliance with rules, social withdrawal can be manifested in the form of outward or inward reactions. Such problems may adversely affect not only the child's mental health, but also the school success, peer relations and advanced life harmony (Achenbach & Rescorla, 2001). The extent to which parents spend time with the child, how much the child can notice the emotional development of the child and how the experiences in their own family environment are reflected in the raising children (Baumrind, 1991). In this context, this study aims to address the effect of family functions on child behavior problems in a multidimensional way. In particular, through the family evaluation scale (FES) and Achenbach Children's Behavior List (ACDL), such as family communication, problem solving, emotional response and behavior control; The relationship with behavioral problems such as aggression, attention deficit and inward closure has been evaluated quantitatively. In addition, the study analyzed which factors were more effective in explaining behavioral problems, taking into account the demographic variables such as socioeconomic level, parental education, marriage harmony, time allocated to the child and the order of birth of the child. Thus, a data foundation that can guide both micro -level individual development and social policy production at macro level is presented. In this context, the main question of the study is determined as follows:

To what extent does family functionality, parental characteristics and internal harmony affect the behavioral problems of children aged 7-12?

Methodology

This research is a quantitative study carried out within the scope of the relational screening model. The relational screening model is one of the descriptive research types that aim to determine the level of relationship between two or more variables (Karasar, 2009). In this study, the aim is to analyze the effects of family functions and parental characteristics on children's behavioral problems. The sample of the study is 172 children between the ages of 7-12 and 293 individuals consisting of their parents. Participants were selected by sampling method for purposes. 68 %of parents are mother and 32 %are father; Their age varies between 28 and 52. The majority of the

participants (61 %) are at medium income level and 58 % are university graduates. Data Collection Tools:

1. Demographic Information Form: The age of parents, gender, education level, marital status, income level, child's age, gender, birth sequence and time spent with the child.

2. Family Evaluation Scale: The Turkish adaptation of Faces III developed by Olson, Portner and Lavee (1983) was used. The scale consists of seven sub -dimensions: domestic communication, problem solving, roles, emotionally reacting, showing the necessary attention, behavioral control and general functions. In the study, the internal consistency coefficient of FES (Cronbach's Alpha) .87 was found.

3. Achenbach Children's Behavior List (ACDL): The scale developed by Achenbach and Rescorla (2001) and used to evaluate the behavior of children aged 6-18 includes sub-dimensions of internalized and externalized behavioral problems. The internal consistency of the scale was determined as .89 in this study.

The data were collected through the survey forms delivered to parents with the permission of school administrations. Written consent was taken from the voluntary basis and the data were processed in accordance with the principles of privacy. The data collection process took about 3 weeks. The collected data were analyzed using SPSS 26.0 program. In addition to descriptive statistics; Pearson correlation analysis, independent sample T-test, one-way variance analysis (ANOVA) and multiple regression analysis were applied. The level of significance is accepted as .05. The data obtained are intended to determine the effect of family functions and demographic variables in the imposition of behavioral problems.

Literature Review

The behavioral harmony of children is closely related not only to individual characteristics or developmental processes, but also to the qualities of the social environment in which they are in. The family system, which is one of these circles, plays a fundamental role in shaping the child's personality structure, emotional regulation skills and behavioral repertoire (Bronfenbrenner, 1979).

Family Systems Theory and Behavior Development: Family Systems Theory developed by Minuchin (1974) argues that the behavior of individuals is shaped by family dynamics. According to this model, the imbalances and role complexities between domestic subsystems (parents, parent-child relationships, sister relations, etc.) may cause behavioral deterioration in children. Especially in families where the boundaries are uncertain, roles are variable or parental functions are disrupted, children may exhibit expressionist or inward behavior patterns such as aggression, inward closure and impulse control problems.

Ecological Systems Theory: According to the theory of Ecological Systems of Bronfenbrenner (1979), the development of the individual is shaped by the interaction of micro (family), meso (school, peer groups), exo (parent's business life), macro (cultural values) and chrono (change) systems. In this context, the behavioral problems of children are not only individual; It should also be evaluated with external environmental factors such as family, school, society and culture.

Family Functions and Behavioral Problems: Family functions include the mutual roles, communication quality, emotional proximity and problem solving abilities of family members (Olson, Portner & Lavee, 1983). Olson's extended family functionality model (Circumplex Model) argues that family harmony and communication adequacy is closely related to the levels of psychological adaptation of children. Research shows that the social skill levels of children who grow up in functional families are high and their behavioral problems are low (Olson Et al., 1983; Cummings & Davies, 2010).

Marriage harmony and effects on the child: The negative effects of the level of conflict in marriage on children have been known for a long time. Cummings and Davies (2010) stated that the conflicts in marriage may lead to loss of confidence in children, behavioral problems and low self -perception. In incompatible marriage relations, children often assume the task of emotional mediation, which causes them to carry loads that are unqualified.

Parent Attitude and Role of Socioeconomic Level: Baumrind (1991) examines the effects of the theory of parenting styles, authoritarian, democratic and indifferent parental behaviors on child behavior. Parents who have a democratic attitude are higher in children's children and behavioral problems are less. However, Bradley and Corwyn (2002), low socioeconomic level increases children's behavioral risks; Because the parent argued that education, time and resource access is limited.

Categories of Behavioral Problems: ACDL (ASEBA) developed by Achenbach and Rescorla (2001), behavioral problems internalized (anxiety, depression, social withdrawal) and externalized (aggression, attention deficit, not compliance with the rules). This model offers not only the psychopathological dimension of behavioral problems, but also the ability to analyze the environmental causes of the parent-child relationship.

Argument

The starting point of this study is fed from the theoretical and empirical literature that the family system is directly and indirectly effective on child behavior. The research has been built, especially on three basic arguments to understand the reasons for the behavioral problems of children in the 7-12 age group:

The first and most basic argument of the study is that domestic functions (communication, problem solving, emotional sharing, clarity of roles, etc.) directly affect children's behavior repertoire. This argument is based on Olson's (1983) expanded Family Functionality Model. Children who grow up in functional family structures exhibit less behavioral problems such as inward closure, aggression and attention deficit; On the contrary, it has been supported by many studies that these problems are more common in dysfunctional families (Achenbach & Rescorla, 2001; Minuchin, 1974).

The second argument of the study is that child behaviors are not only related to the parental behaviors directed to the child, but also by the nature of inter - parent relations. In -marriage conflicts can create anxiety, insecurity and incompatibility in children; Therefore, the theoretical foundations that marriage harmony can serve as a buffer mechanism (Cummings & Davies, 2010) are the basis for this argument of the research. In addition, in line with Baumrind's (1991) parenting styles approach, lower behavioral problems are observed in children of democratic frugal parents.

The third argument is that the impact of the family system is not limited to psychological or relational levels, but also shaped by structural factors. Bradley and Corwyn (2002) have shown that socioeconomic level affects education capacity and emotional investment level when the parent can devote to his child. Similarly, this study has shown significant relationships that low income level, low parental education and the lack of time spent with the child have increased behavioral problems.

In conclusion; These three basic arguments offer a theoretical structure that supports the hypotheses of the study and coincides with the findings. The results of the research show that both micro (parent-child relationship, marriage dynamics) and macro (socioeconomic structure) can reduce the effects of children on psychosocial development.

Finding

In this study, analyzes were performed on the data obtained using the Family Evaluation Scale (FES) and Achenbach Children's Behavior List (ACDL). The aim of the study is to examine the relationship between family functionality and child behavior problems. Below are detailed explanations of the findings obtained.

The relationship between family functionality and child behavior problems: It has been found that children have less behavioral problems in families with high domestic functions. Regression Analysis has demonstrated the relationship between the sub - dimensions of the Family Evaluation Scale (FES) and the sub -dimensions of AChenbach Children's Behavior (ACDL). Especially in families with high scores in communication, problem solving and emotional

support sub -dimensions, behavioral problems in children were significantly lower. As domestic functions increase, children's aggression (β = -0.42, p <.001), attention deficit (β = -0.39, p = .002) and inward closure (β = -0.36, p = .003) were found to be decreased.

Parental Education Level and Effect of Socioeconomic Level: The education level and income level of parents has a significant effect on the behavioral harmony of children. There was a negative relationship between the education level of the parents and the child behavior and the level of higher education was associated with less behavioral problems (β = -0.31, p = .005). In addition, income level has been observed to significantly reduce children's internalized behavior problems (β = -0.28, p = .006).

The effect of the time spent with the child: The amount of time spent with the child was an important determinant factor. The fact that parents spend more time with their children creates positive effects on their behavioral problems. As the time spent with the child increases, problems such as aggression and attention deficit of children decrease (β = -0.29, p = .007).
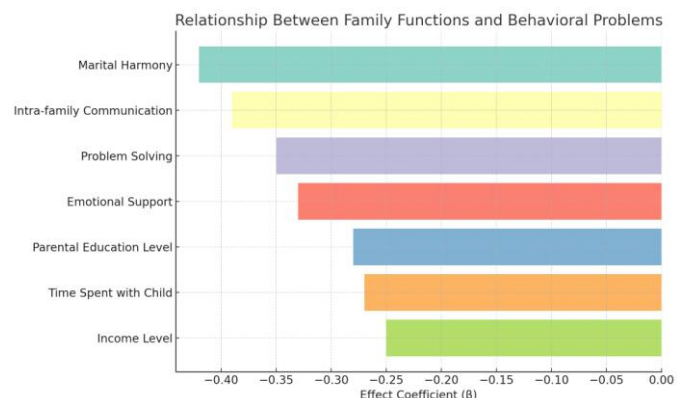

Figure. Relationship Between Family Functions and Behavioral Problems

In the graph, the effect of different dimensions of family functions on child behavior is presented visually. The graphic clearly shows how children's behavioral problems are reduced in families where family functionality increases. The graph shows with the β coefficients of children's behavioral problems and family functions. The negative of coefficients states that the relevant variable reduces behavioral problems.

Graphic Review:

1. Marriage Compliance (β = -0.45) -The most powerful determinant

The most remarkable finding in the graph is that marriage harmony is the most powerful predictor variable over children's behavioral problems. As the quality of relationship between parents decreases, it is seen that problems such as aggression, inward closure and attention deficit in children have increased. This

shakes the child's emotional security perception and causes behavioral imbalances (Cummings & Davies, 2010).

2. Domestic Communication (β = -0.42) -The second most powerful effect

In families with a high level of family communication, children show less behavioral problems. A clear, transparent and empathic communication environment facilitates the expression of the child's emotions, thus preventing behavioral explosions. The strong communication also brings with it the cooperation and the clarity of borders in the family.

3. Problem Solving (β = -0.39) -The main element for healthy structures

The production of a constructive solution to problems in the family teaches the child how to deal with conflicts. Especially in moments of crisis, there is an increase in behavioral reactions of children in families with weak problem solving skills. This may cause behavioral disorders to turn into a learned reaction.

4. Emotional Support (β = -0.36) -Psychological Safety of the Child

The emotional support of parents to the child plays an important role in the child's self -regulation, anger control and social relationships. In family structures with emotional neglect, children often show signs of anxiety, incompatibility and aggression. The graph shows that this relationship is strong but more moderate than others.

5. Parent Education Level (β = -0.31) -Awareness and Disciplinary Balance

It is known that parents with high education levels exhibit more democratic, explanatory and supportive attitudes to their children. These attitudes support the behavioral development of the child. The level of education is also related to conscious boundaries and effective time management skills (Baumrind, 1991).

6. Time to deal with child (β = -0.29) -Time quality

Not only the time spent together, but also the quality of this time. Qualified parent-child interaction strengthens emotional attachment and meets the child's behavioral needs more effectively. Although this effect is strong, it is more moderate than the first four factors.

7. Income level (β = -0.28) -Structural and indirect effect

The socioeconomic level of the family affects the problems of behavior, not directly, but indirectly. Material inadequacy increases the stress of the parent, which emerges as psychological tensions and indifference reflected in children. The graph shows that this effect is important but lower.

In general, the graph shows:

> "Domestic relational and emotional functions are more effective in determining the behavioral problems of children than structural factors.

In other words, the quality of marriage, the form of communication and the level of psychological support within the family; It has a stronger effect than external variables such as training or income. These results show that intervention programs should first focus on relationship dynamics.

All these findings reveal the important effects of family functions and parental characteristics on children's behavioral development. It has been emphasized that factors such as strengthening domestic communication, improving problem solving skills and increasing parental education levels may positively affect the behavioral harmony of children. In addition, the fact that parents spend more time with their children play a critical role in reducing children's behavior problems.

Conclusion

This study aims to reveal the effects of family functions and parental characteristics on behavioral problems of children aged 7-12 with quantitative data. The findings obtained as a result of this study in Istanbul support both theoretical infrastructure and previous research. The results of the Family Evaluation Scale (FES) and Achenbach used in the study have shown that the results of family communication, problem solving skills, emotional support and marriage harmony play decisive roles in the behavioral development of children. In groups with high family functions, behavioral problems such as aggression, attention deficit, social withdrawal and incompatibility were significantly less. The fact that the most powerful determinant is the harmony of marriage has shown that inter -parenting relationship is critical not only at the level of individuals, but also in terms of emotional safety and behavioral integrity of children. Conflicts between parents are reflected in the child as anxiety, stress and behavioral imbalance. At the same time, communication and emotional support positively affect the child's self -expression, empathy and problem - solving skills. However, structural variables such as the education level of the parent, socioeconomic situation and time spent with the child were also effective in the incidence of behavioral problems. However, the effect of these variables is less than emotional and relational family functions. This finding shows that the quality of interaction in the domestic interaction is greater than material and educational opportunities. The findings of the research make significant contributions to understanding the behavioral problems of children and produce solutions. Applications such as increasing the quality of domestic relations, dissemination of parental trainings and making family counseling services systematic can be the basis for the policies to be developed in this field.

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In addition to his background in computer engineering, he completed a Bachelor's degree in Sociology and furthered his studies in Ireland in Physiology and Human Anatomy, Biology and Behavioral Psychology, as well as Human Nutrition and Food Safety. He also completed a certificate program at Harvard University titled "Fundamentals of Neuroscience, Part 3: The Brain," earning the title of Psycho-Sociologist. In 2016, he established a center called Potential in Sakarya, through which he helps individuals realize their potential while also continuing to train professionals and organize seminars. Combining EFT, NLP, and hypnosis techniques, Özduru has developed original methods such as Submental and ElectroEFT, which he uses to guide clients, institutions, and students.

He is also a student in the Child Development Program at Istanbul University. As a recognized author, Özduru has written several books, including "Bu mudur? Budur!", "Değişimle Randevu," and "Submental." In addition to his personal website www.korhanozduru.com, he has published hundreds of articles in various newspapers and continues to raise public awareness through his weekly television program titled "Bence with Korhan Özduru."

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ORGANIZATIONS THAT PERFORMED THE DUTIES OF GENDARMARIE AND POLICE IN THE OLD TURKS AND SELJUK STATE

Dr Ethem Gurcan*

Abstract

The concept of security is the state of being able to carry on with people's daily lives without any problems and to live fearlessly away from dangers. In our study, the law enforcement that will provide security is to investigate the structures that serve instead of the current Law Enforcement Organization in the period starting from the Old Turkish states to the Ottoman Empire, and to identify these organizations that establish internal security and to classify them under one roof. As a result of the literature studies, it is seen that the provision of safety and security is provided by the security structures created under various names, starting from the highest authority in that society. The structures established to meet the needs of societies with security, while ensuring the security and public order of peace, also fought against the enemy in times of war. For this reason, regular units have a strong organization like military units in public order and are called Law Enforcement Forces with military status. This state tradition continues its existence and continuity even today.

Keywords: Security, Law Enforcement, Security and Public Order, Public Order.

Entrance

As Aristotle stated, (Aristotle, 1975, p. 9) man is a political being living in society. People living in society have been governed by moral and religious rules until today, and at the same time, they have had to obey the orders of the social rulers or the laws of the state.

The duty of the laws is to determine the authorities and responsibilities of state institutions and also to ensure that institutions act together in an orderly manner. People owe their entire lives to the rules set by the state (Mengüşoğlu, 2017, pp. 295-298). In order to ensure this order, the state has needed legitimate forces that we call "law enforcement" today and that have protected social life under different names until today. When viewed from a historical perspective, it can be seen that one of the fundamental phenomena in the history of humanity and that concerns humans is "security" (Özel, 2022, p. 27.).

Developments that began within the scope of human security moved to different levels with the socialization of the individual, and with the emergence of nation states on the scene from the 18th century onwards,

security-themed definitions also diversified. In the 20th century, A. Harold Maslow, one of the famous psychologists of the period, put forward the theory known as the "hierarchy of needs" and divided human needs into various levels, placing "security needs" at the second level, right after physiological needs such as eating, drinking and shelter (Maslow, 1970, p. 159).

In our article, we will examine the literature in chronological order, investigate the structures that serve in place of the Law Enforcement Organization and reveal these organizations that establish internal security.

Institutions Carrying Out Gendarmerie and Police Duties in Ancient Turks

In historical Turkish societies, as a result of the "tradition of establishing a state", ensuring social order has always been one of the most important issues. Individuals and organizations responsible for the execution of security and public order services were first encountered in the 8th century (Vural, 1970, p. 15).

A. Subashilar

It is understood that the oldest written document regarding the history of law enforcement is the Tonyukuk Inscription belonging to the Göktürks. As is known, the Tonyukuk Inscription is the first of the Orhun Inscriptions. The second stone on the north face of the Tonyukuk Inscription clearly mentions the title of Subaşı of İnel Kagan. Although it is said that the Tonyukuk Inscription was erected in 727 A.D. (Taşağıl, 1995, p. 1), some researchers state that this date is 720 (Sümer, 1972, p. 17).

It is possible to describe the Subaşıs as the first police chiefs. In the Orhun Inscriptions, which are the first written documents of Turkish history, regarding the police duties, it is stated as follows; "sü b(a)şi in(ä)l k(a)g(a)n t(a)rduş ş(a)d b(a)rzun t(e)di "Let İnel Kagan and the Shadı of the Tarduş serve as commanders!" (Atsız, 2021, p. 70). In every major state founded by the Turks, the police officers who provided security were the chiefs of the administrative structure (Akkaya, 2013, pp. 59-72). While Sû means army, soldier and commander (Donuk, 1988: p. 93). Subaşı means the great commander who is responsible for ensuring public peace on behalf of the State. Since the Turks gave importance to ensuring internal security, they assigned a strong military organization to this issue.

They used the same organization in war periods. It is seen that the duties of the Subaşıs are exactly the same as the duties of today's gendarmerie and police. Therefore, the history of law enforcement in the Turks begins with the Subaşıs, in other words, the gendarmerie. It would be correct to accept that İnel Kagan is the oldest known chief of law enforcement (Alpar, 2013, pp. 79-106).

B. Khans / Khagans

The ancient Turkish States established a "Custom" to ensure the safety and justice of the citizens, to ensure public order, and to maintain the people's beliefs and lifestyles. Khans, Khans and Khagans governed their states in accordance with their "Customs".

Customs were a way and a guide for communities to live together in order. For this reason, the other name for customs was "Way". Communities must follow and comply with this path. Those who do not comply with the tradition, that is, those who go astray, are mistaken and are punished with death (Ögel, 1971, p. 24). These customary law rules that constitute the personality structures of the ancient Turks are the only way to protect and manage the order of society. Aydın Taneri states that the ceremony is permanent and that the ancient Turks uphold the rules of social law by saying, "The province goes, the tradition remains" (Taneri, 1981, p. 32).

In the ancient Turks, it is seen that those who committed murder, horse thieves, rapists of virgins, and adulterers, both men and women, were punished severely. "They would kill a man or woman who committed adultery according to their customs and laws. When a person who was seen to be openly stealing or robbing was caught, they would kill him without mercy. Those who revealed their war plans would be punished by being hit a hundred times with a thick stick by a strong person. Those who were subservient to orders and made a mistake against their superiors would be given a good beating without mercy (Carpini, 2018, p. 49)."

C. Yargan (Yarkan) - Daruga Organization

Yargan (Yarkan) - Daruga as law enforcement; the word yarkan is the equivalent of the word "Daruga" in Mongolian and was used in the sense of law enforcement (Eraslan and Metin, 1984, p. 79). In Uyghur inscriptions, yarkan and daruga were also used in the sense of law enforcement officers. Yarkan and daruga law enforcement forces were also used in the Golden Horde State and in Central Asia and Azerbaijan (Alpar, 2013, p. 83).

In the Gokturk State, security officers named "Yargan" who were assigned to police duties by the khans were the first representatives of the gendarmerie / police in the current sense. The "Yargans" in the Orhun Inscriptions are accepted as gendarmerie in the current sense (Alpar, 2013, p. 83).

In the Gokturk State, apart from the "Tarhan" and "Tigin", the "Şad" and "Tudun", which were military commands in small settlements such as villages and towns, performed police duties. In addition, in various settlement areas of the country during the Gokturk period, there were the Şad, Sagun, Tekin, Tudun (Özel, 1997, p. 223), Officers such as Tarhan, İnal, Çur, Köl-Erkin, İl Topar also carried out duties related to public order (Sarıkoyuncu, 1993, 6).

The term "Kağan", "Baga-Tarkan", as well as "Daruga", meaning police officer, was used as a police chief by both the ancient Turks and the Central Asian Mongols (Kuyaksil, 2000, p. 3). Darugas, which had a wide area of use as far as India, were also involved in tax affairs in addition to their public order duties.

Institutions Carrying Out Gendarmerie and Police Duties in the Seljuk State

The Seljuk State and the Turkmen Beys had to establish Turkish political unity in order to protect and continue their existence in Anatolia. For this reason, they gave great importance to ensuring security and order in order to bring the Turks to complete prosperity (Koca, SEMA, pp. 9-39).

A. Hisba Organization

During the Anatolian Seljuk period, the officers who were in charge of the hisbe institution were given names such as muhtesib, ihtisap officer, bazaar police, and mayor (Abay, 2002, pp. 1-17). The fact that one of the ten councils (Circle, Assembly) established in the Seljuks regarding state affairs was called "Divan-ı Muhtesib" shows the importance given to the muhtesib organization (Gümüş, 2019, p. 173). During the Anatolian Seljuk State, muhtesibs were responsible for the preservation and control of monetary values, the clothing of non-Muslims, the rules that women had to follow in places of worship, and the control of public places such as the prohibition of alcohol sales and taverns (Yıldız, 1989, p. 28).

The characteristics that must be present in muhtesib are; being a Muslim, being a man, being just, being knowledgeable, enjoining good and forbidding evil (Canpolat, 2015, p. 27). The muhtesibs would also ensure the security of the city by conducting checks and inspections in the bazaars and markets at night, with the help of the Şurta and Ases forces when necessary (Baykara, 2002, pp. 323-378). The muhtesibs were accompanied by their assistants carrying whips and sticks, as well as watchmen (Gülşen, 2002, p. 6). The duties of the muhtesibs overlap with the duties of today's law enforcement organizations.

B. Subashilar

Subaşıs, as a military law enforcement force, ensured the security and public order of the region. During peacetime, they carried out public order duties for the

peace of the people in the region they were responsible for, and during wartime, they joined the war with regular armies (Alpar, 2013, p. 82). We see the use of this security system in the Turks. In this way, the Turks were pioneers in using the security force in the most effective and economical way. In the Anatolian Seljuks, the commander of the cities and provinces was the Subaşı, who carried out military and civil affairs (Göksu, 2010, p. 257), and in the Great Seljuk State, he was a civil servant, a commander, who carried out the same duties (Alyot, 1947, p. 10). The main duty of the subashis was military administration (Baykara, 1985, pp. 49-60).

After the capture of a city, the subashis were appointed there and carried out both the governorship and defense services of the city. The subashis were chosen from soldiers who were just, obedient to customs and traditions, literate, and had the sword, knowledge and wisdom. They were in a position above the city council, were in the council, were responsible for the administrative, financial and disciplinary affairs of the region and worked directly under the center (Göksu, 2010, p. 258).

Subaşıs were appointed as sanjak subaşı to the districts, land subaşı to the districts and village subaşı to the villages. In times of war, all subaşıs would participate in the war together with all the military and administrative forces under their command (İlgürel, 2009, p. 337).

C. Şıhne Organization

Şıhne, who took their place as an important institution in the provincial-city administration of the Great Seljuk State, were in the position of military governors or emirs responsible for ensuring the safety and security of the regions in which they were assigned (Lambton, 1973, p. 384; Köymen, 2001, p. 218; Özaydın, 2014, pp. 477-478). The sheikhs would protect the people and respect their rights in the places where they served together with the governor and the judge. During the Seljuk State, some emirs were appointed as sheikhs to the places they governed. As far as it is determined from the sources, the first sheikh of the Seljuks was İbrahim Yinal.

He served as the sheikh of Nishapur during the foundation of the Seljuks (Münevver, 2003, pp. 130-131). In fact, the Seljuk Sultan of Iraq, Muhammed Tapar (Özaydın, 1990, pp. 2-5), appointed Muhammed Zengi, the emir of Mosul and Wasit, as the sheikh of this position (Merçil, 2010, p. 292). The fact that Mas'ud bin Bilal, who was the shahna of Baghdad, was also mentioned as the governor of Baghdad in the sources shows that the two duties refer to the person with the same authority (İbnü'l-Esir, XI, 1989, p. 110; el-Bundarî, 1999, p. 213).

The shahnas had a large army under their command. Bilgi Beg, the sheikh of Isfahan, had 10,000 Turkish cavalry under his command (İbnü'l-Esir, 1989, p. 176).

The sheikh, together with his personnel under his command, would perform duties such as catching criminals in the region he was responsible for and handing them over to the necessary authorities, and preventing those who extorted or took something by force. They served at the highest level of the security units and ensured the state's justice (Yuvalı, 1993, pp. 505-506). Horst defines the şıhne as the Provincial Gendarmerie Commander / Provincial Police Chief responsible for order and security in the Great Seljuks (H. Horst, 1964, pp. 374-375).

Agacanov states that the sheikhs were responsible for order and security in the region they were assigned to (Agacanov, 2002, p. 342). Kurpalidis shares the same opinion and says that the sheikhs were the ones who ensured security and security in the provinces and cities of the Seljuk state (Kurpalidis, 2007, pp. 127-128).

Conclusion

Until the Ottoman Empire, there was no security organization whose duties, powers and responsibilities were identical to those of law enforcement agencies such as the gendarmerie and the police. The reason for this is that the bureaucratic institutionalization of the states established in those periods consisted of simple structures, and some services were concentrated in a single hand or institution. In nomadic communities, there was no need for a bureaucratic structure in the security and public order affairs required by settled life. However, as an indicator of statehood, there were still institutions and organizations that carried out security and public order affairs. These organizations;

a. In ancient Turks; administrators with titles such as Khan, Yabgu, Kagan, Tarkan provided security and order, Subaşıs were used as law enforcement forces with military status, Yargans provided order as law enforcement officers,

b. During the Islamic period; the Hilfu'l-Fudûl organization ensured the safety of life and property of the people, especially in Mecca, the Hares and Ases ensured public order by walking on foot at night, the Night Watchmen ensured public safety by protecting important people, buildings and places at night, The Shurtas were under the command of the Kadis; they had administrative, civil and judicial duties, they were a bit closer to the duties of the gendarmerie and police but within the military organization, the Ahdas were assigned to provide security outside of residential areas, and their area of duty overlapped with today's gendarmerie. Muhtesibs had the power to punish those who did not comply with warnings and cautions, such as beating them, and to perform security duties such as preventing crimes by checking public places and markets.

c. During the Seljuk period, it is seen that the Muhtesib had nearly forty duties and was responsible for controlling the bazaars and markets in an organized

manner, the Subaşıs carried out military and civil affairs, maintained public order, and the Şıhne served as military governors and ensured internal security.

Due to the country's geostrategic location, law enforcement organizations in Turkey maintain their military-status law enforcement structure, as in previous Turkish states.

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