

THE ROLE OF ETHICAL WORK CLIMATE PERCEPTION IN THE EFFECT OF SOCIOTROPIC-AUTONOMOUS PERSONALITY CHARACTERISTICS ON WHISTLEBLOWING^{1 2 3}



Kafkas University
Economics and Administrative Sciences Faculty
KAUJEASF
Vol. 13, Congress Special Issue, 2022
ISSN: 1309 - 4289
E - ISSN: 2149-9136

Article Submission Date: 26.10.2021 Accepted Date: 07.02.2022

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ABSTRACT | The main purpose of this research is whether the perception of ethical work climate has a mediating role in the effect of sociotropic and autonomous personality characteristics of healthcare professionals on whistleblowing. The sample of the research consists of 320 health workers. According to the results obtained from the analyzes, it was determined that there was no significant relationship between sociotropic and autonomous personality traits and whistleblowing. However, some meaningful relationships were obtained in terms of the sub-dimension of the sociotropic personality characteristic. According to these findings, it was determined that there is a significant relationship between anxiety of disapproval, which is a sub-dimension of sociotropic personality, and whistleblowing. In addition, when ethical work climate perception, which is a mediating variable, is included in the model, it was concluded that ethical work climate did not have a mediating role in the effect of sociotropic and autonomous personality traits on whistleblowing.

Keywords: Sociotropic and autonomous personality characteristics, whistleblowing, ethical work climate perception

JEL Codes: M10, M12, M19

Scope: Business administration

Type: Research

DOI: 10.36543/kauibfd.2022.ozelsayi3

Atıfta bulunmak için: Batga, B. & Özdemir, L. (2022). The role of ethical work climate perception in the effect of sociotropic-autonomous personality characteristics on whistleblowing. *KAÜİİBFD*, 13 (Kongre Özel Sayısı), 48-73.

¹ It has been declared that the relevant study complies with the ethical rules.

² This article study has been prepared with the inspiration from the doctoral thesis of Burcu Batga, under the supervision of Prof. Dr. Lütfiye Özdemir.

³ The summary of this article was presented as a paper at the 29th National Management and Organization Congress.

SOSYOTROPİK-OTONOM KİŞİLİK ÖZELLİKLERİNİN BİLGİ İFŞASINA ETKİSİNDE ETİK İŞ İKLİMİ ALGISININ ROLÜ



Kafkas Üniversitesi
İktisadi ve İdari Bilimler
Fakültesi
KAÜİİBFD
Cilt 13, Kongre Özel Sayısı,
2022
ISSN: 1309 - 4289
E - ISSN: 2149-9136

Makale Gönderim Tarihi: 26.10.2021 Yayına Kabul Tarihi: 07.02.2022

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ÖZ | Sağlık çalışanlarının sosyotropik ve otonom kişilik özelliklerinin bilgi ifşası üzerine etkisinde etik iş iklimi algısının aracı rolünün olup olmadığı bu araştırmmanın temel amacını oluşturmaktadır. Araştırmanın örneklemi 320 sağlık çalışanından oluşmaktadır. Yapılan analizlerden elde edilen sonuçlara göre sosyotropik ve otonom kişilik özellikleri ile bilgi ifşası arasında anlamlı bir ilişki olmadığı tespit edilmiştir. Ancak sosyotropik kişilik özelliğinin alt boyutu itibarıyle bir takım anlamlı ilişkiler elde edilmiştir. Bu bulgulara göre sosyotropik kişiliğin alt boyutu olan onaylanmama kaygısı ile bilgi ifşası arasında anlamlı bir ilişki olduğu belirlenmiştir. Ayrıca aracı değişken olan etik iş iklimi algısı modele dahil edildiğinde, sosyotropik ve otonom kişilik özelliklerinin bilgi ifşası üzerine etkisinde etik iş ikliminin aracılık rolünün olmadığı sonucuna ulaşılmıştır.

Anahtar Kelimeler: Sosyotropik ve otonom kişilik özellikleri, bilgi ifşası, etik iş iklimi algısı
JEL Kodları: M10, M12, M19

Alan: İşletme
Türü: Araştırma

1. INTRODUCTION

With the continuous change of today's working life, business relations become increasingly complex, big scandals in private and public organizations, and the increase in wrong and erroneous practices, whistleblowing becomes inevitable. In this context, the increase in competition in organizations leads to an increase in false and erroneous practices, and it is thought that the whistleblowing of employees increases with this situation. In addition, the changing expectations of the society and the continuous development of social parameters make whistleblowing more acceptable politically and socially. There is also a growing number of thoughts that keeping silent in the face of negative events and scandals will be complicit with those who do wrong (Brennan, 2012). Whistleblowing is gaining importance due to the fact that it carries both positive and negative features for the organization and inevitable in the current working life. However, although it is generally accepted as a reality of organizational life, the fact that whistleblowing is a very sensitive issue is often misunderstood by different stakeholders (Bader, 1986). Employees with different personality traits engage in whistleblowing because abuses that occur in their organizations will cause very bad results for the organization's stakeholders, because unreliable products endanger the health of the public, and can affect the well-being and motivation of employees (Bjørkelo et al., 2010; Bartuli et al., 2015). Personality characteristics that define individual differences play an important role in the formation of employees' tendency to whistleblowing. Because the behaviors of employees who encounter similar situations in business life in the organization differ. A large part of this difference is due to different personality characteristics. In addition, identifying and revealing the personality characteristics of employees in organizations; It is important in understanding, explaining and managing employee behaviors. The frequency of implementation of these behaviors by employees is affected by the degree of acceptance of the ethical climate. Employees take some actions by associating the behaviors they will exhibit in the organization with the ethical work climate they perceive (Ahmad et al., 2014). The ethical work climate not only influences the decisions that employees make that they see as ethically appropriate, but also determines the moral criteria employees use to understand, weigh and solve the problems that cause ethical dilemmas (Cullen et al., 1989). Individuals living in a society where ethical values are not applied or those working in organizations easily carry out some dangerous activities and do not see any harm in exhibiting such behaviors. In organizations where there are no ethical practices, unethical activities such as embezzlement, financially improper activities, practices that put human health at risk occur. Stopping these activities is only possible with legal and ethical practices and the

development of ethical work climate perception (Sayğan and Beduk, 2013). Therefore, the ethical climate perceived by the employees in the work environment while exhibiting the whistleblowing behavior determines whether these behaviors are exhibited or not (Ahmad et al., 2014; Vadera et al., 2009). Scientific studies showing that there are significant relationships between employee personality characteristics and whistleblowing are quite limited (Çetinel, 2018). Especially in the literature, the lack of studies examining the relationship between sociotropic and autonomous personality traits and whistleblowing and investigating whether ethical work climate perception mediates this relationship increases the importance of this research. In the light of this information, the aim of the study is to examine and evaluate the perceived role of ethical work climate in the effect of sociotropic and autonomous personality characteristics of healthcare workers on whistleblowing.

2. THEORETICAL FRAMEWORK

2.1. Sociotropic-Autonomous Personality Characteristics

The concept of personality is defined as “a person's thought, emotion, distinctive and characteristic patterns that define the way he interacts with his physical and social environment” (Smith et al., 2014: 454). Personality is the sum of the information that an individual has about his/her physiological, mental and spiritual characteristics (Eren, 2017). Personality is formed as a result of hereditary and environmental factors (Luthans, 2010). Hereditary factors; It associates the explanation of personality with the genetic molecular structure of who our parents are and their biological, physiological and psychological elements that are carried to the child through chromosomes (Robbins and Judge, 2013). Family and culture are at the forefront of environmental factors. Every child who comes to the world starts to form his personality by taking the elders of the family as role models through social learning. After the family, the individual largely completes his personality development by adopting or not adopting the rules and values brought by the culture (Can et al., 2006; www.bilted.com). Cultural norms and values that are widely accepted in a society play an important role in the formation of personality in that society. For example, cultures dominated by individualism; While laying the groundwork for the formation of autonomous personality traits by emphasizing elements such as freedom, individual rights and interests, individual effort and responsibility, individual happiness, loneliness, cultures dominated by collectivism; It lays the groundwork for the formation of dependent personality traits by emphasizing factors such as social belonging, group commitment and continuity, collective

rights and interests, collective effort and responsibility, and collective happiness (Aydin, 2019).

Sharp differences in traditional and modern societies bring different identities and personalities to the fore in different types of society. While individual identities and personalities are built in modern societies where individuality and individual interests are at the forefront, collectivist identities and personalities that make up religious communities are prioritized in traditional societies. Collectivist identity, which is also defined as collective identity; It takes shape according to the individual's nationality, religion, community, relations with political and other groups. Sociologically, the fact that collective or collectivist identities and personalities are essential for social integration emphasizes the importance of personality classification, which includes social belonging. (Ozdil, 2017). Because the relationship between social and individual personality is more effective in explaining personality, Beck's (1983) social belonging and autonomy classification was used instead of the five factor personality classification widely accepted in the literature in this study. This personality classification has been preferred for reasons such as the fact that Turkish culture is included in the collectivist culture from the axis of individualism and collectivism as a social personality and is close to the sociotropic classification, and the sociotropic and autonomous personality classification defines the Turkish social personality as more inclusive. Beck (1983), in his cognitive theory, associating individuals with depression in terms of their cognitive vulnerability, and subjecting the personality to a dual classification as sociotropic and autonomous, opened the doors of a new personality classification for both psychology and management.

Sociotropic personality characteristic: Sociotropic personality characteristic, which expresses social belonging, states that individuals' life satisfaction and happiness depend on the degree of acceptance by other individuals (Kolts et al., 2004; Sato & McCann, 2007). Spiritual attention, support and closeness are very important for sociotropic individuals, they desire to be loved by others, they are prone to be directed by others, they make serious efforts to prevent their relationships from being damaged, and they avoid conflict. They have low tolerance for the uncertainty and insolvency of conflicts, so they actively attempt to resolve conflicts arising from relationships (Lynch et al., 2001). Sociotropic personality characteristics; disapproval anxiety, separation anxiety and pleasing others sub-dimensions. Anxiety about disapproval; It brings with it features such as not being liked or loved by other individuals, not considering thoughts, not being able to say no to other individuals because of their concerns. Separation anxiety dimension; It manifests itself with features

such as longing deeply for loved ones such as family and friends, being with them all the time, not being able to think of a life apart from them. The dimension of pleasing others is; It consists of features such as sacrificing oneself to please others, being in a constant sense of behaving well towards others (Şahin et al., 2003; Beck et al., 1983).

Autonomous personality characteristic: Emphasizes the individual's need to achieve goals independently. People with high autonomy place great emphasis on personal success and failure. They also want to have control over their environment instead of being controlled and approved by their environment (Kabakçı, 2001; Kolts et al., 2004; Sato & McCann, 2007). The most basic fears of individuals with autonomous personality characteristics are; being unsuccessful and inadequate and losing control in the face of events (Sato, 2003). Individuals with high levels of autonomy do not feel the need to be loved by others, so they are not afraid to bring criticism in their relations with others and do not hesitate to enter into conflicts (Lynch et al., 2001). Autonomous personality trait; It consists of the sub-dimensions of personal success, freedom, enjoying solitude. Personal achievement from these dimensions; It consists of features that focus on success, such as being successful at work, reaching goals and objectives by working continuously, rather than being in close relationships with other people. The freedom dimension is; It consists of features that do not like to be controlled and managed by the behavior of the individual in both business and private life and focus on being completely independent. The dimension of enjoying loneliness; It consists of personality traits that include activities and activities performed alone without the need for the presence of other people around them (Şahin et al., 2003; Beck et al., 1983).

2.2. Whistleblowing

Whistleblowing is defined as the intentional announcement and disclosure of information regarding activities that are dangerous, illegal, unethical, discriminatory and other malpractices. The concept of whistleblowing, which means "whistle" in English, takes its place in the organizational behavior literature, inspired by the British police whistling to warn offenders (Hersh, 2002). The concept of whistleblowing has been used in Turkish literature as whistleblowing, disclosure, information disclosure, revealing, announcing unethical behavior (Sarıoğlu Uğur & Özdemir, 77). Whistleblowing is expressed as announcing the illegal, moral and illegitimate wrong practices of the members of the organization, who have worked or are currently working in the organization, to the people or organizations that have the authority to solve the problem (Near & Miceli, 1985). Jubb (1999) discloses information in an organization; It defines it as the process of notifying unlawful or suspicious

practices and behaviors that cannot be neglected, by knowledgeable employees, to the competent authorities on a voluntary basis to take the situation under control. Zakaria (2015) on the other hand, discloses information; defines it as one of the mechanisms to stop and deter illegal and immoral practices in any organization and states that information disclosure is an important internal control element.

In developing countries such as Turkey, there is a greater need for institutional mechanisms that support and supervise employee behavior in all systems from country management to organizational management. Mechanisms that support information disclosure such as cimer, bimer, ombudsman, moral code play a role in reducing negative behaviors. In particular, institutional mechanisms such as bimer and cimer are important as a tool used in realizing information disclosure as well as reporting requests such as requests and complaints of individuals. The fact that there are whistleblowing actions carried out through these units shows that the perspective on whistleblowing behavior has begun to change from a social perspective. This transformation in the social structure may lead to the initiation of institutionalization studies that will enable organizations to benefit from the positive results of whistleblowing (Özgener et al., 2018; Çiftçi, 2017). On the other hand, the dominant ethical point of view in Turkish culture is to consider revealing information about negative situations as negative and unacceptable behaviors such as whistleblowing and informing. However, whistleblowing is important in terms of creating an ethical climate that can prevent illegal practices (Demirtaş, 2014).

There are different ways and types to disclose illegal and negative practices that occur in institutions and organizations. Although it is widely accepted in the literature to report problems through internal and external channels, there is also a classification as formal and informal, named and anonymous. Internal whistleblowing; It means reporting illegal and unethical practices of employees to their manager or other authorities within the organization who can solve the problem. However, reporting issues related to wrong practices to peers or colleagues is not considered whistleblowing. In order for a behavior to be considered as whistleblowing, it must be reported to the authorities that have the power and authority to solve the problem (Park et al., 2008; King III, 1999). External whistleblowing; means reporting illegal and unethical practices to official persons and organizations that are outside the boundaries of the organization but have the power to solve the problem (Park et al., 2008). In the process of external whistleblowing, illegal and unethical practices can be communicated directly to public institutions, the press, non-governmental organizations, authorities fighting corruption, and social media

tools. The process of external disclosure is not preferred much, compared to internal disclosure, on the grounds that it will reveal more negative results for other employees (Özgener et al., 2018; Miceli & Near, 2002). Formal and informal whistleblowing; It is based on whether official communication channels or procedures are used to expose wrong and illegal practices within the organization. Formal whistleblowing refers to following official communication channels or official organizational protocols to disclose wrongdoing practices, while informal whistleblowing refers to employees telling illegal practices to people they have close relationships with or trust, without using official channels. Named whistleblowing; means an employee's revealing illegal/unethical practices by giving his real name or by another method (document) containing information that can identify himself. In the anonymous whistleblowing; the employee reports illegal/unethical practices to the authorities without giving any information about his/her identity or using a pseudonym (Park et al., 2008).

2.3. Ethical Work Climate Perception

Concepts such as work ethics or ethical work climate have become increasingly important in the last two decades, especially after the scandals in companies such as Enron, Tyco and Worldcom. Due to these facts and the lack of transparency between institutions, the opinion that the organizational environment should have a strong influence on the unethical behavior of employees is gaining momentum (Trevino et al., 2006). The concept of ethical work climate, first discussed by Victor & Cullen in 1987; It is considered as the moral consequences of organizational policies, procedures and practices that shape the behavior of employees in the organization (Mulki et al., 2009; DeConnick, 2011). Ethical work climate consists of the sum of the perceptions of right or wrong in the working environment of the organization and reveals how the basic values and qualities of the organization are perceived by the employees by determining the acceptable and unacceptable behavior norms within the organization (Babin et al., 2000). According to another definition, ethical climate; It is considered as a concept that reveals how the basic values and qualities of the organization are perceived by the employees. The way employees perceive the objective values and qualities of the organization is effective in explaining the problems encountered and producing solutions (Aksoy et al., 2017). Learning what the current climate is for organizations constitutes the first step to make the ethical climate as appropriate and effective as possible for employees (Cullen et al., 1989). In organizations where there is no positive ethical work climate, employees' loyalty and commitment to both their colleagues and the organization decrease, organizational relations that do not comply with ethical rules and codes stress the employees, and employees constantly strive to protect themselves. As

a result of all these, some organizational problems occur regarding productivity and performance (Yeşil et al., 2017).

3. METHOD

3.1. Ethical Permissions of The Research

While preparing this research, the rules in the Higher Education Institutions Scientific Research and Publication Ethics Directive were followed. The unethical actions specified under the title of Actions Contrary to Scientific Research and Publication Ethics of the Directive have been completely avoided. Ethics committee permission document was obtained with the decision of İnönü University Social and Human Sciences Scientific Research Ethics Committee dated 10.01.2019 and numbered 2019/1-6.

3.2. Purpose and Importance of the Research

The display of whistleblowing behavior may differ in the context of the ethical climate and personality traits of the organization. In particular, whether employees with different personality characteristics will display whistleblowing and which type of information whistleblowing will vary. Similarly, the ethical climate atmosphere prevailing in all organizations is different. In some organizations, ethical values are highly valued by the management and the employee is expected to follow this path, while in some organizations, the ethical climate and the ethical climate perception that will occur as a result may be low. Therefore, the whistleblowing behavior of individuals working in different organizations and having different personality characteristics may vary. In addition, the lack of studies in the literature examining the relationship between sociotropic and autonomous personality traits and whistleblowing behavior and investigating whether the perception of ethical work climate mediates this relationship increases the importance of this research. From this point of view, the main purpose of this study is to determine how the sociotropic and autonomous personality traits of health sector workers in Malatya can affect their whistleblowing behaviors and whether the ethical work climate perception has a mediating role in this effect.

3.3. Research Model and Hypotheses

When the literature is examined; It has been observed that there is no study that directly examines sociotropic and autonomous personality traits, whistleblowing behavior and ethical work climate perception. In addition, there are a limited number of studies on the relationship between personality traits, disclosure of information and ethical business climate perception. In these studies, it was seen that studies were conducted by considering the five-factor personality characteristics within the scope of personality characteristics, and

there were no studies dealing with the relationship between personality characteristics and the aforementioned variables in terms of sociotropic and autonomous characteristics. Associating whistleblowing behavior with five factor personality traits, Bjørkelo et al. (2010) suggested that employees who are highly extroverted, low in agreeableness, and have dominant personality traits in interpersonal relations will engage in whistleblowing behavior. Çetinel (2018), on the other hand, found that there is a statistically significant relationship between the five-factor personality characteristics and the tendency to whistleblowing, and that employees with a tendency to disclose internal information can be extroverted, responsible, adaptable and open to experiences. Bartuli et al. (2016) evaluated whistleblowing in organizations through the HEXACO personality characteristics model and determined that the Honesty-Humility dimension of personality characteristics was a strong predictor of the intention to whistleblowing and there was a positive relationship between them. Saygan and Beduk (2013), who discussed the relationship between whistleblowing and ethical work climate, found that there was no significant relationship between whistleblowing and ethical climate, but that there was a significant, if not high, relationship between benevolent ethical climate, which is one of the sub-dimensions of ethical climate, and whistleblowing behavior. Demirtaş (2014) argued that the intention to whistleblowing has a direct and positive effect on the ethical climate. In the light of this information, the model of the research; It is based on a mediating effect of sociotropic and autonomous personality traits, whistleblowing behavior and ethical work climate perception. The hypotheses developed in this context are as follows:

H1: There is a significant relationship between the sub-dimensions of the sociotropic personality traits of the employees and the whistleblowing.

H1a: There is a significant relationship between the anxiety of disapproval from the sociotropic personality traits of the employees and the whistleblowing.

H1b: There is a significant relationship between the separation anxiety dimension of the sociotropic personality traits of the employees and the whistleblowing.

H2: There is a significant relationship between the sub-dimensions of the autonomous personality characteristics of the employees and the whistleblowing.

H2a: There is a significant relationship between the autonomous personality characteristics of the employees, the personal achievement dimension and the whistleblowing.

H2b: There is a significant relationship between the freedom dimension from the autonomous personality characteristics of the employees and the whistleblowing.”

H2c: There is a significant relationship between the autonomous personality characteristics of the employees, the dimension of enjoying solitude and the whistleblowing.”

H3: Ethical work climate perception has a mediating role in the effect of sub-dimensions of sociotropic personality characteristics of employees on whistleblowing.”

H4: Ethical work climate perception has a mediating role in the effect of sub-dimensions of autonomous personality characteristics on whistleblowing.”

The research model created in line with the developed hypotheses is presented in Figure 1. While creating the model, sociotropic-autonomous personality characteristics whistleblowing of healthcare professionals were considered as independent variables, while whistleblowing behavior and ethical work climate perception were considered as dependent variables. Sociotropic-autonomous personality characteristics are divided into five dimensions: anxiety about disapproval, separation anxiety, personal achievement, freedom, and enjoying solitude. Whistleblowing and ethical work climate perception variables are measured under one dimension.

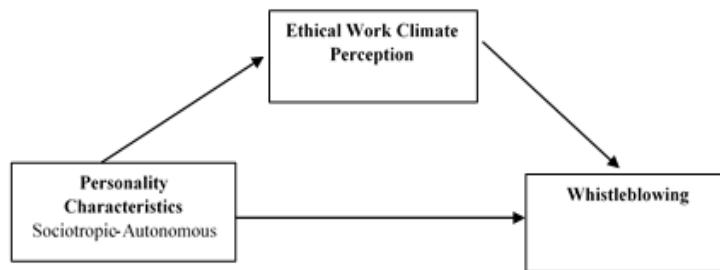


Figure 1: Model of the Study

3.4. The Scales Used in the Research and the Population and Sample of the Research

In this study, quantitative method was used as data collection method and questionnaire technique was used as data collection technique. The scales in the questionnaire form are scales whose validity and reliability have been tested

before and accepted in the literature. In the first part of the questionnaire, which consists of four parts, there are questions to measure the demographic characteristics of the employees. In the second part, the "Sociotropy and Autonomy Scale", which was developed by Beck et al. in 1983, was used to measure the personality characteristics of the employees. Şahin et al. (1993) adapted the scale into Turkish. In this study, the short form (consisting of 34 questions) of the sociotropic-autonomous scale previously used by Özdemir (2015) was used. In the third part, "Whistleblowing Scale" prepared by Park et al. in 2005 and adapted into Turkish by Saygan and Bedük was used. In the fourth chapter, the "Ethical Work Climate Perception Scale", consisting of seven statements developed by Schwepker et al. (1997), was used to measure the perception of ethical business climate. The population of the research consists of Turgut Özal Medical Center operating in Malatya province in Turkey and healthcare workers in private hospitals. In this context, official permissions were obtained from both public and private hospitals and a survey was conducted. In the research, data were collected by conducting face-to-face interviews with the convenience sampling method. Healthy data were collected from a total of 320 employees, including private and public employees.

4. FINDINGS

The data obtained in the research were analyzed using SPSS 25.0 and AMOS 23.0 programs. In order to test the reliability of the scales, "Reliability Analysis", "Item Total Score Correlation" and "Confirmatory Factor Analysis (CFA)" were conducted to test the construct validity by using the Amos program. Structural Equation Modeling (SEM) methods were used to examine whether the ethical work climate perception mediated the effect of personality characteristics on whistleblowing. Correlation analysis was applied to test the relationship between the variables. Statistics of frequency distributions are given for categorical variables.

4.1. Findings Regarding the Demographic Characteristics of the Participants

In the research, the data obtained about the gender of the employees, marital status, age class, education status, sector, total working time, working time in the hospital, monthly income, job titles and managerial duties were evaluated in the context of demographic characteristics. In this context, data on the demographic characteristics of the participants are presented in Table 1.

Table 1: Statistical Findings on the Demographic Characteristics of the Participants

		Freq uency	Percent (%)			Freq uency	Percent (%)
<i>Gender</i>	Female	215	67,2	<i>Sector</i>	Public	196	61,3
	Male	105	32,8		Private	124	38,8
	Total	320	100,0		Total	320	100,0
<i>Marital Status</i>	Married	179	54,9	<i>Total Working Time</i>	0-3 years	93	29,1
	Single	139	42,6		4-7 years	80	25,0
	Unanswered	2	2,5		8-11 years	58	18,1
	Total	318	97,5		12-15 years	41	12,8
<i>Age</i>	20-25	84	26,3	<i>Working Time In The Hospital</i>	16 years and above	48	15,0
	26-31	101	31,6		Total	320	100,0
	32-37	56	17,5		0-3 years	145	45,3
	38-43	52	16,3		4-7 years	70	21,9
	44 ve üzeri	27	8,4		8-11 years	52	16,3
<i>Education Status</i>	Total	320	100,0		12-15 years	29	9,1
	High school	52	16,3	<i>Your Mission Title</i>	16 years and above	24	7,5
	Associate Degree	82	25,6		Total	320	100,0
	Graduate	140	43,8		Doctor	44	13,8
	Postgraduate	45	14,1		Nurse	102	31,9
<i>Monthly Income</i>	Other	1	0,3		Midwife	11	3,4
	Total	320	100,0		Health Officer	19	5,9
	800-2324 TL	122	38,1		Other	144	45,0
	2325-3849 TL	51	15,9		Total	320	100,0
	3850-5374TL	87	27,2	<i>Management Duty</i>	Yes	29	9,1
	5375-6899 TL	27	8,4		No	291	90,9
	6900-8424 TL	20	6,3		Total	320	100,0
	8425 TL and above	13	4,1				
	Total	320	100,0				

4.2.Findings Related to the Reliability of the Research and Confirmatory Factor Analysis

It is considered sufficient for the reliability of test scores that the calculated reliability coefficient of a scale is in the range of 0.60-0.80 and higher (Büyüköztürk, 2016; Kalaycı, 2010). In this context, when the reliability of the Sociotropic-Autonomous Personality Characteristics Scale and its sub-dimensions used in the research are evaluated separately, the reliability coefficients for the disapproval anxiety dimension (0.68), for the separation anxiety dimension (0.60), for the personal achievement dimension (0.60), for the freedom dimension (0.64). The reliability coefficient of the information disclosure scale was found to be 0.83 and the reliability coefficient of the ethical business climate perception scale was found to be (0.83), and it was determined that the scales had a good degree of reliability. Confirmatory factor analyzes were performed for the scales used in the research before proceeding to the basic analyzes that determine whether the hypotheses will be accepted or not.

Table 2: Goodness of Fit Results of the Model for the First Level Multi-Factor Confirmatory Factor Analysis of the Sociotropic-Autonomous Personality Traits Scale

	Structural Equation Model Values	Recommended Values
χ^2/df	2.307	≤ 5
RMSEA	0.064	≤ 0.10
GFI	0.843	≥ 0.80
AGFI	0.811	≥ 0.80
SRMR	0.078	≤ 0.10
$\chi^2 : 722.168, df: 313, p: 0,000$		

According to the structural equation result obtained from the confirmatory factor analysis, it is seen that the model is significant at the $p=0.000$ level. It was determined that the remaining 27 items and five sub-dimensions were related to the scale structure. In addition, the model has been improved. While making the improvement, the variables that reduced the fit were determined, and a new covariance was created for those with high covariance among the residual values. Afterwards, it was determined that the accepted values for the renewed fit indices were met.

Table 3: Goodness of Fit Results of the Model for the First Level Single Factor Confirmatory Factor Analysis of the Information Disclosure Scale

	Structural Equation Model Values	Recommended Values
χ^2/df	3.577	≤ 5
RMSEA	0.090	≤ 0.10
GFI	0.978	≥ 0.80
AGFI	0.922	≥ 0.80
SRMR	0.043	≤ 0.10
$\chi^2 : 21.462, df: 6, p: 0,000$		

According to the structural equation result obtained from the confirmatory factor analysis, it is seen that the model is significant at the $p=0.000$ level. CFA was performed on eight items that made up the scale, and as a result, two items were excluded from the model. It was determined to be related to the remaining six items and one-dimensional scale structure. In addition, the model has been improved. It is shown in Table 3 that the accepted values for the fit indices are provided in the reconstructed fit index calculations after the improvement.

Table 4: Goodness of Fit Results of the Model for the First Level Single Factor Confirmatory Factor Analysis of the Ethical Business Climate Perception Scale

	Structural Equation Model Values	Recommended Values
χ^2/df	3.342	≤ 5
RMSEA	0.086	≤ 0.10
GFI	0.963	≥ 0.80
AGFI	0.919	≥ 0.80
SRMR	0.044	≤ 0.10
$\chi^2 : 43.446, df: 13, p: 0,000$		

According to the structural equation result obtained from the confirmatory factor analysis, it is seen that the model is significant at the $p=0.000$ level, and it was related to the seven items that make up the scale and the one-dimensional scale structure. In addition, it was seen that the accepted values for the fit indices were provided in the renewed fit index calculations after the improvement made in the model.

4.3. Findings Related to Correlations between Variables in the Research Model

Correlation test was conducted to investigate the correlation coefficients and significance levels between sociotropic-autonomous personality characteristics and whistleblowing behavior in the research model. H1: There is a significant relationship between the sub-dimensions of the sociotropic personality characteristics of the employees and the whistleblowing behavior, and the H1a and H1b sub-hypotheses developed accordingly and H2: There is a significant relationship between the sub-dimensions of the employees' autonomous personality characteristics and the whistleblowing behavior, and the findings obtained as a result of the correlation analysis for the H2a, H2b and H2c sub-hypotheses are shown in Tables 5, 6 and 7.

Table 5: The Relationship Between Sociotropic and Autonomous Personality Traits of Employees and Whistleblowing

	Personality Characteristics	Whistleblowing	
Personality Characteristics	1.000	0.017	
p	-	0.758	
Whistleblowing		1.000	
p		-	

*p<0.05

According to the results of the analysis, it is seen that there is no significant relationship between the personality characteristics of the employees and the whistleblowing ($r= 0.017$, $p> 0.05$).

Table 6: The Relationship Between Sub-Dimensions of Employees' Sociotropic Personality Characteristics and Whistleblowing

	Anxiety of Disapproval	Separation Anxiety	Whistleblowing
Anxiety of Disapproval	1.000	0.462	0.110
p	-	0.000*	0.049*
Separation Anxiety		1.000	0.064
p		-	0.253
Whistleblowing			1.000
p			-

*p<0.05

According to the results of the analysis, it was determined that there was a significant and positive relationship between disapproval anxiety and

whistleblowing behavior ($r=0.110$, $p <0.05$), while there was no statistically significant relationship between separation anxiety and whistleblowing behavior. According to this result, while the H1a hypothesis put forward was accepted, the H1b hypothesis was not accepted.

Table 7: The Relationship Between Sub-Dimensions of Employees' Autonomous Personality Characteristics and Whistleblowing

	Personal Success	Freedom	Enjoying Solitude	Whistleblowing
Personal Success	1.000	0.448	0.404	0.001
p	-	0.000*	0.000*	0.992
Freedom		1.000	0.398	-0.073
p		-	0.000*	0.193
Enjoying Solitude			1.000	-0.076
p			-	0.172
Whistleblowing				1.000
p				-

* $p<0.05$

Correlation analysis was applied to test the relationship between sub-dimensions of employees' autonomous personality characteristics and whistleblowing. According to the results of the analysis, it is seen that there is no significant relationship between the sub-dimensions of autonomous personality characteristics and whistleblowing ($p >0.05$). According to this result, the proposed H2 and sub-hypotheses were not accepted.

4.4. Findings of the Hypotheses Regarding the Mediation Effect

The hypotheses of "H3: Ethical work climate perception has a mediating role in the effect of sub-dimensions of sociotropic personality characteristics on whistleblowing behavior of employees" and "H4: Ethical work climate perception has a mediating role in the effect of sub-dimensions of employees' autonomous personality characteristics on whistleblowing behavior" were tested with the structural road model. Before looking at the mediating role in the model created in this context, the effect of the independent variable on the dependent variable was examined by looking at the predicted (β) value.

Table 8: Results on the Mediating Role of Ethical Work Climate Perception in the Effect of Disapproval Anxiety Dimension on Whistleblowing

Effect	Prediction	Standard Error	t	p	Result
Anxiety of Disapproval → Whistleblowing	0.160	0.072	2.232	***	Acceptance
Doğrudan Etki	Prediction	Standard Error	t	p	Result
Anxiety of Disapproval → Whistleblowing	0.148	0.072	2.057	***	Acceptance
Dolaylı Etki	Prediction	Confidence Interval			
Anxiety of Disapproval → Whistleblowing	0.012	(-0.007, 0.044)			Not Meaningful

Fit indices:

χ^2/df : 2.383, RMSEA: 0.066, GFI: 0.896, AGFI: 0.867, IFI: 0.916, CFI: 0.915

*p<0.05

Before looking at the mediating role in the created model, it was examined whether the independent variable had an effect on the dependent variable. As a result, it was observed that the anxiety of disapproval had a statistically significant effect on whistleblowing ($\beta= 0.160$, $p < 0.05$). While the effect of the independent variable on the dependent variable was significant, it was examined whether there was a mediator role in this effect. According to the results of the model, the values in the 95% confidence interval include 0, indicating that there is no mediator role in the model (-0.007, 0.044).

Table 9: Results on the Mediating Role of Ethical Work Climate Perception in the Effect of Separation Anxiety Dimension on Whistleblowing

Effect	Prediction	Standard Error	t	p	Result
Separation Anxiety → Whistleblowing	0.120	0.095	1.493	0.135	Not Accept

Before looking at the mediating role in the created model, it was examined whether the independent variable had an effect on the dependent variable. As a result, it was observed that separation anxiety did not have a statistically significant effect on whistleblowing ($\beta= 0.120$, $p > 0.05$). Since this effect is meaningless, its mediator role cannot be considered.

Table 10: Results Regarding the Mediator Role Model of Ethical Work Climate Perception in the Effect of Personal Achievement Dimension on Whistleblowing

Effect	Prediction	Standard Error	t	p	Result
Personal Achievement → Whistleblowing	0.084	0.186	1.090	0.276	Not Accept

Before looking at the mediating role in the created model, it was examined whether the independent variable had an effect on the dependent variable. As a result, it was observed that personal achievement did not have a significant effect on whistleblowing ($\beta= 0.086$, $p> 0.05$). Since this effect is meaningless, its mediator role cannot be considered.

Table 11: Results on the Mediating Role of Ethical Work Climate Perception in the Effect of Freedom Dimension on Whistleblowing

Effect	Prediction	Standard Error	t	p	Result
Freedom → Whistleblowing	0.021	0.086	0.284	0.776	Not Accept

Before looking at the mediating role in the created model, it was examined whether the independent variable had an effect on the dependent variable. As a result, it was seen that freedom did not have a significant effect on whistleblowing ($\beta= 0.021$, $p> 0.05$). Since this effect is meaningless, its mediator role cannot be considered.

Table 12: Results Regarding the Mediator Role of Perception of Ethical Work Climate in the Effect of Enjoying Loneliness Dimension on Whistleblowing

Effect	Prediction	Standard Error	t	p	Result
Enjoying Loneliness → Whistleblowing	0.009	0.048	-0.124	0.901	Not Accept

Before looking at the mediating role in the created model, it was examined whether the independent variable had an effect on the dependent variable. As a result, it was observed that enjoying solitude did not have a statistically significant effect on whistleblowing ($\beta= 0.009$, $p> 0.05$). Since this effect is meaningless, its mediator role cannot be considered. As a result of the

analyzes carried out to determine the mediation effect, the H3 and H4 hypotheses were not accepted.

5. CONCLUSION

In this research, the main problem is how the sociotropic and autonomous personality characteristics of health sector employees affect the whistleblowing behaviors of the employees and whether the ethical work climate perception has a mediating role in this effect. According to the results obtained from the correlation analysis, although no relationship was found between sociotropic-autonomous personality characteristics and whistleblowing, it was determined that there was a statistically significant, positive and very low level relationship between disapproval anxiety, which is a sub-dimension of sociotropic personality traits and whistleblowing behavior. When the perception of ethical work climate, which is a mediating variable, was included in the model, it was determined that the perception of ethical work climate did not have a mediating role in the effect of the sub-dimensions of sociotropic-autonomous personality characteristics on whistleblowing.

When the relationship between whistleblowing and sociotropic-autonomous personality characteristics is considered in the study, it is seen that there is no relationship between dependent and independent variables in general, only a very low level of positive relationship between disapproval anxiety and whistleblowing. So, what do these findings obtained from the research mean in terms of cause-effect relationship and how are they evaluated? First of all, whistleblower who intends to disclose information is faced with some negative consequences such as exclusion, expulsion, isolation from the institution he works for (Chiu, 2003: 65; Tan & Ong, 2011). Therefore, it is an expected result that sociotropic individuals who expect to be constantly loved and accepted by other people do not exhibit whistleblowing behavior or that this probability is at a very low level. In addition, the results of Demirtaş and Biçkes' (2014) research show that as the level of Machiavellianism increases, the level of disclosure decreases. This result shows that people who focus on personal interests avoid revealing the illegal and unethical situations that they are aware of in the working environment. For this reason, the finding obtained from the research that autonomous individuals focusing on individual interests do not disclose information as a political action is supported by existing studies in the literature. Secondly, the finding that there is no relationship between sociotropic-autonomous personality traits and whistleblowing can be evaluated from the perspective of Turkish culture. Research results of Park et al. (2008) revealed that whistleblowing differs from country to country. In this research, studies were

conducted in South Korea, Turkey and England, and according to the results obtained, it was seen that the intention to whistleblowing is weak in Turkish culture. In addition, the results of Çiftçi's (2017) research show that social culture in Turkey does not generally support whistleblowing, and that cultural differences affect perspectives and thus whistleblowing behavior. For this reason, it is possible to say that culture has an effect on the fact that employees with sociotropic and autonomous characteristics do not whistleblowing in Turkey. However, in the limited number of scientific studies conducted on the relationship between personality traits and whistleblowing in the literature, significant relationships were found between personality characteristics and whistleblowing. However, the personality classification discussed in these studies is in the form of five factor personality characteristics (Bjørkelo et al., 2010; Çetinel, 2018). Therefore, since there are no studies in the literature examining the relationship between sociotropic and autonomous personality classification whistleblowing, our research findings differ from those in the literature. In a study supporting our research result, Zamanti Nayır (2012) examined the relationship between personality characteristics including individualism and collectivism and whistleblowing behavior in private and public institutions. In the results of this research, no relationship was found between collectivistic personality characteristics and whistleblowing. This finding supports our research result. Because sociotropic personality characteristics contain collectivist personality characteristics. For this reason, the research results accepted in the literature overlap with our study.

In the research, it is seen that the ethical work climate perception does not have a mediating role between the dependent and independent variables. How should this finding be evaluated in the context of cause-effect relationship? One of the most important factors determining the ethical work climate perception is tenure. Therefore, employees with longer tenure have a higher perception of ethical work climate (Victor & Cullen, 1988). It is seen that 45.3% of the employees participating in the research have a duty period of 0-3 years in the hospitals they are affiliated with. Therefore, the fact that the ethical work climate perception does not have a mediating role in the effect of the personality characteristics of healthcare professionals on whistleblowing can be explained in this context. In addition, there are controversial results within the scope of whistleblowing and ethical work climate in the literature. While in some of the scientific researches it is seen that ethical work climate affects the intention to whistleblowing (Rothwell & Baldwin, 2006; Hwang et al., 2013; Ahmad et al., 2014), there is no relationship between whistleblowing and ethical work climate (Saygan & Beduk, 2013). Although ethical work climate perception is not

considered as a mediating variable between personality characteristics and whistleblowing in studies in the literature, the existence of these studies is important in terms of interpreting our current results. As a matter of fact, the research results of Saygan and Beduk (2013) show parallelism with the results of our research. Saygan and Beduk (2013) determined that there was no significant relationship between whistleblowing and ethical work climate as a result of the analysis of the data they obtained from 123 research assistants at state universities. This result supports our research findings. In this direction, researchers who will work in this field in the future can use other variables in the relationship between sociotropic and autonomous personality traits and whistleblowing, and evaluate the mediation effect on the axis of different results. In addition, in line with the results obtained, it is possible to offer the following other suggestions to researchers who will work in this field in the future:

- First of all, it would be appropriate to carry out similar studies that are planned to be done in the future with different sample groups such as academic staff and bank employees.
- In addition, it is considered important to conduct a new study by adding health workers from different regions, as it will create different results and perspectives.
- The issue of whistleblowing can be handled and examined with different personality classifications such as five-factor personality traits.

6. CONFLICT OF INTEREST STATEMENT

There is no conflict of interest between the authors.

7. FUNDING ACKNOWLEDGEMENTS

No funding or support was used in this study.

8. AUTHOR CONTRIBUTIONS

BB, LÖ: The idea;
BB, LÖ: Supervision;
BB, LO: Design;
BB, LÖ: Collection and/or processing of resources;
BB, LÖ: Analysis and/or interpretation;
BB, LÖ: Literature review;
BB, LÖ: Written by;
BB, LÖ: Critical review.

9. ETHICS COMMITTEE STATEMENT AND INTELLECTUAL PROPERTY COPYRIGHTS

This study has been prepared in accordance with ethical rules. Necessary permissions have been obtained and the principles of intellectual property and copyright have been complied with.

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