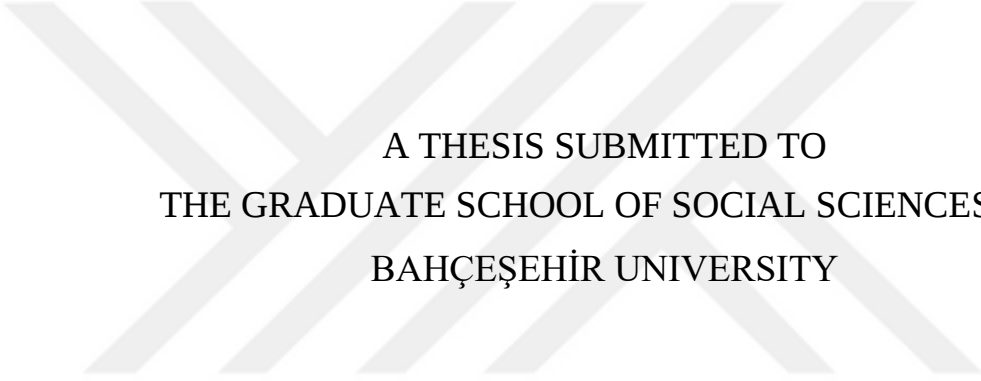


**THE ROLE OF PERSONALITY ON FEELINGS OF  
GUILT AND REGRET AMONG EMPLOYED  
MOTHERS: ITS INFLUENCE ON  
PSYCHOLOGICAL HEALTH**

**İREM BURCU KURŞUN**

**ISTANBUL, 2017**

THE ROLE OF PERSONALITY ON FEELINGS OF GUILT AND REGRET AMONG  
EMPLOYED MOTHERS: ITS INFLUENCE ON PSYCHOLOGICAL HEALTH



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İREM BURCU KURŞUN

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This is to certify that we have read this thesis and we find it fully adequate in scope, quality and content, as a thesis for the degree of Master of Arts

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*I hereby declare that all information in this document has been obtained and presented in accordance with academic rules and ethical conduct. I also declare that, as required by these rules and ethical conduct, I have fully cited and referenced all material and results that are not original to this work.*

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Sign : 

## **ABSTRACT**

### **THE ROLE OF PERSONALITY ON FEELINGS OF GUILT AND REGRET AMONG EMPLOYED MOTHERS: ITS INFLUENCE ON PSYCHOLOGICAL HEALTH**

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M.A., Clinical Psychology

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The current study aimed to investigate the role of personality traits on negative feelings of employed mothers such as guilt and regret. It was aimed to reveal the influence of those negative feelings on employed mothers' psychological health including depression, anxiety and stress. Target population of the study was employed mothers. The sample of the study was employed mothers who have at least one child and who have been working for at least one year at a full-time job in Turkey. 342 employed mothers ( $N = 342$ ) were reached through snowball sampling. It was expected to find a relationship between personality traits, negative emotions and psychological health. Results of the current study showed that significant relationships were found between Big Five personality traits (agreeableness, extraversion, openness, conscientiousness and

neuroticism) and guilt. Negative emotions (guilt and regret) were found associated with psychological health (depression, anxiety, stress). In addition, it was found that the best prediction about depression, anxiety and stress scores can be done by examining neuroticism trait. Finally, guilt was found as a mediator between personality traits (neuroticism, agreeableness) and psychological health (depression, anxiety, stress).

*Key words: Big five personality, guilt, regret, psychological health*

## ÖZ

### ÇALIŞAN ANNELERİN SUÇLULUK VE PİŞMANLIK DUYGULARINDA KİŞİLİK ÖZELLİKLERİNİN ROLÜ: PSİKOLOJİK RUH SAĞLIĞINA ETKİLERİ

Kurşun, İrem Burcu

Yüksek Lisans, Klinik Psikoloji

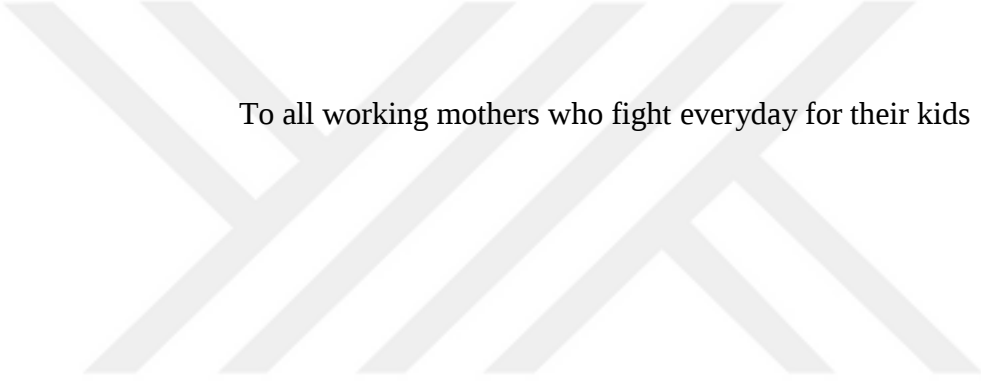
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Bu araştırmada çalışan annelerin yaşadığı suçluluk ve pişmanlık duygularında kişilik özelliklerinin rolü ve bu duyguların psikolojik ruh sağlığına etkileri incelenmiştir. Psikolojik ruh sağlığı olarak depresyon, anksiyete ve stres semptomları ele alınmıştır. Araştırmada çalışan annelere ulaşmak hedeflenmiştir. Araştırmanın örneklemini en az bir yıldır çalışan ve en az 1 çocuğu olan çalışan annelerdir. Kartopu örnekleme yöntemiyle 342 çalışan anneye ( $N = 342$ ) ulaşılmıştır. Sonuçlara göre Beş Faktör kişilik özellikleri (uyumluluk, dışadönüklük, deneyime açıklık, sorumluluk ve duygusal dengesizlik) ve suçluluk arasında anlamlı bir ilişki bulunmuştur. Olumsuz duygular (suçluluk ve pişmanlık) psikolojik ruh sağlığı ile (depresyon, anksiyete, stres) ilişkili bulunmuştur. Buna ek olarak; duygusal dengesizlik, depresyon, anksiyete ve stres puanları için en iyi

yordayıcı olarak bulunmuştur. Son olarak, suçluluk kişilik özellikleri (duygusal dengesizlik, uyumluluk) ve psikolojik ruh sağlığı (depresyon, anksiyete, stres) arasında aracı bir rolü olduğu bulunmuştur.

*Anahtar kelimeler: Beş faktör kişilik, suçluluk, pişmanlık, psikolojik ruh sağlığı*



To all working mothers who fight everyday for their kids

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## **CHAPTER 1**

### **INTRODUCTION**

In the past, work and family have been divided into two parts: Men work outside and bring the food; women stay at home and take care of housework and children. However, this loop has started to change over years. Women have started to participate in the work force. (Goldberg & Perry-Jenkins, 2004). Both men and women need to work to maintain their life, especially, if they have kids. Therefore, having an increased number of women in the work force has become an unavoidable conclusion (Hayghe, 1990).

Participation of women into work life has been increasing over the past years in all over the world (Davidson & Burke, 2004). Recently in Turkey, more women have started to join work life (Anafarta & Kuruüzüm, 2012). According to the data received from the Turkish Statistical Institute (2015), even though the percentage of women entering work life is half of men's, it continues to increase over years. It is stated that % 49.8 of Turkish population are women. Latest statistics revealed that, % 36.3 of women whose ages between 15 – 64 have entered the work force (TSI, 2016). Both women and

men take parts in work life equally. This situation reveals problems that are related to the balance between work and family life.

Having an increased number of women in the work domain brings lots of changes in work and family life. Women need to continue to carry out their household responsibilities as they fulfill demands of their job (U.S. Department of Labor, 2016). When women are satisfied and they are well functioning both at their work and home duties with a minimum role conflict, it can be said that there is a balance between their work and home roles (Clark, 2000). However, for working mothers, there is more conflict between their duties as a mother and as a worker (Milkie, Nomaguchi & Denny, 2015). In other words, women have difficulties to balance their roles at home and work at the same time. In addition to that, Gender Role Theory suggests that it is women's responsibility to take care of children and other things at home more than men. Even though women are working, they are still anticipated to fulfill their duties at home (Anafarta & Kuruüzüm, 2012). In return, women start to have problems of balancing their roles and they experience more work-family conflict than men (Giray & Ergin, 2006; Ayca & Eskin, 2005), more work-related stress, depression and anxiety problems than men (HSE, 2016).

Balancing work and family roles is a challenge for women as employed mothers also have to deal with negative feelings (Ayca & Eskin, 2005) such as guilt and regret. Existing literature includes very few studies related to negative feelings of mothers (Arendell, 1999). However, it is believed that many negative outcomes occur related to those negative feelings. Therefore, in the present study, one of the aims was to examine those negative feelings among working mothers. Guilt was defined as a negative feeling

of working mothers about not being able to spend enough time with their children and regret was defined as a negative feeling of working mothers related to having a decision about having kids.

When mothers think that they do not spend more time with their children, it is usual to expect feelings of guilt. Leaving their children to daycare and going to work make mothers feel guilty (Zimmerman, Bowling, & McBride, 2001). In addition, work-family balance is important as it reveals negative feelings (Aycan & Eskin, 2005) which are influential on psychological symptoms (Byron, 2005) including depressive symptoms, anxiety and stress. To experience more work-family conflict increase work related stress and depressive symptoms (Seto, Morimoto, & Maruyama, 2004). They feel guilty due to work family conflict and have high levels of anxiety (Ghatavi et al., 2002). Moreover, children more likely feel their mothers' anxiety and guilt (Zimmerman, Bowling, & McBride, 2001). In the same way, high levels of depressive symptoms among working mothers may influence their relationship with their kids negatively when they express their emotions (Cummings, & Davies, 1994). Even though media mention the negative feelings which women experience, it is still hard to come across any empirical studies associated with regret among mothers due to having a child. For example, BBC (2016) interviewed with parents who regret of having kids. Some stated that mothering is not suited for every woman. Others say that even though they love their kids so much, they have lost themselves between home and work so they cannot know themselves any more. One of the exceptional studies related to regret of mothering was conducted by Donath (2015). It was a qualitative research that includes interviews about women who regret of becoming a mother. The researcher stated that even though

women experience conflicts and problems, they are not given any chance to think or feel that the decision of becoming a mother might be wrong or faulty. Especially employed mothers who have career objectives might feel regret of their decision of being a mother after they start to experience work family conflict. Putting all these together, it is important to understand and explore how those emotions appear. Clinical psychology looks for the reasons behind those emotions and what can be done in order to help working women to cope with those negative emotions and increase their psychological well-being. In this context, personality is an important indicator for appearance of emotions. Different types of personality characteristics are also studied in the literature. This issue will be discussed in more detail in the following section.

### **1.1. Personality**

Personality has been one of the most common research topics in the literature. It has been attracted attention of numerous fields in social sciences because human preferences, attitudes, daily relationships, romantic life and work life are influenced by their personalities (Karaman, Doğan, & Çoban, 2010). Therefore, researchers wanted to measure different types of personalities. One of the theories that personality researchers used is Five Factor Model (FFM) theory. For example, McCrae and Costa (1987) developed an instrument based on Five Factor Model theory to measure different personality characteristics which was labeled as Big Five Personality Traits. It has five broad personality factors including agreeableness, extraversion, openness to experience, conscientiousness and neuroticism (McCrae & Costa, 1987). The scale was adapted into

more than 30 cultures and it gave the same systematic factor structure among those (McCrae, 2002).

People who have high levels of agreeableness are known as easygoing, respected, helpful and friendly. They get along with others well. They are adaptable in social environments. People who have high levels of extraversion, also known as extraverts, are sociable, energetic and talkative. They have fun when they are together with others. Extraverts also have positive feelings. People who have high levels of openness to experience are known as curious about new things, artistic and creative. They have vivid imagination and have outstanding ideas. People who have high levels of conscientiousness are known as responsible, disciplined, organized and determined to success. They follow the plan rather than being spontaneous. Finally, people who have high levels of neuroticism tend to experience negative feelings such as anger, anxiety and depression. They are more likely to evaluate usual situations as threatening and minor problems as desperate. (Costa & McCrae, 1995; John & Srivastava, 1999; McCrae, 2002). Big Five Traits are mostly used to understand employee behaviors and attitudes (Awadh & Ismail, 2012) so it was measured in the current study for employed mothers.

In conclusion, different personality traits have different characteristics. It is important to understand personality as it is related to individuals' attitudes, relationships and preferences (Karaman, Doğan, & Çoban, 2010). Moreover, personality is important in order to understand the appearance of emotions, especially in terms of affectivity (Revelle & Scherer, 2009; Reisenzein & Weber, 2009). In the next section the relation between personality and emotions will be discussed.

### **1.1.1. Personality and Emotions**

Emotion researchers focused mostly on two basic emotions: positive emotions and negative emotions. People who have positive emotions are optimistic, are less depressed, are good at making social bonds and have good problem solving abilities (Fredrickson, 2003). On the other hand, negative emotions are helpful for survival. Emotions such as anger, sadness and fear are easily recognized from outside and people have an urge to fight or flight when they detect them (Fredrickson, 2003). However, it is hard to say where emotions start and where they end (Russell, 2009). Primitively, by looking the pleasure and displeasure created from an event indicates an emotion. When people experience an event, saying the feeling about that event is good or bad was considered as an expression of emotion (Russell, 2009). Additionally, positive emotions reflect that everything is fine which gives satisfaction. Yet, negative emotions reflect that everything is not fine which gives dissatisfaction (Reeve, 2014). For example, living a happy moment sends the message of everything is fine which produces a positive emotion, people feel satisfied. Getting satisfaction from something contributes feelings of happiness.

The link between personality and emotions was examined in terms of positive and negative affectivity (Revelle & Scherer, 2009; Reisenzein & Weber, 2009). Studies that focused on the Big Five Personality Traits found out that neuroticism was positively associated with negative affectivity. Neuroticism was also negatively associated with positive affectivity (Haslam, Whelan, & Bastian, 2009; Zanon et al., 2013). Additionally, negative affectivity was found to be negatively related to extraversion,

agreeableness, conscientiousness and openness to experience. Positive affectivity was found to be positively related to extraversion, agreeableness, conscientiousness and openness to experience (Haslam, Whelan, & Bastian, 2009). Moreover, personality traits were found to be associated with feelings of happiness (Costa Jr and McCrae, 1980). Extraversion and neuroticism were found as significant predictors of subjective well-being. They also stated that two types of situations may contribute to have negative and positive affect.

Positive affectivity and extraversion were found to be some type of personal resource to cope with problems at work and home easier (Frone, 2003). People who have positive affectivity and extraversion characteristics efficiently cope with their problems at work and home. This type of coping decreases the possibility of experiencing work-family conflict (Frone, 2003). In addition to that, negative affectivity and being neurotic were significantly correlated to reporting work-family conflict more often (Bruck & Allen, 2003). However, emotion and affect were considered to be different from each other. Emotions motivate and adapt individual behaviors. If there is no emotion, then there is no motivation to act. On the other hand, affect is hard to detect (Reeve, 2014). Affect contributes intrinsic motivation and performance of tasks but it does not have a role on behavior (Isen, & Reeve, 2005).

In this research, personality will be studied as a predictor to understand and explore how those emotions appear. Therefore, another aim was to examine the possible relationship between emotions and personality characteristics. Moreover, personality characteristics have an influence on psychological health. In the following section, this issue will be discussed in more detail.

### **1.1.2. Personality and Psychological Health**

Personality factors and psychological well-being are related (Grant, Langan-Fox, & Anglim, 2009). A meta-analysis investigated the relationship between Big 5 Personality traits and symptoms of clinical disorders showed that extraversion, agreeableness and neuroticism were crucial to differ one disorder from another. For people who have mood disorders (which also includes depression), extraversion was also in lower levels (Malouff, Thorsteinsson, & Schutte, 2005). Another study found that neuroticism predicted depressive symptoms positively, whereas extraversion predicted depressive symptoms negatively (Chioqueta & Stiles, 2005). Additionally, high neuroticism and low conscientiousness were found as important for predicting postpartum depressive symptoms (Udovičić, 2014). In terms of stress, high neuroticism and high conscientiousness were found correlated with stress as they make people prone to be exposed higher levels of stressors (Grant & Langan-Fox, 2006). Another study also found that there was a positive relationship between neuroticism and psychological distress (Rantanen, Pulkkinen, & Kinnunen, 2005). Moreover, there was an evidence for the negative relationship between agreeableness and psychological distress (Rantanen, Pulkkinen, & Kinnunen, 2005). In conclusion, in the current study, another aim was to study possible influence of different types of personality characteristics on depressive symptoms, anxiety symptoms and stress. Moreover, understanding emotions are important issue as they are one of the predictors of psychological health. In the next section, two negative emotions which were investigated in this study will be discussed in more detail.

## **1.2. Emotions**

Guilt and regret were two negative emotions which were studied in this research. An emotional state which arises from misperceptions of actions and intentions was defined as guilt (Martinez et al., 2011). Guilt was also defined as an interpersonal emotion which arises from interaction with others (Baumeister et al., 1994). There are less but related studies in the literature including work-family balance and guilt. Guilt was found to be related in the association between work and family life (Livingston & Judge, 2008). It is known that working mothers have higher levels of work-family guilt compared to working fathers (Aycan & Eskin, 2005; Borelli et al., 2016). Moreover, it is typical to expect feelings of guilt among women since working mothers cannot spend enough time with their children. Thus, if their kids have some problems, they are more likely to put the blame on themselves (Martinez et al., 2011). Since women try to manage their responsibilities at work still they are expected to take care of things at home (Anafarta & Kuruüzüm, 2012). Socially, they are expected to be available for their kids. Since they are working, they cannot spend enough time with their kids and it becomes a kind of violation of social norms. In turn, due to the imbalance between work and home domains, they expose negative feelings (Aycan and Eskin, 2005) such as guilt (Guendouzi, 2006). In addition to that, if their kids have some problems or stress, working mothers believe this is due to working and they blame themselves (Martinez et al., 2011). Thus, they feel guilty (Guendouzi, 2006).

Moreover, in terms of guilt and personality, there is little research focused on this relationship specifically. One study stated that guilt is a “negative affective state”

(p.556) which is seen as maladaptive and it might indicate a relationship with neuroticism (Einstein & Lanning, 1998).

The second negative emotion examined in this study was regret which was considered in the literature about its relations with negative outcomes. Sometimes people can think if they behaved differently in the past, their current situation would not be the same. When people think in this manner, the “cognitively based emotion” arises from that situation was called as regret (Zeelenberg, 1999, p.326). People regret due to their inactions or actions. It is called inactions when people wanted to something in the past but they did not (Gilovich and Medvec, 1994). For example, if a boy wants to ask a girl out but he does not, he might feel regret in the future due to his inactions in the past. On the other hand, it is called actions when people did something in the past and they regret about that decision (Gilovich and Medvec, 1994). For example, if someone put a big amount of money on a bet and lost all of he or she might feel regret due to the decision of the action in the past. It is revealed that people feel more regret due to their inactions (Gilovich and Medvec, 1994). They think that they could have been behaved differently in the past and change the situation in the present. Regret also divide into two in terms of time called as short term regret and long term regret (Gilovich and Medvec, 1994). Eating a whole cake can make a person feel regret in the short term but doing something that harms someone may bring long term regret. It is found that people are more likely to regret due to their actions in the short term. Yet, they regret more due to their inactions in the long term (Gilovich and Medvec, 1994).

Regret is considered as being crucial in decision making. Therefore, it has become as the center emotion of research area. It is stated that to decide about what to

do or which one to choose between several choices requires an emotional process (Connolly and Zeelenberg, 2002). Our decisions are influenced by the expected emotional outcome of the decision (Zeelenberg, 1999). People tend to react differently when they encounter with the same situation. Interpreting the situation itself brings the emotion (Siemer, Mauss, & Gross, 2007) which in turn influence the decision people make (Zeelenberg, 1999).

Empirical studies related to regret about the decision of becoming a mother have been difficult to come across in the literature. One rare qualitative study was conducted by Donath (2015). It is stated that women are not given any chance to express what they feel or think about their decision of being a mother. Therefore, regret can be another negative feeling which employed mothers may encounter when dealing with work-family conflict.

On the other hand, guilt and regret have some common characteristics. Both emotions are resulted from a negative event. Guilt and regret were considered as self-caused because they arise when people appraise situations negatively (Roseman, 1996). Also, people tend to go back and alter things that they have done (Zeelenberg and Breugelmans, 2008). Berndsen et al., (2004) divided regret into two parts as interpersonal regret and intrapersonal regret. First one was explained as an outcome when someone else gets hurt. The latter was explained as an outcome when the one gets hurt. The definition of interpersonal regret sounds similar to guilt which was defined as an interpersonal emotion (Baumeister et al., 1994). However, the main difference between regret and guilt is that who are affected from negative outcomes. Regret mostly

arises when people think that they are affected, yet guilt arises from harm to others (Berndsen et al., 2004).

In terms of psychological health, guilt was found to be related with depressive symptoms (Ghatavi et al., 2002). Since guilt is one of the symptoms of clinical depression (APA, 2013), a significant correlation between feelings of employment related guilt and depressive symptoms among working mothers is expected. Additionally, a positive relationship was found in the literature between depression and regret (Lecci et al., 1994). Yet, there is not any research which examined these relationships specifically. Therefore, another aim of the current study was to examine the relationship between emotions and psychological health. In the final section, psychological health studies related to working mothers will be discussed in more detail.

### **1.3. Psychological Health**

When work and family come together, balance is important as negative outcomes can be frequent when stressors from two sides influence psychological health (Byron, 2005).

Depression is one of the biggest mental health problems related to working life. It was found that people who experience more work-family conflict have high levels of depressive symptoms (Kan & Yu, 2016). When women have high levels of work-family conflict, in turn they have more stress due to work and experience more depressive symptoms (Seto, Morimoto, & Maruyama, 2004). Studies found that working mothers have higher levels of depressive symptoms than non-working mothers (Haggag, Geser,

Ostermann, & Schusterschitz, 2011; Dudhatra, & Jogsan, 2012). Moreover, it was found that when women work longer hours, they experience more work-family conflict and more depressive symptoms (Marshall et al., 2009). Another study stated that married women who work as nurses have more stress balancing work and family roles (Yılmaz & Şahin, 2008). One of the reasons of working women having higher depression can be being mother. For example, trying to arrange child care can make women feel more stressed (Sayıl, Güre & Uçanok, 2016). Moreover, leaving their children to daycare and going to work make mothers feel guilty (Zimmerman, Bowling, & McBride, 2001). Additionally, depressive symptoms and anxiety tend to increase based on feelings of guilt which is an outcome of work-family conflict (Ghatavi et al., 2002). Especially new mothers have high levels of anxiety when balancing their roles (Mickelson, Chong & Don, 2013, as cited in Borelli et al. 2016). Even when women are pregnant, their high level of anxiety tends to predict postpartum depressive symptoms (Sayıl, Güre & Uçanok, 2016).

As shown above, more women have started to join work force (Anafarta & Kuruüzüm, 2012) which brings lots of changes. Women have become unable to balance work and family domains and they have started to have more work family conflict than men (Giray & Ergin, 2006; Aycan & Eskin, 2005). Additionally, women experience more work related stress, depression and anxiety compared to men (HSE, 2016). Having work family conflict reveals negative emotions as working mothers try to balance their home and work roles (Aycan & Eskin, 2005). In turn, due to stressors coming from two domains, they experience psychological problems (Byron, 2005). It is crucial to understand and explore how those emotions appear and influence psychological health.

Therefore, in the present study, personality will be studied as a predictor both for negative emotions and psychological health outcomes.

Existing literature indicates that guilt is a “negative affective state” (p.556) which is seen as maladaptive and it might indicate a relationship between neuroticism (Einstein & Lanning, 1998). The relationship between guilt and neuroticism may come from their associations with work family conflict (Aycan & Eskin, 2005; Bruck & Allen, 2003). Neuroticism was found as the best predictor for personal well being (Steel, Schmidt, & Shultz, 2008). Additionally, neuroticism is positively correlated with depression, anxiety and stress (Karreman, Assen & Bekker, 2013; Jylhä & Isometsä, 2006; Rantanen, Pulkkinen, & Kinnunen, 2005). One study examined the mediating role of guilt in the relationship between Big Five personality traits and negative affectivity (Fayard et al., 2012). However, there was not any research which examined the relationship between personality traits and psychological wellbeing by testing the mediator role of guilt. Moreover, since guilt and regret have some common characteristics, regret was also included as a mediator between personality traits and psychological wellbeing. Both emotions were considered as interpersonal (Baumeister et al.,1994). Therefore, in the present study, it was expected to find the mediator role of guilt and regret on the relationship between personality and psychological health.

#### **1.4. The Aim of the Study**

In the current study, the main purpose of the thesis was to examine the role of personality on feelings of guilt and regret among employed mothers. Also, it was aimed

to reveal consequences of emotions on psychological health. Hypotheses of the study are:

H1: There are significant relationships between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits and feelings of employment related guilt among employed mothers.

H2: There are significant relationships between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits and feelings of regret among employed mothers.

H3: Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits will predict psychological health.

H3a: Big Five predict depression.

H3b: Big Five predict anxiety.

H3c: Big Five predict stress.

H4: There is a relationship between feelings of guilt and psychological health.

H5: There is a relationship between feelings of regret and psychological health.

H6: Guilt and regret mediate the relationship between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits and psychological health.

H7: There are differences between specific demographic variables (age, education, marital status, number of children, age of first children, support from others) and guilt and regret among employed mothers.

### **1.5. The Importance of the Study**

The final goal of studying with employed mothers is to understand their feelings of guilt and regret, and how it influences their psychological health. This study supports to this final goal by showing the role of personality traits on feelings of guilt and regret and how it influences employed mothers' psychological health. Therefore, the practitioners in the clinical psychology field can realize their struggles about balancing work and family life, and find ways to decrease their guilt and regret by supporting their psychological health.

## CHAPTER 2

### METHOD

#### 2.1. Participants

The population of the thesis was employed mothers. The sample of the study was employed mothers who have at least one child and who have been working for at least one year at a job in Turkey. There was a voluntary participation to the study.

The sample size in the study was 342 participants. Participants' age ranged from 25 to 65 (*Mean* = 39.7; *SD* = 8.74). Participants' level of education was primary school (*n* = 6), secondary school (*n* = 7), high school (*n* = 49), graduate (*n* = 190) and post-graduate (*n* = 58). Participants' marital status was married (*n* = 276), single (*n* = 17) and other (*n* = 17). 168 of participants had 1 child, 125 of them had 2 children and 12 of them had 3 children. 80 of participants had paid support at home, 230 of them did not have paid support at home. 105 of them had nonpaid support, 205 of them did not have nonpaid support. Participants are mostly from İstanbul (*n* = 163), İzmir (*n* = 12), Kırklareli (*n* = 50), Ankara (*n* = 13) and Bursa (*n* = 7). Participants' work sector are

mostly education (n = 78), health (n = 71), government sector (n = 21), law (n = 5), bank (n = 4) and other sectors (n = 131).

## **2.2. Procedure**

The study was performed in two parts. First part included the quantitative research. In the first part, full-time employed mothers were reached by using snowball sampling method. In this stage, the questionnaires were applied by using Survey Monkey program in order to reach targeted sample size. Informed consent was given in the first part of the study which included the information about both parts of the study. It was asked to participants' preferences to attend in the second part of the study. They needed to give their contact information in the first part if they preferred to attend in the second part. Second part of the study was a qualitative research. Data was gathered by doing interviews with employed mothers. Individuals were selected among those who attend the first part and stated that they were volunteers for the second part. Interviews were semi-structured. Interview questions (Appendix G) were prepared by considering existed literature related to work family conflict and mothering. Working mothers experience more work family conflict between their duties as a mother and as a worker (Milkie, Nomaguchi & Denny, 2015) and work family conflict reveals negative feelings when women try to balance their duties (Aycaan & Eskin, 2005). The purpose of the second part was to examine emotions about being a working mother in more detail. The number of sample size for the second part was 24 employed mothers.

## **2.3. Measures**

### **2.3.1. Personality**

Personality was measured by using The Big Five Inventory (BFI; John & Srivastava, 1999). It is a 44-item survey that measures personality traits within five domains: agreeableness, extraversion, openness to experience, conscientiousness and neuroticism. It was originally recreated from McCrae & Costa (1987)'s personality inventory. Each item consists of 5-point Likert scale ranging from *strongly disagree* (1) to *strongly agree* (5). Higher scores show higher relatedness with the trait. Sample items include "I see myself as someone who is talkative", "I see myself as someone who tends to be lazy", "I see myself as someone who can be moody." (Appendix A). It was translated and adapted into Turkish by Sümer et al. (2005). The Cronbach's alpha reliability of the Turkish version of BFI was found ranging between .66 and .77. Cronbach's alpha reliability of the BFI in the current study was found ranging between .55 - .77.

### **2.3.2. Guilt**

Guilt was measured by using Employment Related Guilt Scale (Appendix B) which was developed by Aycan and Eskin (2005). It is a 9-item scale which consists of 5-point Likert scale ranging from *strongly disagree* (1) to *strongly agree* (5). The Cronbach's alpha reliability of the scale was found .89 in Aycan and Eskin (2005)'s study. Cronbach's alpha reliability of the scale was found .92 in the current study.

### **2.3.3. Regret**

Regret was measured by using Decisional Conflict Scale (Appendix C) which was developed by O'Connor (1995). Studies related to motherhood decision are quite few and almost all of them prefer to use qualitative methods. Since there has been no scale that was developed for measuring decision about being mother. Scale which measures regret on accepting specific cure was used. In the scale, the word pair “decision about hormone therapy” has been changed to “decision of being mother”. The scale consists of 5-item measure with 5-point Likert scale ranging from *strongly agree* (1) to *strongly disagree* (5). Sample items include “I regret my decision.”, “It was a wise decision.” Cronbach’s alpha reliability of the scale was found .76 in the present study.

### **2.3.4. Psychological Health**

Psychological health was measured by using 42-items Depression, Anxiety, Stress Scale (DASS) which was developed by Lovibond and Lovibond (1995). The scale was 4-point Likert type and it was standardized in Turkish by Akin and Çetin (2007) with 42-items (Appendix D). For Turkish adaptation, the Cronbach’s Alpha was .89; the internal consistency was .90 for depression subtest, .92 for anxiety subtest and .92 for stress subtest.

The Cronbach’s Alpha for DASS was .95 in the current study. The internal consistency was .91 for depression subtest, .83 for anxiety subtest and .88 for stress subtest.

### **2.3.5. Demographic Questions**

Demographic information was gathered by asking some questions including participants' age, education, marital status, number of children, age of children, support from others, number of working years and position at work. Analyses were conducted by examining some of the demographic variables. The questions and other frequencies were presented in Appendix E.



## CHAPTER 3

### RESULTS

Prior to analysis, data were screened for accuracy of data entry, missing values and to see the distribution of the scores. There were 27 missing values for the work of the spouses. 5 participants whose scores were missing for DASS were eliminated. Results of the outlier analysis showed that there was problem with skewness and kurtosis for regret, depression and anxiety scales. In order to see which scores were outliers, data was converted into z-scores. 6 participants from regret, 3 participants from depression and 5 participants from anxiety were extracted. Problem was solved for anxiety scale. Yet, there was still problem with skewness and kurtosis for regret and depression. Therefore, data was transformed by using square root method. After this, problem was solved for depression scale. Yet, it was not solved for regret scale. In order to solve that data was transformed by using log10 method and it was also solved for regret. In addition, a multivariate outlier analysis was conducted by using Mahalanobis Distance measure. According to the results df was 9 and the p value was .01 which were accepted as critical cut-off points. The junction point was 21.67. Therefore, 13 participants whose scores more than 21.67 were eliminated by using the critical Chi-

square cut-off table. In the study, responses of 310 employed mother remained for the data analysis.

### **3.1. Descriptive Statistics, Correlations and Reliability Estimates of Variables**

A simple bivariate correlation analysis was computed to examine the correlations between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits, guilt, regret and psychological health (depression, anxiety, stress) scores. Results were shown in Table 3.1.

### **3.2. Correlation Analyses**

Results showed that there was a significant relationship between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits and feelings of employment related guilt among employed mothers. Also significant correlations were found between extraversion and guilt ( $r = -.112$ ); agreeableness and guilt ( $r = -.118$ ); neuroticism and guilt ( $r = .227$ ) and openness and guilt ( $r = -.116$ ). However, no significant correlation was found between conscientiousness and guilt ( $r = -.104$ ). Therefore, Hypothesis 1 was partially supported.

When the correlations between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits and feelings of regret among employed mothers were examined no significant correlation between extraversion and regret ( $r = -.032$ ); agreeableness and regret ( $r = -.096$ );

conscientiousness and regret ( $r = -.091$ ); neuroticism and regret ( $r = .071$ ) and openness and regret ( $r = .000$ ) were found which reject Hypothesis 2.

When the correlations between feelings of guilt, regret and psychological health were examined, it was found that feelings of guilt and depression ( $r = .354$ ); guilt and anxiety ( $r = .405$ ) and guilt and stress ( $r = .361$ ) were significantly correlated. Moreover, regret and depression ( $r = .168$ ); regret and anxiety ( $r = .122$ ) and regret and stress ( $r = .154$ ) were also significantly correlated which support Hypothesis 4 and Hypothesis 5.

### **3.3. Regression Analyses**

In order to test Hypothesis 3, series of multiple regression analysis were conducted since Hypothesis 3 was divided into 3 (H3a, H3b, and H3c). In order to find out which of the five personality traits predict depression the most, stepwise regression analysis was conducted. According to results, approximately 19 % of variances of depression is associated with neuroticism ( $R^2=.188$ , adjusted  $R^2=.185$ ,  $F(1,308) = 71.33$ ,  $p < .05$ ), whereas neuroticism and agreeableness together are associated with approximately 20 % of variances of depression ( $R^2=.202$ , adjusted  $R^2=.197$ ,  $F(2,307) = 38.92$ ,  $p < .05$ ). It was found that neuroticism significantly predicted depression ( $\beta = .434$ ,  $t(309) = 8.44$ ,  $p < .05$ ), as agreeableness did ( $\beta = -.126$ ,  $t(309) = -2.34$ ,  $p < .05$ ). Stepwise regression analysis excluded extraversion, conscientiousness and openness since they did not show significant relation and prediction with depression. Therefore,

the best prediction about depression scores can be done by examining neuroticism and agreeableness traits.

In the second stepwise regression analysis, five personality traits were tested as predictors of anxiety among employed mothers. According to results, approximately 19 % of variances of anxiety is associated with neuroticism ( $R^2=.189$ , adjusted  $R^2=.187$ ,  $F(1,308) = 71.87$ ,  $p < .05$ ), whereas neuroticism and conscientiousness together are associated with approximately 20 % of variances of depression ( $R^2=.202$ , adjusted  $R^2=.197$ ,  $F(2,307) = 38.78$ ,  $p < .05$ ). It was found that neuroticism significantly predicted anxiety ( $\beta = .435$ ,  $t(309) = 8.47$ ,  $p < .05$ ), as conscientiousness did ( $\beta = -.115$ ,  $t(309) = -2.19$ ,  $p < .05$ ). Stepwise regression analysis excluded extraversion, agreeableness and openness since they did not show significant relation and prediction with anxiety. Therefore, the best prediction about anxiety scores can be done by examining neuroticism and agreeableness traits.

In the third stepwise regression analysis five personality traits were tested as predictors of stress among employed mothers. According to results, approximately 27 % of variances of stress is associated with neuroticism ( $R^2=.265$ , adjusted  $R^2=.263$ ,  $F(1,308) = 111.01$ ,  $p < .05$ ). It was found that neuroticism significantly predicted stress ( $\beta = .515$ ,  $t(309) = 10.53$ ,  $p < .05$ ). Stepwise regression analysis excluded extraversion, agreeableness, conscientiousness and openness since they did not show significant relation and prediction with stress. Therefore, the best prediction about stress scores can be done by examining neuroticism trait.

**Table 3.1 Descriptive Statistics, Correlations and Reliability Estimates of Variables**

|                     | <i>M</i> | <i>SD</i> | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    |
|---------------------|----------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1.Extraversion      | 28,1     | 5,13      | (.66) |       |       |       |       |       |       |       |       |       |
| 2.Agreeableness     | 36,6     | 4,32      | .28*  | (.55) |       |       |       |       |       |       |       |       |
| 3.Conscientiousness | 37,52    | 4,68      | .14*  | .29*  | (.63) |       |       |       |       |       |       |       |
| 4.Neuroticism       | 21,48    | 5,67      | -.19* | -.31* | -.23* | (.72) |       |       |       |       |       |       |
| 5.Openness          | 37,37    | 6,25      | .30*  | .16*  | .12*  | -.15* | (.77) |       |       |       |       |       |
| 6.Guilt             | 24,09    | 8,89      | -.11* | -.11* | -.10  | .22*  | -.11* | (.92) |       |       |       |       |
| 7.Regret            | 7,26     | 2,99      | -.03  | -.09  | -.09  | .07   | .00   | .19*  | (.76) |       |       |       |
| 8.Depression        | 21,75    | 6,34      | -.17* | -.25* | -.19* | .43*  | -.08  | .35*  | .16*  | (.91) |       |       |
| 9.Anxiety           | 20,70    | 4,90      | -.15* | -.23* | -.21* | .43*  | -.09  | .40*  | .12*  | .73*  | (.83) |       |
| 10.Stress           | 26,75    | 6,33      | -.13* | -.22* | -.13* | .51*  | -.04  | .36*  | .15*  | .78*  | .73*  | (.88) |

\*: Correlation is significant at the 0.05 level (2-tailed).

Coefficient ( $\alpha$ ) reliabilities are shown in the diagonal.

### **3.4. Mediation Analyses**

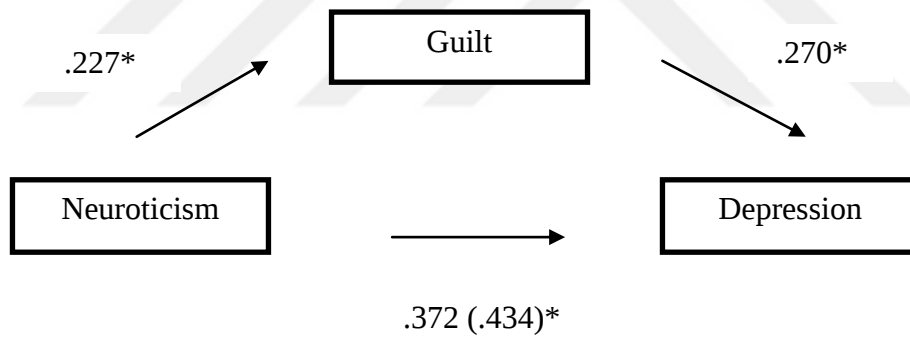
In order to test the role of guilt on the relationship between Big Five (agreeableness, extraversion, openness to experience, conscientiousness, neuroticism) personality traits and psychological health (depression, anxiety, stress) a series of mediation analysis were conducted by considering results of regression analysis which was conducted before. In the first series of mediation analysis, guilt was examined as a mediator between five personality traits and depression, anxiety, stress by using multiple regression analysis. Five separate hypotheses were tested (H6a, H6b, H6c, H6d and H6e). Baron and Kenny Steps (1986) were applied for each mediation analysis. In the first step, independent variable and dependent variable regression was examined. There should be a relationship between them. Second step examined the regression of independent variable and mediator. A relationship should be found between them. Third step examined the regression of independent variable and dependent variable by controlling the mediator. This step should indicate a result in reduced power of the independent variable on dependent variable

In the first one, guilt was examined as a mediator between neuroticism and depression. Neuroticism was the independent variable and depression was the dependent variable. The model was significant. According to results, guilt mediates the relationship between neuroticism and depression significantly. Results were shown in Table 3.4.1. The illustration of the mediation analysis was given (Figure 3.4.1).

**Table 3.4.1. Testing Mediator Effects of Guilt between Neuroticism and Depression by Using Multiple Regression**

| Testing steps in mediation model | B    | SE B | $\beta$ | <i>p</i> value |
|----------------------------------|------|------|---------|----------------|
| Testing Step 1                   |      |      |         |                |
| Outcome: depression              |      |      |         |                |
| Predictor: neuroticism           | .050 | .006 | .434    | .000           |
| Testing Step 2                   |      |      |         |                |
| Outcome: guilt                   |      |      |         |                |
| Predictor: neuroticism           | .356 | .087 | .227    | .000           |
| Testing Step 3                   |      |      |         |                |
| Outcome: depression              |      |      |         |                |
| Mediator: guilt                  | .020 | .004 | .270    | .000           |
| Predictor: neuroticism           | .043 | .006 | .372    | .000           |

\*: $p < .05$



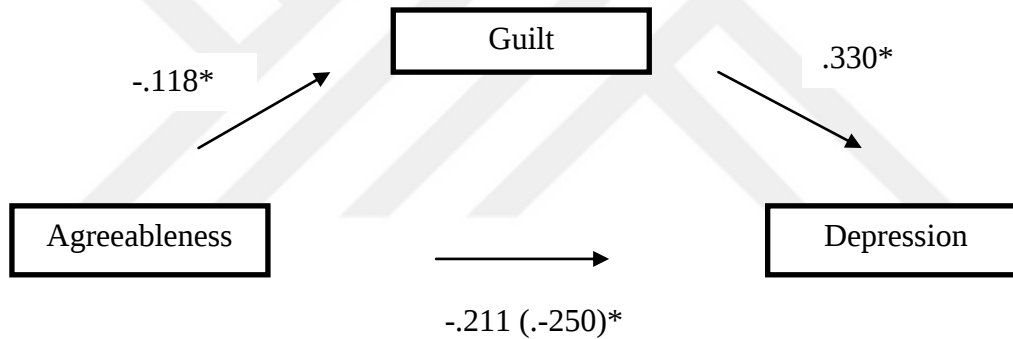
**Figure 3.4.1. Guilt as a mediator between neuroticism and depression**

In the second one, guilt was examined as a mediator between agreeableness and depression. Agreeableness was the independent variable and depression was the dependent variable. The model was significant. According to results, guilt mediates the relationship between agreeableness and depression significantly. Results were shown in Table 3.4.2. The illustration of the mediation analysis was given (Figure 3.4.2).

**Table 3.4.2. Testing Mediator Effects of Guilt between Agreeableness and Depression by Using Multiple Regression**

| Testing steps in mediation model | B     | SE B | $\beta$ | <i>p</i> value |
|----------------------------------|-------|------|---------|----------------|
| Testing Step 1                   |       |      |         |                |
| Outcome: depression              |       |      |         |                |
| Predictor: agreeableness         | -.038 | .008 | -.250   | .000           |
| Testing Step 2                   |       |      |         |                |
| Outcome: guilt                   |       |      |         |                |
| Predictor: agreeableness         | -.242 | .116 | -.118   | .038           |
| Testing Step 3                   |       |      |         |                |
| Outcome: depression              |       |      |         |                |
| Mediator: guilt                  | .024  | .004 | .330    | .000           |
| Predictor: agreeableness         | -.032 | .008 | -.211   | .000           |

\*: $p < .05$



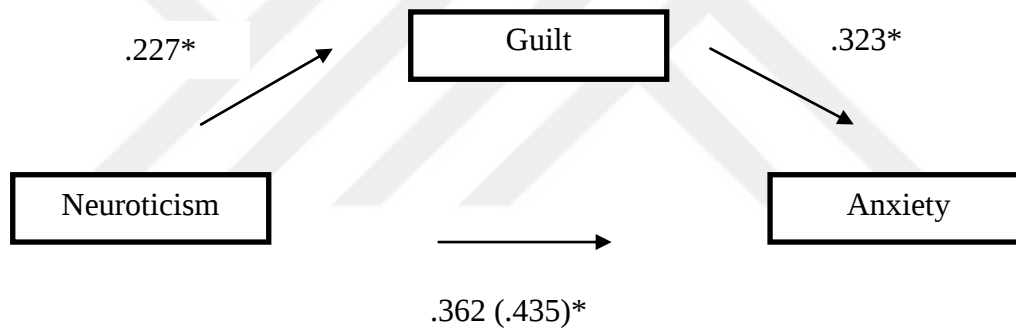
**Figure 3.4.2. Guilt as a mediator between agreeableness and depression**

In the third one, guilt was examined as a mediator between neuroticism and anxiety. Neuroticism was the independent variable and anxiety was the dependent variable. The model was significant. According to results, guilt mediates the relationship between neuroticism and anxiety significantly. Results were shown in Table 3.4.3. The illustration of the mediation analysis was given (Figure 3.4.3).

**Table 3.4.3. Testing Mediator Effects of Guilt between Neuroticism and Anxiety by Using Multiple Regression**

| Testing steps in mediation model | B    | SE B | $\beta$ | <i>p</i> value |
|----------------------------------|------|------|---------|----------------|
| Testing Step 1                   |      |      |         |                |
| Outcome: anxiety                 |      |      |         |                |
| Predictor: neuroticism           | .376 | .044 | .435    | .000           |
| Testing Step 2                   |      |      |         |                |
| Outcome: guilt                   |      |      |         |                |
| Predictor: neuroticism           | .356 | .087 | .227    | .000           |
| Testing Step 3                   |      |      |         |                |
| Outcome: anxiety                 |      |      |         |                |
| Mediator: guilt                  | .178 | .027 | .323    | .000           |
| Predictor: neuroticism           | .313 | .043 | .362    | .000           |

\*: $p < .05$



**Figure 3.4.3. Guilt as a mediator between neuroticism and anxiety**

In the fourth mediation analysis, guilt was examined as a mediator between conscientiousness and anxiety. Conscientiousness was the independent variable and anxiety was the dependent variable. However, there was not a significant relationship between independent variable and mediator. Therefore, the mediation analysis was not conducted for this step.

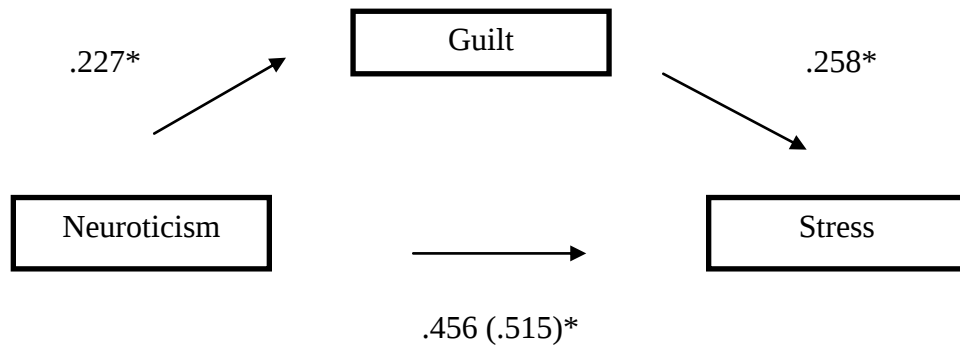
In the final mediation analysis, guilt was examined as a mediator between neuroticism and stress. Neuroticism was the independent variable and stress was the

dependent variable. The model was significant. According to results, guilt mediates the relationship between neuroticism and stress significantly. Results were shown in Table 3.4.5. The illustration of the mediation analysis was given (Figure 3.4.5).

**Table 3.4.5. Testing Mediator Effects of Guilt between Neuroticism and Stress by Using Multiple Regression**

| Testing steps in mediation model | B    | SE B | $\beta$ | p value |
|----------------------------------|------|------|---------|---------|
| Testing Step 1                   |      |      |         |         |
| Outcome: stress                  |      |      |         |         |
| Predictor: neuroticism           | .574 | .055 | .515    | .000    |
| Testing Step 2                   |      |      |         |         |
| Outcome: guilt                   |      |      |         |         |
| Predictor: neuroticism           | .356 | .087 | .227    | .000    |
| Testing Step 3                   |      |      |         |         |
| Outcome: stress                  |      |      |         |         |
| Mediator: guilt                  | .183 | .034 | .258    | .000    |
| Predictor: neuroticism           | .509 | .054 | .456    | .000    |

\*: $p < .05$



**Figure 3.4.5. Guilt as a mediator between neuroticism and stress**

In the second series of mediation analysis, regret was examined as a mediator between five personality traits and depression, anxiety, stress by using multiple

regression analysis. Personality traits were independent variables. Depression, anxiety and stress were dependent variables. However, results indicated no significant correlation between extraversion and regret ( $r = -.032$ ); agreeableness and regret ( $r = -.096$ ); conscientiousness and regret ( $r = -.091$ ); neuroticism and regret ( $r = .071$ ) and openness and regret ( $r = .000$ ). Since there was not a correlation between independent variable and mediator, the mediation analysis was not proceeded.

Mediation analyses indicated that guilt mediates the relationship between neuroticism and depression, agreeableness and depression, neuroticism and anxiety and, neuroticism and stress. Among all four mediation analyses in the present study, the biggest difference between Step 1 and Step 3 of regression analyses were detected in the third mediation analysis. When guilt was examined with three dependent variables (depression, anxiety and stress), it makes a significant difference for anxiety in terms of psychological factors.

### **3.5. Demographic Differences**

At last, specific demographic variables (age, education, marital status, number of children, and support from others) were tested in terms of their relations with guilt and regret of employed mothers. In order to examine age, the results of the correlation analysis were examined and showed that there was a significant negative relationship between age and guilt ( $r = -.310$ ). Thus, when age increases employment related guilt also decreases among employed mothers. It was also showed that there was not a significant relationship between age and regret ( $r = -.091$ ). In terms of education, data

was analyzed with one-way ANOVA. According to results, there was a significant difference between education levels on guilt scores,  $F(4,305) = 3.75, p < .05$ . However, interpretations between education levels were not appropriate because of different sample size numbers. Another one-way ANOVA results indicated there was no significant difference between education levels on regret,  $F(4,305) = 1.98, p > .05$ . In terms of marital status, data was analyzed with one-way ANOVA. According to results, there was not a significant difference between marital status on guilt scores,  $F(2,307) = .61, p > .05$ . Also, one-way ANOVA results indicated there was no significant difference between marital status on regret,  $F(2,307) = .29, p > .05$ . In terms of number of children, there was a significant negative relationship between number of children and guilt ( $r = -.162$ ). As number of children increases, guilt decreases. In order to look for group differences, participants were divided into two groups. Participants who had 1 child were coded as group 1 and participants who had 2 or more child were coded as group 2. Results of the independent samples t-test indicated that there was a significant difference between the groups in terms of guilt,  $t(303) = 2.902, p < .05$ . The average score of guilt was 25.38 ( $SD = 9.10$ ) for participants who had 1 child and 22.44 ( $SD = 8.42$ ) for participants who had 2 or more children. Therefore, participants who had 1 child experience more guilt than participants who had 2 or more children. In addition, there was not a significant relationship between number of children and regret ( $r = -.001$ ). On the other hand, support from others was also examined in terms of its relationship with guilt. The results showed that there was a significant positive relationship between paid support and guilt ( $r = .146$ ). Besides, there was a significant negative relationship between nonpaid support and guilt ( $r = -.263$ ). In order to test group differences, scores of guilt were analyzed by using a 2 (paid support: yes, no) \* 2

(nonpaid support: yes, no) two-way independent measured of analysis of variance (ANOVA). Results indicated there was no effect of paid support on guilt,  $F(1,305) = 3.63, p > .05$ . There was a significant effect of nonpaid support on guilt,  $F(1,305) = 14.18, p < .05$ . There was also no interaction effect between paid support and nonpaid support on guilt,  $F(1,305) = .002, p > .05$ . Interpretations were not appropriate because of different sample size numbers. Additionally, there was not a significant relationship between paid support and regret, ( $r = .050$ ); and nonpaid support and regret, ( $r = -.038$ ).

### **3.6. Assessment of Interviews**

Studies related to negative emotions mostly used self-report surveys. The aim was to reveal negative emotions as much as possible by making interviews. This section of the thesis includes quotations from interviews.

#### **3.6.1. Personality Related Interview Quotations**

In this section, statements from participants who think that being

S.E. stated that “İş yerindeki çalışma saatini evdeki işlere uyduruyorum diye düşünüyorum. İki tarafa da uyum göstermesi önemli.”

M.E. stated that “Evet yani güçlü biri olmak zorundayız çalışan anne olarak. Çünkü olmadığımız zaman yıpratıcı bir süreç. Eşler yardımcı olsa da kadın kadar aktif olamıyor.”

G.E. stated that “Anne olmak çok fazla sorumluluk gerektiriyor. Buradan gidince koştur koştur çocuğu kreşten al, eve git yemek yap... Yani yetişebiliyorum. Biraz planlı olmak lazım. Mesela yarının yemeğini bugünden yapıyorum.”

Ç.İ. stated that “Çalışan anne olmak için sabırlı olmak gerekiyor.”

Y.M. stated that “Daha fazla özverili olmak dengeyi sağlamada yardımcı oluyor. Elinizden gelenin en iyisini yapmaya çalışmak.”

S.G. stated that “Çalışırken daha planlıyım.”

A.?. stated that “Ciddi anlamda hem çaba lazım, hem yaş lazım, hem sabır lazım yani bu biraz kişilik meselesi, sorunlarla kolay baş edebilen biriye yapabilir. Kişiden kişiye değişir.”

E.G. stated that “Çalışma saatlerinden dolayı aileme vakit ayıramadığımda biraz sakin olmak gerekiyor. Haklılar evet bir çok şey aksayabiliyor, ama ben sakin oluyorum, onların şikayetlerini dinliyorum.”

N.A. stated that “Çalışan kadın daha tertipli, daha düzenli oluyor. Her yeri yönetebiliyor. Hem evi hem işi.”

### **3.6.2. Guilt Related Interview Quotations**

M.Ö. stated that “Çoğu zaman oğlumu evde bırakıp işe gitmek çok zor geliyor. Özellikle sabahları bırakmak istemiyor beni. Gitme annecim diyor ama mecburen gelmek zorundayız.”

Ç.İ. stated that “Çocuğu evde bıraktıp giderken ağlaması kötü oluyor. Kötü hissediyorum.”

A.B. stated that “Keşke işteki zamanımı çocuklarıma ayırabilseydim. Onların büyüdüğünü görebilseydim.”,“Çocuklarla telefonda konuşurken ‘Anne gel’ dedikleri zaman gelemiyorsun. Bu sefer eve geldiğin zaman çocuklar diyor işte ‘Sen erken gelmedin’ Böyle dedikleri zaman da sen mutsuz oluyorsun.”

Ö.?. stated that “Çocuğumu sabahleyin yatakta bırakıp işe gelmek kadar zor bir şey yok herhalde.”

A.?. stated that “Bugün çocuğu aldım, 3 yaşından beri kreşlerde, alıyorsunuz sabahın köründe çocuk sizinle beraber, kreşe bırakıyorsunuz. Bırakırken insan şöyle bir arkasına bakıyor, ben ne yapıyorum gibi oluyor ama çalışmak da bir şekilde lazım, çalışmak zorundayız. Bundan dolayı en çok zorluğu bu sebepten, yani ilgilenemiyorsunuz. Bir üzüntü oluşuyor. Ben gittim çocuğu oraya bıraktım gibi, yani o başka bir şey yok.”

T.E. stated that “Anketteki suçluluk ile ilgili soruları en yüksek seviyede yaşıyorum. Yani, her zaman bir suçluluk duygusu var. Çocuğun yanında olmak ayrı bir suçluluk duygusu; çünkü kendine bir şeyler katmak için dışarıda olman gerekiyor, çalışmanın sadece maddi değil manevi yönü de önemli. Mutlu anne mutlu çocuk demektir. Önce sen mutlu olmalısın, ama ne yaparsan yap yine de onu orada bıraktığın için hep o suçluluğu yaşıyorsun. Bir de hep şey var, yeterince zaman ayırdım mı yeterince ilgilenabildim mi, eksik bir şey kaldı mı, şunu da öyle yapsam... Şimdi benim bebeğim küçük, 2 yaşında o yüzden şey modundayım. Şu oyunu mu oynamalıydık acaba, şunu mu yapmalıydık diye her şey kaygılı, o eksik hissetme, yapabildim mi, doğru yapabildim mi o hep var.”

## **CHAPTER 4**

### **DISCUSSION**

The main purpose of the current study was to examine the role of personality on feelings of guilt and regret among employed mothers. Also, it was aimed to reveal its consequences on psychological health of employed mothers. Our population in this study was full-time employed mothers. The sample of the study was employed mothers who have at least one child and who have been working for at least one year at a full-time job. Findings of the present study which were given in Results section were discussed below by considering the literature.

#### **4.1. Personality and Emotions**

Results indicated a significant negative correlation between extraversion and guilt, agreeableness and guilt and openness and guilt; and a significant positive correlation between neuroticism and guilt. The link between personality and emotions was examined in terms of positive and negative affectivity (Revelle & Scherer, 2009;

Reinsenzin & Weber, 2009). However, there is lack of research which examined the relationship between personality and emotions among employed mothers. Therefore, this study added a new result by showing the link between Big Five personality traits and guilt. It was showed that when people are easygoing (agreeable), sociable (extravert) and curious about new things (openness), they feel less guilty. Since the study was conducted among employed mothers, one possible explanation for the differences between mothers having low employment related guilt or high employment related guilt might be different personality traits. If a mother is adaptable to new environments (agreeable), energetic (extravert) and creative (openness), she can arrange childcare, find solutions and adapt to the work and home systems easily and she feels less guilty for leaving her child at home and go to work. Even though women have negative feelings when they try to balance home and work (Aycan & Eskin, 2005), they can cope with those problems if they have high extraversion, agreeableness and openness. This was supported by Frone (2003)'s findings which stated that having extraversion characteristics is a personal resource to cope with problems at work and home easier. Additionally, there was a significant positive correlation between neuroticism and guilt. This was supported by the literature indirectly. It was known that people who have high levels of neuroticism experience more work family conflict (Bruck & Allen, 2003) and women who have high employment related guilt report more work family conflict (Aycan & Eskin, 2005). Yet, no study has mentioned the link between a trait and an emotion such as neuroticism and guilt. This was one of the findings of the current study which showed that women with have high levels of neuroticism also experience more guilt. Neurotic people are more likely to use self-blame as a coping mechanism (Gunthert, Cohen, & Armeli, 1999). They tend to experience negative feelings more and

they are more likely to see minor problems as desperate (Costa & McCrae, 1995; John & Srivastava, 1999). It can be concluded that employed mothers who are more likely to blame themselves would take the responsibility related to daily problems of their kids. In turn, they see work family conflict as more difficult to solve so feelings of guilt would be more than other mothers.

On the other hand, no significant relationship was found between Big Five personality traits and regret. In previous studies, none of the researchers examined this relationship which was hypothesized in this study. One possible explanation for not having significant result could be related to the participant group of the study. The study was conducted among employed mothers and regret was asked related to having a child. Regret is not a feeling to admit easily. Therefore, mothers may not want to report their negative feeling such as their regret related to having a child, since being a mother is seen as a reason for being (Donath, 2015). Regret is a powerful construct. It might create a bias and it can be a possible influencer for resistance. Mothers may have a thought of “regret related to having kids” would be equal to not loving their kids which can be an explanation of the study results. However, the decision of having kids has been made by considering lots of factors including the spouse, family members, biological clock, pressure from society and having a working mother as a model. In this context, using five-item measure for assessing the decision of having children might not be enough. Moreover, including questions about general life regret might change the results.

## **4.2. Emotions and Psychological Health**

In terms of emotions and psychological health, results of the current study indicated a significant positive correlation between guilt and depression, anxiety, stress. Also, significant positive correlations were found between regret and depression, anxiety, stress. Although there was limited numbers of research which examined the relationship between negative emotions (guilt and regret) and psychological health, two previous studies partially support our study results. Ghatavi et al. (2002)'s study showed a relationship between guilt and depressive symptoms. In a study by Lecci et al. (1994) a relationship between regret and depression was found. Other findings about the relationship between emotions and psychological health were new. One possible explanation might be the significant relationships between variables. Guilt and regret were correlated. Besides, depression, anxiety and stress were correlated. Therefore, it was not a surprise to find a relationship between guilt and anxiety and stress; and also regret and anxiety and stress.

Since emotions motivate and adapt individual behaviors (Reeve, 2014), it can be said that people who feel guilty are more likely to be motivated to act negatively since guilt is a negative emotion. Although there is a relationship between guilt experience and depressive symptoms its direction was not known. Employed mothers may feel guilty for leaving their children at home and go to work, therefore they feel depressed or they are already depressed due to work family conflict and leaving their children makes them feel more guilt and feel more depressed. Additionally, one participant stated in the interview that she has a struggle for balancing home and work and she feels guilty. She stated that she is constantly anxious for the things she has done with her child and said

that she is never sure what she is doing is right or wrong. This might be another explanation for the results. Mothers' anxiety about balancing their home and work roles started when they are pregnant and after giving birth it continues as depression (Sayıl, Güre & Uçanok, 2016). Results indicated that their anxiety remains even after giving birth. In addition to the anxiety for their work family conflict, they are also anxious for leaving their children behind. They have less time to spend time with their children and they may want to be sure that they have quality time with their kids. Thinking that what to do and how to do with their kids might make them more anxious and in turn they feel more guilt because what puts them in that situation was the fact that they are working. Moreover, working mothers are stressed for balancing their home and work roles (Yılmaz & Şahin, 2008) and for arranging childcare (Sayıl, Güre & Uçanok, 2016). They are depressed and anxious for leaving their children behind which also make them stressed. Trying to cope with those difficulties would make employed mothers even more stressed. Even though they arrange child care whether it is grandmothers, nannies or daycare centers, mothers may feel anxious and stressed because they leave their children with other people even though they know and trust those people.

In terms of regret, employed mothers may feel depressed, anxious and stressed when they think the regret for decision of having kids or when they think the regret for decision of having kids they feel depressed, anxious and stressed. Regret and depression, anxiety and stress were found as correlated. However, it is not known that which one comes first. Future studies should consider examining the direction of the relationship between regret and depression, anxiety, stress.

### **4.3. Personality and Psychological Health**

Personality and psychological health including depression, anxiety and stress were found as they significantly correlated with extraversion, agreeableness, conscientiousness and neuroticism. This finding of the current study was one of the first studied which examined the relationship between personality traits and psychological health specifically. Results of the first regression analysis indicated that neuroticism predicted depressive symptoms significantly. Our study result was also confirmed by the literature. For example, Chioqueta & Stiles (2005) and Udovičić (2014) found neuroticism predicted depressive symptoms. In another study, higher neuroticism indicated higher depressive symptoms (Karreman, Assen & Bekker, 2013). Understanding personality traits is crucial since they were associated with later life depressive symptoms (Koorevaar et al., 2013). Neuroticism was also correlated with recurrence of depression (Steunenbergh et al., 2009). Additionally, there might be different factors other than personality traits that explain variances in depressive symptoms. Guilt might be one of them. Guilt was found as significantly correlated with depressive symptoms. It was also one of the symptoms of depression (APA, 2013). Moreover, work family conflict might be another factor as it was positively correlated with depressive symptoms (Kan & Yu, 2016).

Results of the second regression analysis showed that neuroticism predicts anxiety. A positive relationship was found among depression, anxiety and neuroticism (Eysenck, 1991) and, anxiety and neuroticism (Jylhä & Isometsä, 2006) in previous studies which confirm our results.

Results of the third regression analysis showed that neuroticism also predicts stress. High neuroticism was found crucial since it makes people prone to be exposed high levels of stress (Grant & Langan-Fox, 2006), and neuroticism and psychological distress were positively correlated (Rantanen, Pulkkinen, & Kinnunen, 2005) which also confirmed our study result.

At last, mediation analysis showed that employment related guilt partially mediates the relationship between personality traits and psychological health. This was an important finding since it was the first one to examine this relationship specifically. It was showed that employment related guilt mediates the relationship between neuroticism and depression, anxiety, stress. It is known that people who have high levels of neuroticism tend to experience more negative feelings including depression and anxiety (Costa & McCrae, 1995; John & Srivastava, 1999). Even though employed mothers are neurotic, due to their employment related guilt, the relationship between their personality trait and psychological health is reduced in power. They feel bad for leaving their children at home and going to work. Yet, they have to work as some stated in interviews. This might serve as a coping mechanism for them to decrease the influence of being neurotic on psychological health. It was found that people high in neuroticism use more self-blame as a coping mechanism (Gunthert, Cohen, & Armeli, 1999). This might be an explanation for these results. Additionally, guilt makes a significant difference for anxiety in terms of psychological factors in the mediation analyses. In the present study, the guilt was defined as employment related guilt. Employed mothers think that they do not spend enough time with their children which make them feel guilty. Thinking that they leave their children at home and go to work

might make woman feel even more anxious. Individuals with high neuroticism experience more recurrent thoughts that are basically indicators of anxiety symptoms (Muris et al., 2005). Therefore, it can be concluded that neuroticism and anxiety symptoms are highly related. This might be the explanation for seeing the significant difference when examining the mediator role of guilt between neuroticism and anxiety. Moreover, it was found that employment related guilt mediated the relationship between agreeableness and depression. It was found that agreeableness and depression were found as negatively correlated which was confirmed by Finch, & Graziano (2001). In a study, it was found that agreeableness is correlated with socially desirable responses. It is stated that even though people do not want to do something, they might behave agreeable in order to be seen good to others which might help them to manage their negative feelings (Graziano & Tobin, 2002). Agreeableness is about being able to adapt new environments, it can be said that when mothers are able to adapt to their environments, they would also experience less depressive symptoms. Even though they are neurotic, due to employment related guilt, being agreeable might help them to manage their depressive symptoms.

In the present study, personality was measured by using The Big Five Inventory which was a trait measure. On the other hand, psychological health was measured by using Depression, Anxiety, Stress Scale (DASS) which was a state measure. Although this issue might be a question to consider it was known that personality traits and mood states are correlated (Brown et al., 1992). Therefore this situation should not be considered as a limitation in the research. However, in future studies, this point should be considered by using same type of trait or state measures.

#### **4.4. Demographic Factors**

Existing literature has little research about the association between negative feelings of women and demographic factors. Results of the current study indicated that when age increases employment related guilt also decreases among employed mothers. One possible explanation might be the fact that when women get older, they learn how to cope with problems at home and work (Giray & Ergin, 2006). So, mothers would also learn how to deal with negative emotions such as guilt. Also, as women get older children get older too. As children get older, mothers may feel less guilty for leaving them at home because children's dependency to their mothers would be less. Additionally, there was a significant difference of guilt scores among mothers with different education levels. Anafarta and Kuruüzüm (2012) found as education increases, females feel more guilt. However, making interpretations about the results related to education levels were not appropriate because sample sizes were not equal in different education level groups in the current study. Moreover, when number of children increases, guilt decreases. Women who had one child reported more guilt compared to women who had two or more children which can be related to experience of the mother. When women have their second or third child they have already had the experience of being mother so they also will be more experienced in dealing with negative feelings. Another explanation might be having siblings. Mothers may believe that their children are not alone when they are working as siblings look after each other, which decreases their feelings of employment related guilt. Another significant difference was found between paid and nonpaid support groups related to feelings of guilt. This result can be

related to the particular person who takes care of the children. A significant negative relationship was found between nonpaid support and guilt. For example, non paid support mostly has taken from close relative such as grandmothers whom will be more reliable for mothers. It would decrease negative emotions of working mothers so they would feel less employment related guilt. If something unexpected happens at work, they can ask help of their close one such as they can ask them to stay more. Besides, it was found that there was a significant positive relationship between paid support and guilt. Paid support means that employed mothers pay someone who is a complete stranger to trust in order to take care of their children. It is hard to find a stranger whom you can trust. So, they might feel more guilt for leaving their children at home with a stranger. Also, even if mothers pay more, when something unexpected happens at work and they ask nannies to stay more, nannies may not stay.

Moreover, not all demographic variables were examined in the present study. Socioeconomic level was not asked in the demographic form because it was not priority for this study. However, it might be another factor determining level of guilt among women. Besides, the distance between home and work, having a psychiatric diagnosis or using medication for psychological problems might be related to guilt. Even though, there was not information about those, one might think that when home and work distance is short, employed women might feel less guilty because they can think that they can go home quickly if something goes wrong.

Significant differences were found in terms of age, education, number of children and support (paid or nonpaid) groups. It was aimed to close the gap in the literature

about demographic characteristics of employed mothers. Also, knowing them would be helpful to make clinical interventions.

#### **4.5. Interviews**

Interviews were conducted as a pre-study for future studies. Interviews were planned to conduct for one hour. However, they lasted fifteen minutes on average. The aim was to reveal mothers' negative feelings. However, it was observed that they did not want to talk about their emotions. They answered questions with hesitation. They did not want to talk about child related problems. They did not want to show as if there are so many problems. One possible explanation for that might be recording the interview. Mother may not want to talk because they were recorded. It can be concluded that mothers have negative emotions. They report guilt and regret in general because those negative emotions were found correlated with depression, anxiety and stress. They either do not express their emotion or they avoid experiencing those emotions which influence their psychological well-being. Additionally, mothers did not report any regret which might be due to the measurement method.

During the interviews, mothers reported that they feel bad for leaving their children at home and going to work. Some stated that they feel guilty and anxious. Some stated that being a successful employed mother is related to personality characteristics. Statistical analyses in the present study indicated that feelings of employment related guilt and anxiety symptoms are correlated. It was also found that when employed mothers' high levels of neuroticism (which is a personality trait), they feel more guilt. It

can be said that results of the interviews and results of the statistical analyses are consistent.

#### **4.6. Clinical Implications of the Study**

The goal of studying employed mothers was to explore their feelings of guilt and regret related to being a mother and being an employee, and how all those were related to their psychological health. This study supported to this final goal by showing the role of personality traits on negative feelings. It is important to understand personality as it is related to individuals' attitudes, relationships and preferences (Karaman, Doğan, & Çoban, 2010). In therapy, understanding personality traits is important because they influence the flow of therapy process. When clinical psychologists work with employed mothers, personality traits of mothers give information about how they see mothering and how they manage their negative feelings and also demands of work and home. Since it is hard to change personality traits, the solution for their problems will be to teach them coping mechanisms and work with their faulty appraisals that make them feel negatively. Since high levels of depressive symptoms among working mothers may influence their relationship with their kids negatively when they express their emotions (Cummings, & Davies, 1994), working with mothers' psychological problems help their kids development and decreases the possibility of kids having behavioral problems.

Moreover, understanding emotions is important in the therapy process. Expression of emotions is different for people who come from different cultures

(Markus, & Kitayama, 1991). In therapy, it is crucial to distinguish cognitions from emotions. It influences the techniques that are used in the process.

#### **4.7. Limitations of the Study and Suggestions for Future Studies**

In addition to contributions, there are some limitations of the current study. First of all, questionnaires used in the study were self-report measures. Participants rated themselves; they may overrate or underrate themselves which might have influenced on results. This limitation was tried to overcome by doing interviews with employed mothers. However, doing interviews did not solve this limitation. The measurement method for regret might not be enough to have conceptual and full understanding of the topic. Secondly, significant results of the group differences could not be interpreted due to unequal group size numbers. Thirdly, participants of the study were mostly from the West side of Turkey. It makes hard to generalize results among working mothers in Turkey. Even though sample size was 310 working mothers, it is not enough to make general conclusions. Therefore, new studies are needed in order to confirm our study. Finally, most of the working mothers in the study were married. Their husbands' support and contribution to their psychological well-being were not included in the current study which should be included in future studies.

In light of those limitations, the current study offers some suggestions for future studies. First of all, group sizes should be equal in order to make appropriate interpretations. Secondly, working mothers from East side of Turkey should also be included. Culturally, West and East side of Turkey may have different types of

perspective about working mothers and their psychological health. Then, future studies should consider developing a regret questionnaire which measures different dimensions including spouse, family members, biological clock, pressure from society and having a working mother as a model which might influence the decision of having kids. Additionally, spousal support should be examined. Working mothers are not alone when they deal with their negative feelings. Support from their husbands would be important for them to manage work and home duties. Finally, organizational support should be considered. Even though women work, some organizations have daycare facilities for working mothers which might influence their negative emotions.

This paper was aimed to examine the role of personality on feelings of guilt and regret among employed mothers and its influence on psychological health. Results indicated that employed mothers experience negative feelings which were related to their personality traits. Those negative feelings were also found to be associated with their depression, anxiety and stress symptoms. However, future research is needed to assess the influence of their husband's support on their feelings and their psychological health. Limitations of the study indicated that gathering more data from different regions should be considered in order to generalize results in a broad way.

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## APPENDICES – APPENDIX A

### Bilgilendirilmiş Onam Formu

Merhaba,

Bu araştırma Bahçeşehir Üniversitesi Psikoloji Bölümü Öğretim Üyesi Yrd.Doç.Dr. Doruk Uysal Irak ve Klinik Psikoloji Yüksek Lisans öğrencisi İrem Burcu Kurşun tarafından yapılmaktadır. Bu çalışmada çalışan annelerin anne olma ve çalışan olma ile ilgili duygularına ilişkin bazı sorularla çalışma hayatları, iş yeri özellikleri ve günlük yaşantıları hakkında bazı sorular yer almaktadır. Bu çalışmaya katılmak için herhangi bir kurumda/organizasyonda tam zamanlı ya da yarı zamanlı çalışıyor olmanız ve anne olmanız gerekmektedir.

Araştırmaya katılmak sizin açınızdan herhangi bir risk taşımamaktadır ve katılım tamamen gönüllülük esasına dayalıdır. Dilediğiniz zaman çalışmayı bırakabilirsiniz.

Bu araştırma iki aşamadan oluşmaktadır; ancak her iki aşamaya katılmak da sizin tercihinize bağlıdır.

İlk aşama ortalama 20 dakika süren bir anket çalışmasıdır. Bu çalışma için hiçbir kimlik bilgisi alınmamaktadır. İlk aşamaya katılmayı kabul ederseniz lütfen arka sayfadaki sorularımızı eksiksiz olarak cevaplandırınız. Araştırma sonuçlarının verimli olması açısından her bir sorunun cevaplanması çok önemlidir.

İkinci aşamamıza da katılmak isterseniz sizden ricamız size ulaşabileceğimiz bir telefon ve e-posta adresinizi aşağıdaki bölüme eklemenizdir. Verdiğiniz cevaplar kimlik bilgilerinizden ayrı tutulacak ve kimlik bilgileriniz hiçbir şekilde araştırma sonuçlarında yer almayacaktır. Bu bilgiler sadece size ulaşmak için kullanılacaktır.

Bu çalışmada verilen tüm cevaplar tamamen gizli tutulacaktır. Veriler yalnızca araştırma ekibinin erişimine ve kullanımına açık olacaktır.

Bu çalışma Bahçeşehir Üniversitesi Bilimsel Yayın ve Araştırma Etiği Komisyonu tarafından onaylanmıştır. Çalışma ile ilgili her tür sorunuz için bizimle iletişime geçebilirsiniz.

Katılımınız için çok teşekkür ederiz.

Araştırma ile ilgili sorularınız için bize aşağıdaki iletişim bilgilerinden ulaşabilirsiniz.

E-posta : doruk.uysalirak@eas.bau.edu.tr

iremburcu.kursun@stu.bahcesehir.edu.tr

Posta adresi: Bahçeşehir Üniversitesi Psikoloji Bölümü Çırağan caddesi Osmanpaşa Mektebi sokak No: 4-6 Beşiktaş / İstanbul

Araştırmanın ikinci aşaması için irtibata geçilmesini kabul ediyorum.

İsim:

Tel:

E-posta adresi:

## Bilgilendirilmiş Onam Formu - 2

Merhaba,

Bu araştırma Bahçeşehir Üniversitesi Psikoloji Bölümü öğretim üyesi Yrd. Doç Dr. Doruk Uysal Irak ve Klinik Psikoloji Yüksek Lisans öğrencisi İrem Burcu Kurşun tarafından yapılmaktadır.

Daha önce araştırmanın ilk aşamasında verdiğiniz bilgiler doğrultusunda sizinle iletişime geçmiştik. Orada size ulaşabileceğimiz isim, telefon ve e-posta bilgilerini vermiştiniz.

Araştırmanın bu aşamasında sizinle anne olmak, çalışma hayatı ve karşılaşılan zorluklar ile ilgili yaşadığınız sorunlar hakkında 1 saati geçmeyecek bir görüşme yapılacaktır. Bu görüşmeye katılmak tamamen gönüllülük esasına dayalıdır. Görüşme sırasında istemediğiniz sorulara cevap vermeyebilir ya da görüşmeyi istediğiniz zaman sonlandırabilirsiniz.

Araştırma sonuçlarının analiz edilebilmesi için yapılan görüşmeler sizin de onayınız alınarak kayıt altına alınacaktır. Bu kayıtlar sadece analiz için kullanılacak ve herhangi bir şekilde kimlik bilgilerinizle eşleştirilmeyecektir. Hiçbir şekilde kayıtlar araştırma ekibi dışındaki kişilerin erişimine açık olmayacaktır. Araştırma sonuçlarından elde edilen bulguların ve bilgilerin içeriği bilimsel yayınlarda ve dergilerde kullanılabilir. Ancak hiçbir şekilde kimlik bilgileriniz herhangi bir yerde yer almayacaktır. Bu araştırmada verilen tüm kimlik bilgileri gizli tutulacaktır.

Bu çalışma Bahçeşehir Üniversitesi Bilimsel Yayın ve Araştırma Etiği Komisyonu tarafından onaylanmıştır. Çalışma ile ilgili her türlü sorunuz için bizimle iletişime geçebilirsiniz.

Katılımınız için çok teşekkür ederiz.

Araştırma ile ilgili sorularınız için bize aşağıdaki iletişim bilgilerinden ulaşabilirsiniz.

E-posta: doruk.uysalirak@eas.bau.edu.tr

Posta adresi: Bahçeşehir Üniversitesi Psikoloji Bölümü Çırağan caddesi Osmanpaşa Mektebi sokak No:4-6 Beşiktaş-İstanbul

Yapılacak görüşmenin kaydedilmesini ,

Kabul ediyorum.

İsim:

İmza

## APPENDIX B

### BIG FIVE PERSONALITY INVENTORY

| Kendimi ..... biri olarak görüyorum.             | Hiç katılmıyorum | Biraz katılmıyorum | Ne katılıyorum ne katılmıyorum | Biraz katılıyorum | Tamamen katılıyorum |
|--------------------------------------------------|------------------|--------------------|--------------------------------|-------------------|---------------------|
| 1. Konuşkan                                      | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 2. Başkalarının hatalarını arama eğiliminde olan | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 3. İşini tam yapan                               | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 4. Bunalımlı, melankolik                         | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 5. Orijinal, yeni görüşler ortaya koyan          | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 6. Ketum/vakur                                   | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 7. Yardımsever ve başkaları için çırpınan        | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 8. Biraz umursamaz                               | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 9. Rahat, stresle kolay baş eden                 | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 10. Çok değişik konuları merak eden              | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 11. Enerji dolu                                  | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 12. Başkalarıyla sürekli didişen                 | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 13. Güvenilir bir çalışan (eleman)               | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 14. Gergin olabilen                              | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 15. Hünerli, derin düşünen                       | (1)              | (2)                | (3)                            | (4)               | (5)                 |
| 16. Heyecan yaratabilen                          | (1)              | (2)                | (3)                            | (4)               | (5)                 |

|                                                     |     |     |     |     |     |
|-----------------------------------------------------|-----|-----|-----|-----|-----|
| 17. Affedici bir yapıya sahip                       | (1) | (2) | (3) | (4) | (5) |
| 18. Dağınık olma eğiliminde olan                    | (1) | (2) | (3) | (4) | (5) |
| 19. Çok endişelenen                                 | (1) | (2) | (3) | (4) | (5) |
| 20. Hayal gücü yüksek                               | (1) | (2) | (3) | (4) | (5) |
| 21. Sakin yaradılışlı                               | (1) | (2) | (3) | (4) | (5) |
| 22. Genellikle başkalarına güvenen                  | (1) | (2) | (3) | (4) | (5) |
| 23. Tembel olma eğiliminde olan                     | (1) | (2) | (3) | (4) | (5) |
| 24. Duygusal olarak dengeli, kolayca keyfi kaçmayan | (1) | (2) | (3) | (4) | (5) |
| 25. Keşfeden, icat eden                             | (1) | (2) | (3) | (4) | (5) |
| 26. Atılgan bir kişiliğe sahip                      | (1) | (2) | (3) | (4) | (5) |
| 27. Soğuk ve mesafeli olabilen                      | (1) | (2) | (3) | (4) | (5) |
| 28. Görevi tamamlayıncaya kadar sebat edebilen      | (1) | (2) | (3) | (4) | (5) |
| 29. Dakikası dakikasına uymayan                     | (1) | (2) | (3) | (4) | (5) |
| 30. Sanata ve estetik değerlere önem veren          | (1) | (2) | (3) | (4) | (5) |
| 31. Bazen utangaç, çekingen olan                    | (1) | (2) | (3) | (4) | (5) |
| 32. Herkese karşı saygılı ve nazık olan             | (1) | (2) | (3) | (4) | (5) |
| 33. İşleri verimli yapan                            | (1) | (2) | (3) | (4) | (5) |
| 34. Gergin ortamlarda sakın kalabilen               | (1) | (2) | (3) | (4) | (5) |
| 35. Rutin işleri yapmayı tercih eden                | (1) | (2) | (3) | (4) | (5) |
| 36. Sosyal, girişken                                | (1) | (2) | (3) | (4) | (5) |
| 37. Bazen başkalarına kaba davranabilen             | (1) | (2) | (3) | (4) | (5) |
| 38. Planlar yapan ve bunları takip eden             | (1) | (2) | (3) | (4) | (5) |

|                                              |     |     |     |     |     |
|----------------------------------------------|-----|-----|-----|-----|-----|
| 39. Kolayca sinirlenen                       | (1) | (2) | (3) | (4) | (5) |
| 40. Düşünmeyi seven, fikirler geliştirebilen | (1) | (2) | (3) | (4) | (5) |
| 41. Sanata ilgisi çok az olan                | (1) | (2) | (3) | (4) | (5) |
| 42. Başkalarıyla işbirliği yapmayı seven     | (1) | (2) | (3) | (4) | (5) |
| 43. Kolaylıkla dikkati dağılan               | (1) | (2) | (3) | (4) | (5) |
| 44. Sanat, müzik ve edebiyatta çok bilgili   | (1) | (2) | (3) | (4) | (5) |

## APPENDIX C

### EMPLOYMENT RELATED GUILT SCALE

| <b>Lütfen aşağıdaki cümlelere ne dereceye kadar katıldığınızı kendinize uygun sayıyı işaretleyerek belirtiniz.</b> | <b>Kesinlikle katılmıyorum</b> | <b>Katılmıyorum</b> | <b>Ne katılıyorum ne</b> | <b>Katılıyorum</b> | <b>Kesinlikle katılıyorum</b> |
|--------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------|--------------------------|--------------------|-------------------------------|
| 1.Çalıştığım için suçluluk hissediyorum.                                                                           | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 2.Hergün çocuğumu bırakıp işe gitiğim için suçluluk hissediyorum.                                                  | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 3. Evimle ilgili işleri istediğim oranda yapamadığım için suçluluk hissediyorum.                                   | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 4. Eşimle istediğim gibi ilgilenemediğim için suçluluk hissediyorum.                                               | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 5. Çocuğumla istediğim gibi ilgilenemediğim için suçluluk hissediyorum.                                            | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 6. Çocuklarımla yeteri kadar zaman geçiremediğim için suçluluk hissediyorum.                                       | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 7. Sabahları çocuğumu uyurken bırakıp gittiğim için suçluluk hissediyorum.                                         | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 8. Zaman zaman aklım işimde kaldığı için suçluluk hissediyorum.                                                    | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |
| 9. Sosyal aktiviteler için çocuğumu bırakıp gittiğim için suçluluk duyuyorum.                                      | (1)                            | (2)                 | (3)                      | (4)                | (5)                           |

## APPENDIX D

### DECISIONAL CONFLICT SCALE

| <b>Lütfen anne olma kararınızı düşünerek aşağıdaki her bir maddeye ne ölçüde katıldığınızı ya da katılmadığınızı bildiriniz.</b> | <b>Kesinlikle katılıyorum</b> | <b>Katılıyorum</b> | <b>Ne katılıyorum ne katılmıyorum</b> | <b>Katılmıyorum</b> | <b>Kesinlikle katılmıyorum</b> |
|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------|--------------------|---------------------------------------|---------------------|--------------------------------|
| 1. Verdiğim karar doğru bir karardı.                                                                                             | (1)                           | (2)                | (3)                                   | (4)                 | (5)                            |
| 2. Yaptığım seçimden pişmanım.                                                                                                   | (1)                           | (2)                | (3)                                   | (4)                 | (5)                            |
| 3. Tekrar verecek olsam aynı şekilde karar verirdim.                                                                             | (1)                           | (2)                | (3)                                   | (4)                 | (5)                            |
| 4. Seçimim bana oldukça zarar verdi.                                                                                             | (1)                           | (2)                | (3)                                   | (4)                 | (5)                            |
| 5. Kararım akıllıca bir karardı.                                                                                                 | (1)                           | (2)                | (3)                                   | (4)                 | (5)                            |

## APPENDIX E

### DEPRESSION ANXIETY STRESS SCALE

| No   | Aşağıdaki soruları son 1 haftadaki durumunuzu göz önünde bulundurarak cevaplandırınız.                               | Hiç bir zaman | Bazen ve ara sıra | Oldukça sık | Her zaman |
|------|----------------------------------------------------------------------------------------------------------------------|---------------|-------------------|-------------|-----------|
| 1 s  | Oldukça önemsiz şeyler için üzüldüğümü fark ettim                                                                    | 0             | 1                 | 2           | 3         |
| 2 a  | Ağzımda kuruluk olduğunu fark ettim                                                                                  | 0             | 1                 | 2           | 3         |
| 3 d  | Hiç olumlu duygu yaşayamadığımı fark ettim                                                                           | 0             | 1                 | 2           | 3         |
| 4 a  | Soluk almada zorluk çektim (örneğin fizik egzersiz yapmadığım halde aşırı hızlı nefes alma, nefessiz kalma gibi)     | 0             | 1                 | 2           | 3         |
| 5 d  | Hiçbir şey yapamaz oldum                                                                                             | 0             | 1                 | 2           | 3         |
| 6 s  | Olaylara aşırı tepki vermeye meyilliyim                                                                              | 0             | 1                 | 2           | 3         |
| 7 a  | Bir sarsaklık duygusu vardı ( sanki bacaklarım beni taşıyamayacakmış gibi)                                           | 0             | 1                 | 2           | 3         |
| 8 s  | Kendimi gevşetip salıvermek zor geldi                                                                                | 0             | 1                 | 2           | 3         |
| 9 a  | Kendimi, beni çok tedirgin ettiği için sona erdiğinde çok rahatladığım durumların içinde buldum                      | 0             | 1                 | 2           | 3         |
| 10 d | Hiçbir beklentimin olmadığı hissine kapıldım                                                                         | 0             | 1                 | 2           | 3         |
| 11 s | Keyfimin pek kolay kaçırılabilirdi hissine kapıldım                                                                  | 0             | 1                 | 2           | 3         |
| 12 s | Sinirsel enerjimi çok fazla kullandığımı hissettim                                                                   | 0             | 1                 | 2           | 3         |
| 13 d | Kendimi üzgün ve depressif hissettim                                                                                 | 0             | 1                 | 2           | 3         |
| 14 s | Herhangi bir şekilde geciktirildiğimde ( asansörde, trafik ışıklarında, bekletildiğimde) sabırsızlandığımı hissettim | 0             | 1                 | 2           | 3         |
| 15 a | Baygınlık hissine kapıldım                                                                                           | 0             | 1                 | 2           | 3         |

|      |                                                                                                                                            |   |   |   |   |
|------|--------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|
| 16 d | Neredeyse herşeye karşı olan ilgimi kaybettiğimi hissettim                                                                                 | 0 | 1 | 2 | 3 |
| 17 d | Birey olarak değersiz olduğumu hissettim                                                                                                   | 0 | 1 | 2 | 3 |
| 18 s | Alınan olduğumu hissettim                                                                                                                  | 0 | 1 | 2 | 3 |
| 19 a | Fizik egzersiz veya aşırı sıcak hava olmasa bile belirgin biçimde terlediğimi gözledim (örneğin ellerim terliyordu)                        | 0 | 1 | 2 | 3 |
| 20 a | Geçerli bir neden olmadığı halde korktuğumu hissettim                                                                                      | 0 | 1 | 2 | 3 |
| 21 d | Hayatın değersiz olduğunu hissettim                                                                                                        | 0 | 1 | 2 | 3 |
| 22 s | Gevşeyip rahatlamakta zorluk çektim                                                                                                        | 0 | 1 | 2 | 3 |
| 23 a | Yutma güçlüğü çektim                                                                                                                       | 0 | 1 | 2 | 3 |
| 24 d | Yaptığım işlerden zevk almadığımı farkettim                                                                                                | 0 | 1 | 2 | 3 |
| 25 a | Fizik egzersiz söz konusu olmadığı halde kalbimin hareketlerini hissettim (kalp atışlarımın hızlandığını veya düzensizleştiğini hissettim) | 0 | 1 | 2 | 3 |
| 26 d | Kendimi perişan ve hüzünlü hissettim                                                                                                       | 0 | 1 | 2 | 3 |
| 27 s | Kolay sinirlendirilebildiğimi fark ettim                                                                                                   | 0 | 1 | 2 | 3 |
| 28 a | Panik haline yakın olduğumu hissettim                                                                                                      | 0 | 1 | 2 | 3 |
| 29 s | Bir şey canımı sıktığında kolay sakinleşemediğimi fark ettim                                                                               | 0 | 1 | 2 | 3 |
| 30 a | Önemsiz fakat alışkın olmadığım bir işin altından kalkamayacağım korkusuna kapıldım                                                        | 0 | 1 | 2 | 3 |
| 31 d | Hiçbir şey bende heyecan uyandırmıyordu                                                                                                    | 0 | 1 | 2 | 3 |
| 32 s | Birşey yaparken ikide bir rahatsız edilmeyi hoş göremediğimi fark ettim.                                                                   | 0 | 1 | 2 | 3 |
| 33 s | Sinirlerimin gergin olduğunu hissettim                                                                                                     | 0 | 1 | 2 | 3 |
| 34 d | Oldukça değersiz olduğumu hissettim                                                                                                        | 0 | 1 | 2 | 3 |
| 35 s | Beni yaptığım işten alıkoyan şeylere dayanamıyordum                                                                                        | 0 | 1 | 2 | 3 |
| 36 a | Dehşete düştüğümü hissettim                                                                                                                | 0 | 1 | 2 | 3 |

|      |                                                                                |   |   |   |   |
|------|--------------------------------------------------------------------------------|---|---|---|---|
| 37 d | Gelecekte ümit veren birşey göremedim                                          | 0 | 1 | 2 | 3 |
| 38 d | Hayatın anlamsız olduğu hissine kapıldım                                       | 0 | 1 | 2 | 3 |
| 39 s | Kışkırtılmakta olduğumu hissettim                                              | 0 | 1 | 2 | 3 |
| 40 a | Panikleyip kendimi aptal durumuna düşüreceğim durumlar nedeniyle endişelendim. | 0 | 1 | 2 | 3 |
| 41 a | Vücudumda (örneğin ellerimde) titremeler oldu.                                 | 0 | 1 | 2 | 3 |
| 42 d | Bir iş yapmak için gerekli olan ilk adımı atmada zorlandım                     | 0 | 1 | 2 | 3 |

## APPENDIX F

### DEMOGRAPHIC QUESTIONS

1.Cinsiyetiniz: Kadın ☐ Erkek ☐

2.Yaşınız:

---

3. Eğitim Durumunuz:

- ☐ İlkokul  
☐ Ortaokul  
☐ Lise  
☐ Üniversite  
☐ Yüksek Lisans ve üzeri

4.Medeni Durumunuz: Bekar ☐ Evli ☐ Diğer ☐

5. Kaç çocuğunuz var ? : 

---

6. İlk doğumunuzu kaç yaşında yaptınız? 

---

7. Çocuk sahibi olmak için herhangi bir tedavi gördünüz mü? Evet ☐ Hayır ☐

8. Birinci çocuğunuzun yaşı:

---

9. Var ise ikinci çocuğunuzun yaşı: 

---

10. Var ise üçüncü çocuğunuzun yaşı:

---

11. Doğumdan sonra ne kadar süre işinize ara verdiniz? (Ay olarak belirtiniz) 

---

☐ ☐

12. Doğumdan sonra psikoloji destek ihtiyacınız oldu mu? Evet ☐ Hayır ☐

13. Doğumdan sonra psikolojik destek aldınız mı? Evet ☐ Hayır ☐

**14.** Çocuklarınızın herhangi biri okula gidiyor mu? ( Cevabınız evet ise lütfen 15. soruyu da cevaplandırınız.)

Evet ☐ Hayır ☐

**15.** En küçük çocuğunuz hangi okula devam ediyor?

- ☐ Kreş / Anaokulu  
☐ İlköğretim  
☐ Ortaöğretim ve üzeri

**16.** Evli iseniz eşiniz çalışıyor mu?

Evet ☐ Hayır ☐

**17.** Evde ücretli yardımcınız var mı? ( Cevabınız evet ise lütfen 13. ve 14. soruları da cevaplandırınız.)Evet ☐ Hayır ☐

**18.** Ücretli yardımcı olan kişi ...

- ☐ Ev işlerine  
☐ Çocuk bakımına  
☐ Her ikisine de yardım eder

**19.** Aldığınız ücretli yardımdan ne kadar memnunsunuz?

- ☐ Hiç memnun değilim  
☐ Memnun değilim  
☐ Ne memnunum ne değilim  
☐ Memnunum  
☐ Çok memnunum

**20.** Evde ücretli olmadan size yardımcı olan birisi var mı? (akraba gibi)

( Cevabınız evet ise lütfen 16. ve 17. soruları da cevaplandırınız.)

Evet ☐ Hayır ☐

**21.** Evde ücretsiz yardımcınız kim? :

---

22. Ücret almadan yardımcı olan kişi...

- ☐ Ev işlerine  
☐ Çocuk bakımına  
☐ Her ikisine de yardım eder

23. Aldığınız ücretsiz yardımdan ne kadar memnunsunuz?

- ☐ Hiç memnun değilim  
☐ Memnun değilim  
☐ Ne memnunum ne değilim  
☐ Memnunum  
☐ Çok memnunum

24. Spor yapıyor musunuz? : Evet ☐ Hayır ☐

25. Sigara kullanıyor musunuz? : Evet ☐ Hayır ☐

26. Hangi şehirde

çalışıyorsunuz?: \_\_\_\_\_

27. Çalıştığınız sektör nedir? :

\_\_\_\_\_ ☐ \_\_\_\_\_ ☐

28. Çalıştığınız kurum: Özel Devlet

29. Ne kadar zamandır aynı işyerinde çalışıyorsunuz?

- ☐ 1 yıldan az  
☐ 1 – 5 yıl  
☐ 6 – 10 yıl  
☐ 10 yıldan fazla

30. İş yerinde yönetici pozisyonunda mısınız? Evet ☐ Hayır ☐

31. İşiniz:

- ☐ Yarı zamanlı  
☐ Tam zamanlı

## FREQUENCY OF DEMOGRAPHICS

| Descriptive Statistics               |     |         |         |         |                |
|--------------------------------------|-----|---------|---------|---------|----------------|
|                                      | N   | Minimum | Maximum | Mean    | Std. Deviation |
| İlk doğumunuzu kaç yaşında yaptınız? | 308 | 17,00   | 47,00   | 27,4529 | 4,06185        |
| Valid N (listwise)                   | 308 |         |         |         |                |

| Çocuk sahibi olmak için herhangi bir tedavi gördünüz mü? |           |         |               |                    |  |
|----------------------------------------------------------|-----------|---------|---------------|--------------------|--|
|                                                          | Frequency | Percent | Valid Percent | Cumulative Percent |  |
| Valid evet                                               | 20        | 6,5     | 6,5           | 6,5                |  |
| Valid hayır                                              | 288       | 92,9    | 93,5          | 100,0              |  |
| Total                                                    | 308       | 99,4    | 100,0         |                    |  |
| Missing System                                           | 2         | ,6      |               |                    |  |
| Total                                                    | 310       | 100,0   |               |                    |  |

### Çocuklarınızın herhangi biri okula gidiyor mu? (Cevabınız hayır ise 15. soruya geçiniz)

|             | Frequency | Percent | Valid Percent | Cumulative Percent |  |
|-------------|-----------|---------|---------------|--------------------|--|
| Valid evet  | 231       | 74,5    | 74,5          | 74,5               |  |
| Valid hayır | 79        | 25,5    | 25,5          | 100,0              |  |
| Total       | 310       | 100,0   | 100,0         |                    |  |

### En küçük çocuğunuz hangi okula devam ediyor?

|                            | Frequency | Percent | Valid Percent | Cumulative Percent |  |
|----------------------------|-----------|---------|---------------|--------------------|--|
| Valid kres/anaokulu        | 57        | 18,4    | 26,9          | 26,9               |  |
| Valid ilköğretim           | 52        | 16,8    | 24,5          | 51,4               |  |
| Valid ortaöğretim ve üzeri | 103       | 33,2    | 48,6          | 100,0              |  |
| Total                      | 212       | 68,4    | 100,0         |                    |  |
| Missing System             | 98        | 31,6    |               |                    |  |
| Total                      | 310       | 100,0   |               |                    |  |

**Son 12 ay içinde hayatınızı çok etkilediğini düşündüğünüz, olumsuz olarak değerlendirdiğiniz (kayıp, ayrılık, kaza, afet gibi) bir olay/durum yaşadınız mı?**

|             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| Valid evet  | 65        | 21,0    | 21,0          | 21,0               |
| Valid hayır | 245       | 79,0    | 79,0          | 100,0              |
| Total       | 310       | 100,0   | 100,0         |                    |

**Doğumdan sonra psikolojik desteğe ihtiyacınız oldu mu?**

|             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| Valid evet  | 81        | 26,1    | 26,1          | 26,1               |
| Valid hayır | 229       | 73,9    | 73,9          | 100,0              |
| Total       | 310       | 100,0   | 100,0         |                    |

**Doğumdan sonra psikolojik destek aldınız mı?**

|             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| Valid evet  | 17        | 5,5     | 5,5           | 5,5                |
| Valid hayır | 293       | 94,5    | 94,5          | 100,0              |
| Total       | 310       | 100,0   | 100,0         |                    |

**Evli iseniz eşiniz çalışıyor mu?**

|                | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Valid evet     | 252       | 81,3    | 89,0          | 89,0               |
| Valid hayır    | 31        | 10,0    | 11,0          | 100,0              |
| Total          | 283       | 91,3    | 100,0         |                    |
| Missing System | 27        | 8,7     |               |                    |
| Total          | 310       | 100,0   |               |                    |

**İş yerinde yönetici pozisyonunda mısınız?**

|             | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------------|-----------|---------|---------------|-----------------------|
| Valid evet  | 101       | 32,6    | 32,6          | 32,6                  |
| Valid hayır | 209       | 67,4    | 67,4          | 100,0                 |
| Total       | 310       | 100,0   | 100,0         |                       |

**İşiniz:**

|                   | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------------------|-----------|---------|---------------|-----------------------|
| Valid yarızamanlı | 44        | 14,2    | 14,2          | 14,2                  |
| Valid tamzamanlı  | 266       | 85,8    | 85,8          | 100,0                 |
| Total             | 310       | 100,0   | 100,0         |                       |

**Çalıştığınız kurum:**

|              | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|--------------|-----------|---------|---------------|-----------------------|
| Valid özel   | 186       | 60,0    | 60,0          | 60,0                  |
| Valid devlet | 124       | 40,0    | 40,0          | 100,0                 |
| Total        | 310       | 100,0   | 100,0         |                       |

**Ne kadar zamandır aynı iş yerinde çalışıyorsunuz?**

|                      | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|----------------------|-----------|---------|---------------|-----------------------|
| Valid bir yıldan az  | 29        | 9,4     | 9,4           | 9,4                   |
| Valid 1-5yıl         | 101       | 32,6    | 32,6          | 41,9                  |
| Valid 6-10yıl        | 72        | 23,2    | 23,2          | 65,2                  |
| Valid 10yıldan fazla | 108       | 34,8    | 34,8          | 100,0                 |
| Total                | 310       | 100,0   | 100,0         |                       |

**Doğumdan sonra ne kadar süre işinize ara verdiniz? (Ay olarak belirtiniz.)**

|               |          |
|---------------|----------|
| 1 ay – 5 ay   | 128 kişi |
| 6 ay          | 45 kişi  |
| 7 ay – 11 ay  | 52 kişi  |
| 12 ay         | 18 kişi  |
| 13 ay – 17 ay | 10 kişi  |
| 18 ay         | 5 kişi   |

|                       |         |
|-----------------------|---------|
| 24 ay                 | 11 kişi |
| 36 ay                 | 15 kişi |
| 48 ay                 | 3 kişi  |
| 72 ay                 | 5 kişi  |
| Ara vermedim          | 4 kişi  |
| O dönem çalışmıyordum | 6 kişi  |
| İşi bıraktım          | 1 kişi  |

## APPENDIX G

### INTERVIEW QUESTIONS

- 1- Anne olmak sizin için ne anlama gelir? Çocuk sahibi olduktan sonra hayatınızdaki en önemli değişiklikler sizce nelerdi?
- 2- Çalışan bir anne olmanın zorlukları olduğunu düşünüyor musunuz?
- 3- Tercih şansınız olsa çalışmamayı ister miydiniz?
- 4- Sizce herkes anne olabilir mi?
- 5- Çalışan bir annenin hem işinde hem de evinde sorumluluklarını başarılı olarak yerine getirmesi mümkün müdür?
- 6- Çalışma saatlerinizden dolayı ailenize zaman ayıramadığınız ya da ailenizle ilişkilerinizde sorun yaşadığınız olur mu? Oluyorsa bu durum nasıl çözülebilir ya da çözüldü?
- 7- İş yerinizde yaşadığınız problemlerden dolayı ailenizle ilişkilerinizde sorun yaşadığınız olur mu? Oluyorsa bu durum nasıl çözülebilir ya da çözüldü?
- 8- İşinizin özelliklerinden dolayı (işin stresli olması, işin yoğun olması gibi) ailenizle ilişkilerinizde sorun yaşadığınız olur mu? Oluyorsa bu durum nasıl çözülebilir ya da çözüldü?
- 9- İş yerinizde uygulanan esnek çalışma seçenekleri var mı? Varsa bu tür seçeneklerin olumlu ve olumsuz yanları nelerdir?
- 10- İş yerinizde sizin için ne yapsalar işinizi ve ailenizi dengeleyebileceğinizi düşünürsünüz?