



KADIR HAS UNIVERSITY  
SCHOOL OF GRADUATE STUDIES  
DEPARTMENT OF COMMUNICATION STUDIES

**FROM SEXUAL HARASSMENT AGAINST WOMEN IN  
BUSINESS LIFE TO CYBERSEXUAL HARASSMENT IN  
PROFESSIONAL PLATFORMS:  
A STUDY ON DIGITALIZATION OF WORKPLACE  
HARASSMENT AGAINST WHITE-COLLAR WOMEN**

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A thesis submitted to  
the School of Graduate Studies of Kadir Has University  
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## APPROVAL

This thesis titled FROM SEXUAL HARASSMENT AGAINST WOMEN IN BUSINESS LIFE TO CYBERSEXUAL HARASSMENT IN PROFESSIONAL PLATFORMS: A STUDY ON DIGITALIZATION OF WORKPLACE HARASSMENT AGAINST WHITE-COLLAR WOMEN submitted by ÖZGE NUR KOCABAŞOĞLU, in partial fulfilment of the requirements for the degree of Master of Arts in Communication Studies is approved by

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## **DECLARATION ON RESEARCH ETHICS AND PUBLISHING METHODS**

I, ÖZGE NUR KOCABAŞOĞLU; hereby declare

- that this Master of Arts Thesis that I have submitted is entirely my own work and I have cited and referenced all material and results that are not my own in accordance with the rules;
- that this Master of Arts Thesis does not contain any material from any research submitted or accepted to obtain a degree or diploma at another educational institution;
- and that I commit and undertake to follow the "Kadir Has University Academic Codes of Conduct" prepared in accordance with the "Higher Education Council Codes of Conduct".

In addition, I acknowledge that any claim of irregularity that may arise in relation to this work will result in a disciplinary action in accordance with the university legislation.

ÖZGE NUR KOCABAŞOĞLU

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Date (13/06/2022)

*To All Labour Women in the world...*

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**İstanbul, 2022**

**Özge Nur Kocabaşođlu**

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**ABSTRACT**

Sexual harassment against women is one of the important social problems addressed all over the world. It is a fact that has existed for hundreds of years, although the place and types of it change. Harassment has been transferred to the digital environment, as everything has become digital with the Internet. It is claimed that women are subjected to harassment while working or looking for a job. To investigate the prevalence of workplace harassment and harassment on online platforms used for professional purposes and its psychological effects on victims, an online nonprobability sampling survey on 249 white-collar women aged 20-40 working in the private sector was conducted. According to results of the study, harassment that women are most exposed to is cyber harassment. It has been observed that 73 women out of every hundred have been subjected to harassment on professional digital platforms. In the types of harassment experienced; persistent online dating requests, receiving unwanted romantic messages, sexual jokes and insults are the most common types of harassment. Considering the effects experienced, it is seen that the violence and harassment online, compared to offline harassment, does not mean that it has milder effects on the victims. It has been revealed that the psychological and physiological effects of physical abuse are also seen in victims of cyber harassment.

**Keywords:** Cybersexual harassment, cyberbullying, online mobbing, online violence, sexual harassment, workplace harassment, digitalization, social media

İŞ HAYATINDA KADINLARA KARŞI CİNSEL TACİZDEN PROFESYONEL  
PLATFORMLARDAKİ ÇEVİRİMİÇİ TACİZE:  
BEYAZ YAKALI KADIN ÇALIŞANLARA KARŞI İŞ YERİ TACİZİNİN  
DİJİTALLEŞMESİ ÜZERİNE BİR ARAŞTIRMA

**ÖZET**

Kadına yönelik cinsel taciz, tüm dünyada ele alınan önemli toplumsal sorunlardan biridir. Gerçekleştiği ortam ve türleri değişse de yüzyıllardır var olan bir gerçektir. İnternetle birlikte her şeyin dijitalleştiği gibi taciz de dijital ortama taşınmıştır. Kadınların çalışırken veya iş ararken tacize uğradığı iddia ediliyor. Mesleki amaçlarla kullanılan çevrimiçi platformlarda ve işyerinde yaşanan taciz, tacizin yaygınlığını ve mağdurlar üzerindeki etkilerini araştırmak için, özel sektörde çalışan 20-40 yaş arası beyaz yakalı 249 kadın ile anket çalışması yapılmıştır. Araştırmanın sonuçlarına göre kadınların en çok maruz kaldıkları taciz siber tacizdir. Her yüz kadından 73'ünün profesyonel dijital platformlarda tacize uğradığı gözlemlenmiştir. Yaşanan taciz türlerinde; ısrarlı çevrimiçi flört talepleri, mağdurun reddetmesine karşı devam eden, istenmeyen romantik mesajlar almak, cinsel ve tehdit içerikli şakalar ve hakaretler en yaygın taciz türleridir. Yaşanan etkiler göz önüne alındığında, online şiddet ve tacizin, offline tacize kıyasla mağdurlar üzerinde daha hafif etkileri olduğu anlamına gelmediği görülmektedir. Fiziksel istismarın psikolojik ve fizyolojik etkilerinin siber taciz mağdurlarında da görüldüğü ortaya çıkmıştır.

**Anahtar Kelimeler:** Siber taciz, siber zorbalık, online mobbing, online şiddet, cinsel taciz, iş yeri tacizi, dijitalleşme, sosyal medya

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## 1. INTRODUCTION

Harassment against women is one of the most important problems in the world and in Turkey. Many women of different ages and socioeconomic groups are exposed to sexual harassment. The workplace is also among the places where sexual harassment is seen. It is known that sexual harassment experienced by women in the professional working environment affects them psychologically and physically. The world has changed; almost everything has been digitalized day by day. Especially with the pandemic since the beginning of 2020, businesses have also digitalized. Many people have been working remotely since after the pandemic. Some big companies made this policy permanent. There are many companies that work completely remotely or with a hybrid model. This strengthened the business life's connection with technology (Alhabaibeh 2021, AlMarar et al. 2021, Muniswamy et al. 2021, Zabaniotou 2021). It can be thought that sexual harassment in business life will decrease when you move away from the office environment. However, the problem is whether the harassment has also moved online. For this reason, measuring this situation examines whether a social and sexist problem continues with digitalization. Cyberbullying and cyber harassment, especially seen on social media platforms, can be seen even in professional ones, which are used for professional purposes. These platforms serve useful purposes such as finding a job, networking for current jobs, and accessing up-to-date information about their professions.

Unfortunately, some malicious users are using these sites for unprofessional purposes and harassing women. White-collar women looking for a job or using this platform to network are exposed to male users who constantly want to flirt and annoy them intentionally. In addition, in this study one of the claims is that cyber harassment can occur even in email programs and collaborative project management programs. In this study, white-collar female employees who are 20-40 years old have been investigated.

Women who are exposed to these situations experience various psychological and physiological effects, and it has been revealed in this research that they have problems in

both their professional and private lives. Male employees, who are inclined to abuse in the office environment verbally or physically, continue their harassment in e-mail and project programs where work is carried out. Many female workers are exposed to this and have to deal with the resulting problems.

Even though, there are many studies on sexual harassment against women in the workplace, there is no research that compares both harassment in business life and sexual harassment in professional life via online platforms. Previous research has been done on cyber harassment and cyberbullying (Panko and Beh 2002, Hinduja 2010, Takunaga 2010, Rogers 2010, Willard 2007, Investor 2011, Hutcherson 2012, Kowalski et al 2012, Gobbler 2013, Burnham and Wright 2012, Morgensten 2012). However, in these studies, the social media platform used for professional purposes was not mentioned. In addition, a study in which white-collar women were taken as a sample was also not carried out. The lack of previous research on professional social media platforms and the presence of white-collar women in this field show the originality of the research. This research, which explains the continuation of a socially important problem with digitalization, is important because of its originality and important to address today's problems.

The main goal of the reported study is to investigate the psychological effects of cyber harassment against white-collar women by men. In addition, the role and importance of the professional social media platform in this problem are examined. Importantly, the effects of sexual harassment in the workplace are compared with the effects of cyber harassment in the professional environment. Therefore, the goals of the research are (a) to examine the sexual harassment experienced by white-collar women between the ages of 20-and 40 in business life and on online business platforms and its consequences and (b) to compare the effects of sexual harassment in business life and online professional environments.

In line with these goals, the following research questions are asked:

RQ1: Is sexual harassment of women still prevalent in professional life today?

RQ2: Is online sexual harassment the new form of sexual harassment?

RQ3: Is harassment more common in email communication or professional social media platforms?

RQ4: What are the psychological effects of cybersexual harassment that white-collar female employees are exposed to by men on professional social platforms and other professional tools (email, chat programs, project management tools)?

RQ5: What are the similarities and differences between the consequences of offline harassment and online harassment?

After answering the research questions, legal and educational solutions to the problem were presented.

## 2. LITERATURE REVIEW

### 2.1 Sexual Harassment at the Workplace

Researchers have investigated bullying in many ways. Abuse can occur in several ways and different places where people are. Sexual abuse is one of the most widespread ways of bullying people. Sexual jokes, comments, touching, intimidating are within the scope of sexual harassment (Welsh 1999). Literature investigates those workplaces are one of the places harassments are most common. Most people must work to live in good conditions. Unfortunately, workers can be exposed to psychological, physical, or sexual abuse in workplaces (MacIntosh et al. 2010). Especially women exposed to sexual abuse in workplaces. Studies show that women face double discrimination from an early age, and they expose sexual abuse when they will be adults (Quedrago et al. 2017). Unfortunately, sexual abuse to women on workplaces is the crucial problem since women entry to business life. Andrijauskaitė (2010) investigated the abuse of women in workplaces from the 1920s-1930 in Lithuania. In a European country which is the most developed region considering women rights, there is still sexual harassment to women in workplaces (Andrijauskaitė 2010). There are also studies in underdeveloped countries such as Burkino Faso (Ouedrago et al. 2017). In this study, scholars investigate Burkina Faso which is the most undeveloped continent in the world - Africa. According to Status of Women In India report, 10 percent of working women facing workplace sexual harassment (Hindustan Times 2020). This situation can show us that there is sexual harassment against women in business life around the world, regardless of the region. Harassment against women in the workplace is usually perpetrated by male supervisors. However, although rare, there is also sexual harassment of male co-workers against women. It is also possible for them to be sexually harassed not only by the managers but also by the customers they work with (Maypole and Rosemarie 1983).

It can be said that sexual harassment against women occurs all over the world and is experienced by people with different titles, as well as in different business lines. This is not just a one-line business issue. This situation is experienced in many sectors, regardless of academia, health sector, and white or blue-collar employees. Although academia is

considered to be the most conscious people, research has shown that both students and academic staff are sexually harassed. According to a study conducted at Purdue University in 1989, 39% of women stated that they had been subjected to sexual harassment (Stockdale 1996). In fact, four female professors participating in this research are among those who answered "yes" (Stockdale 1996). It was argued by Kelly that the strict hierarchical order in the academy could cause sexual harassment (1988). Because men are usually at the top of the hierarchy, and it is easier to harass them with the power they have (1988). As was discussed again in the 1996 book *Sexual Harassment at Workplace* compiled by Tengri et al. in 1982, inequality in the workplace is one of the most important factors that increase the sexual harassment of men against women. For example, it is common for a male manager to sexually abuse a female secretary. Again, according to the same research, there is a common misunderstanding about women's friendly attitudes. Men finding women sexy due to this friendly intimacy is also one of the factors that cause sexual harassment in business life (Stockdale 1996). One of the reasons why women are harassed at work is gender stereotypes. The duty assigned to women has always been to be a mother, to take care of the house and to please the man. Men are expected to be stronger, so macho attitudes are considered normal (Lightle and Doucet 2010). The structure of organizations is another factor that affects the sexual harassment factor. Good relations between employees in the company culture increase the victimization of sexual harassment (Snydera et al. 2010).

The consequences of sexual harassment against women in business life, as well as the causes, are also important in terms of examining the subject. The self-confidence of women exposed to sexual harassment decreases and they move away from their career goals. This can be considered as a factor that increases gender inequality in business life (Fidan and Yeşil 2020).

Sexual harassment against women in business life has economic, psychological, and physical consequences. Fees for courts and lawyers as a result of litigation by women exposed to harassment, and health expenditures due to the damage suffered are the factors that explain the loss in monetary terms. Findings showed that lost time and productivity from sexual harassment cost the government \$188.7 million over a two-year period

(Lightle and Doucet 2010). It has been observed that sexual harassment in the workplace has the following psychological consequences. Dissatisfaction with work and co-workers, symptoms of posttraumatic stress disorder, dissatisfaction with life, and quitting. According to the findings, the most common of these is dissatisfaction in business life (Schneider et al. 1997).

Sexual harassment is a problem for individuals as well as for institutions. According to the Indian Express, when a woman raises an allegation of workplace harassment, the organisation also bears great responsibility (Indian Express 2021). They want the woman to prove it, but most of the time, the victim is not believed because there is no evidence or witness. This situation causes significant problems, especially in small and medium-sized companies. Legal damages are paid when a lawsuit is filed, and wages paid due to the health problems experienced by employees put companies in a difficult situation. Employers or human resources managers need to be very sensitive when hiring and warn their employees not to make any jokes without knowing people's stories. When such an event occurs, he should listen to the witnesses and clarify the situation. It should not cover it. Courts are more concerned with how the victim perceives the situation, rather than what the intent is (Hoekman 2000).

Sexual harassment can take different forms. It can take place one-to-one in the same environment, or it can take place online via phone or the internet. Especially with the widespread use of smartphones, there is an increase in online harassment (Stahl & Dennhag 2021). The sexual harassment problem, which has been going on for years, has moved to a different dimension as business life progresses via e-mail. Sending e-mails containing pornography and sexual assault messages to women in the workplace is a common type of sexual assault. U.S. Supreme Courts say that employers should take the necessary precautions to prevent this situation in any way. However, a single email sent cannot be shown as evidence. If there is ongoing communication that supports the harassment, then the person who sent the email is blamed. Because legally, it is argued that a single email may have been sent by mistake (Panko and Beh 2002).

It is presented with the relevant literature that sexual harassment against women occurs in business life, face-to-face, over the phone, and via e-mail. Today, with the widespread use of remote work and the integration of technology with business life, online meetings, joint project management programs and even professional social media platforms that enable job search and networking have emerged.

Research Question 1: Is sexual harassment of women still prevalent in professional life today online and offline?

## **2.2 Cyberbullying and Cybersexual Harassment**

Technology is developing day by day and people meet new improvements in this era. There is a fact that this improvement has bad effects as well as good aspects. Cyberbullying is one of the bad aspects of technology. It is perceived as a huge problem by lots of scholars especially on social media. Matt Investor (2011) defined cyberbullying as “online harassment, verbal affronts and persecutions of challenges of people on web” (95). According to him, there are few people that fully understand cyberbullying. Kowalski, Limber and Agaston (2012) think that cyberbullying is the digital form of bullying. They explained in the book of *Cyberbullying: Bullying in the Digital Age*, people from old generations perceive bullying should be physical. However, it has changed in this age. Digital violence can be extremely dangerous as well as physical (Kowalski et al. 2012). Cyberbullying, unlike bullying, can reach very young people.

Moreover, the possibility of being anonymous makes the situation easier for them. It is also more difficult to control and limit legally than bullying (Hinduja 2010, Burnham and Wright 2012). Violence, which occurs as a result of facilitating communication as a result of the opportunities offered by communication technologies, is also called e-mobbing or cyber mobbing (Morgenstern 2012).

Considering the differences between physical violence and digital violence, the main dissimilarity is that cyberbullies, and victims do not have to be face to face. Secondly, the effect of cyberbullying is generally emotional, unlike the physical type.

The other important difference is cyberbullying can be anonymous. Moreover, cyberbullying can occur everywhere and every time even in safe places in contrast with real-world bullying (Rogers 2010). Willard (2007) collected bully types under three titles:

- Physical: hitting, punching etc.
- Verbal: Name calling, threats, harassment, stalking etc.
- Emotional and psychological: Manipulating social relationships, spreading rumours etc.
  
- Aggression that occurs in any medium on the Internet is called cyber aggression (Takunaga 2010). If this aggression is repeated repeatedly, then it is called cyberbullying (Hutcherson 2012).

Cyberbullying cannot be implemented physically hence verbal and emotional/psychological types are valid for cyberbullying. Cyberbullying can have different forms on web portals such as social media or e-mail. The varieties of cyberbullying are:

- Flaming: Online fighting and abusive messages on the internet.
- Impersonating: Creating fake accounts that are using someone else's identity and pretends to someone else.
- Trolling: Posting annoying comments on discussion areas to upset readers.
- Outing: Without permission, spreading someone's private information.
- Spamming: Constantly sending unwanted messages to someone. (This can be considered as harassment.)
- Polling: Labelling people as "best...." "The most...".
- Mashups: Humiliate the subjects and piece of contents (like someone's art photograph) with malicious purposes (Invester 2011; 96-98).

The main differences between traditional (physical violence) and cyber violence are expressed as follows (Gabler 2013;1-23):

- Cyber violence can take place 24 hours a day, without time and place limits, after school or work shift ends.

- Cyber violence has a persistent, recurring feature.
- In cyber violence, the identities of the perpetrators can often remain confidential.
- Information can be changed faster and more uncontrollably and becomes accessible to a wider group.
- Since the content published once can be watched over and over again, the victim may feel attacked again and again every time.
- Cyber violence can take place both among peers and between generations.
- The perpetrator may not feel compassion, and remorse because he does not see the victim within the boundaries of the virtual environment.

People who have experienced any of these situations in the cyber environment are called cyber victims (Patchin and Hinduja 2006, Hutcherson 2012). Cyberbullying has many psychological effects on victims. Studies have shown that it produces negative outcomes such as depression, anxiety, unhappiness, and low self-esteem (e.g Patchin and Hinduja 2006, Baker and Tanrikulu 2010, Hutcherson 2012, Mahbub et al 2021). According to Gabler, as in traditional violence, there is a relationship between the bully/harasser and the victim in cyberbullying. Assuming that the perpetrators and victims know each other and come from the same school or company, a conflict that causes bullying in the workplace or school can change form and turn into cyber violence in the social network (2013).

In the research literature, virtual sexual harassment is also considered cyberbullying scope. Australian Human Rights Commission defined sexual harassment as “any unwanted or unwelcome sexual behavior, which makes a person feel offended, humiliated, or intimidated” (Australian Human Rights Commission, nd). Sexual harassment is a form of harassment, and it is illegal according to civil rights. Bullying behavior on the internet frequently includes sexual comments or gestures (Willard 2007). Cyber sexual harassment is different from real-life harassment in that there is no physical attack (Halder and Jaishankar 2021). Online harassment seems harmless because it does not exist physically. However, it is a huge social problem considering ethical rules and usability of internet platforms, especially for women (Golbeck 2018). In case of cyber harassment, generally the victim is a woman, and the attacker is a man. Hence, this topic addressed to the gender studies and feminist approaches. Rape threats, humiliation of

gender or dirty emails are the varieties of cyber sexual harassment from men to women (Citron 2009).

Dirty jokes and sexual humiliation are most widespread types of online sexual harassment. For instance, men humiliate women users on forums or chat rooms with insulting words such as “Nipples make this chat room more interesting” (Barak 2005).

In the research literature, cybersexual harassment is called different words that has same meaning such as: online sexual harassment, online sexual aggression, virtual rape, online sexual grooming, online abuse, and online sexism. Although there are different definitions, all of these concepts are about harassment that takes place through communication technologies on the Internet. Cybersexual harassment has significant negative consequences for individuals, institutions, and governments. Decreased personal cyber security, deterioration of psychology and health; the occurrence of financial loss and loss of reputation in companies where this situation is experienced institutionally; it is inevitable for the state to create negative socio demographic results (Kuklytė 2018). According to the research conducted on adults, it has been revealed that victims of cyber sexual harassment are psychologically affected badly, and this situation directly affects their quality of life (Iroegbu 2020). A Swedish study was conducted on adolescents examining the psychological effects they experience after being exposed to online harassment (Ståhl and Dennhag 2021). As a result of the research, it has been revealed that victimization of cyber sexual harassment in both girls and boys has negative consequences in terms of mental health. It has been observed that there is a direct relationship between anxiety and depression and exposure to cyber sexual harassment (Ståhl and Dennhag 2021).

It is important to examine the perpetrators as well as the victims of cyber harassment, because this social problem can be dealt with by scrutinising the causes of the problem. For this reason, there have been studies in the literature investigating the causes of cyberbullying and cybersexual harassment. The basis for the spread of this situation, especially among young people, has been speeded.

For instance, according to a study conducted in South Korea (Kyung 2017), young people with high self-confidence were able to control themselves and their anger better, so they were more distant from being cyberbullies.

It is important to examine the environment in which cyber harassment occurs and the way it is used, as well as the abuser, the victim, the causes, and consequences of the harassment. How new communication channels that emerged with internet technologies affect the extent of harassment is another issue that needs to be examined?

Research Question 2: Is online sexual harassment the new form of sexual harassment?

### **2.3 Digitalization of Business Life and Social Business Platforms**

It is one of the necessities of our age not to be connected to the office in business life, to increase the means of communication, and to maintain communication through technology. As in every field, it is possible to talk about rapid digitalization here. Especially at the beginning of 2020, the COVID-19 pandemic, which destroyed the entire economic and social order in the world, also destroyed the norms in business life. The concept of remote or hybrid working has become normal all over the world (Wontorczyk and Rożnowski 2022).

In fact, everything is moving so fast that even e-mail is slow in communication. Here, too, project management tools and chat programs come into play. Employees conduct their business synchronously and quickly by talking to each other through platforms such as Slack, Skype for Business, Teams, and Google Chat (Harbert 2017). In other words, it can be said that the concept we call "instant message" has become an indispensable communication element of business life (Herbsleb et al. 2022).

When it comes to online communication in business life, not only people working together at the same workplace, but also people who network while looking for a job or trying to create a network for work are among the elements of communication. There are business social media platforms that have become very popular in recent years and are used by many white-collar workers. Human resources employees are recruited in these

channels. Job seekers also frequently use these channels to apply for a job. For this reason, it is a medium frequently used by new graduates (Shahani-Denning et al. 2017).

In addition, they are platforms used by over a hundred million professionals, including directors, managers, and c-level managers. For this reason, people who want to create a network in business life can create professional networks through these platforms by enriching their profiles with their skills, and educational and business background (Shields 2012).

According to the results of a previous study, although remote working provides advantages such as flexibility and comfort for employees, it shows that they are more exposed to technological stress. In people who are exposed to cyberbullying in business life, it can lead to mental problems such as stress, fatigue from work, and decreased commitment to work. This situation can cause problems for organizations as well as harming individuals (Celuch et al. 2022).

When evaluated in terms of establishment and purpose of use, these areas are different from platforms such as Facebook, Instagram, Twitter, and Tinder. The audience that uses it is a more niche audience, not a broad audience like the Instagram or Twitter audience. They are social media platforms that mainly appeal to white-collar employees. Whether or not abuses experienced in other social media channels are experienced in these environments will be expressed with the findings of the research.

### **2.3.1 Professional social media platforms versus other social media platforms**

Facebook is seen as social networking platform, but the purpose of professional social media platforms is not to socialize. They are for professional purposes like recruiting or professional networking (Alexa 2016). Each medium has its own unique structure. In this sense, professional social media platforms have a different place than media such as Facebook and Instagram. It is necessary to distinguish well the difference between professional social media platforms and platforms such as Facebook. It is stated that professional social media platforms are not a place for dating, and if they have such a

purpose, they should go to Facebook. However, this does not mean that harassment on Facebook should be considered understandable. Flirting is okay on Facebook, but sexually explicit jokes or pornographic photos are also harassment there. In professional media, dating requests can be qualified as direct harassment because the nature of the media is not suitable for this (Casserly 2013).

In 2012, at a time when the professional social media platform was not yet very popular, tips were given in the article "Four Ways To Boost To Benefits" (2012) about the correct use of this platform. In this article, it is stated that we should not use this platform like Facebook, and that we should not reject foreign people like there. Under the "say yes to strangers" heading, it has been suggested that people you do not know should be seen as a door to new opportunities. " Not like Facebook, add outsiders as well," as it opens up career opportunities. Are these so-called channels still used so safely and for their intended purpose? This will be revealed by the results of the research.

Research Question 3: Is harassment more common in email or professional social media platforms?

Research Question 4: What are the psychological effects of cybersexual harassment that white-collar female employees are exposed to by men on professional social platforms and other professional tools (Email, chat programs, project management tools)?

## 2.4 Sexual Harassment in Turkish Workplaces

Although there is no study directly on the same sample, according to a study conducted on kitchen workers, sexual harassment experienced by women in the workplace causes a decrease in their motivation at work and an increase in their desire to leave (Akdağ and Öz 2020). Athlete women are also exposed to workplace harassment. According to the research, asking questions about sexual life (76%), sexist jokes about the body (66%), unwanted compliments or comments (71%) were the first behaviors that female athletes defined as sexual harassment behaviour (Özen et al. 2018).

Another study was conducted on female salespeople working in shopping malls. As a result of the one-to-one interviews with the salespeople, it was revealed that types of harassment such as touching the genital area, offering date, obscene looks, sexually explicit jokes and sexually explicit remarks were encountered (Sahin et al. 2016). Many of the women who experienced this situation decided to quit their job, thinking that this was unacceptable.

According to a study conducted on workers in the Merzifon industrial zone, the correlation of power difference with sexual harassment was measured (Koparan 2010). In the results of the research, it was seen that as the power difference increases, the situation of being subjected to sexual harassment also increases. This explains the high rate of sexual harassment in societies such as Turkey, where women are seen as more backward than men.

Turkey has secured this situation under the law with the Turkish Labour (2003) and Penal (2004). Codes on sexual harassment against women within the scope of the European Union negotiations. Turkey has secured this situation under the law with the Turkish Labor (2003) and Penal Codes (2004) on sexual harassment against women within the scope of the European Union negotiations. Accordingly, Turkey does not allow sexual discrimination and criminalizes sexual harassment in the workplace by law (Süral and Kılıçoğlu 2011).

### **2.4.1 Cybersexual harassment in Turkiye**

According to the results of the research on Digital Violence in Turkiye, carried out by the Social Information and Communication Association together with KONDA Research Company and with the financial support of the United Nations Population Fund (UNFPA) Turkiye, one out of every five people in Turkiye says they have been subjected to digital violence (Şener and Abınık 2021). Women state that they are harassed mostly because of their gender and physical appearance. 51% of women receive text, voice or video harassment messages in digital environments, 46% are persistently followed. “When the frequency of exposure to digital violence of individuals is examined, it is seen that their exposure to digital violence has increased from 18% to 23%. This situation can be interpreted as the fact that digital violence behaviours that took place several times in the past are not considered as “violence”(Şener and Abınık, 2021; 4). Only nine percent of women who have been exposed to online violence have stated that they have taken legal action (Şener and Abınık 2021). According to Article 105 of the Turkish Penal Code, sexual harassment via the internet is also among the crimes of sexual harassment. According to the lawyers, as a result of the complaints of the people who are exposed to the crime in question, this crime will decrease. Unfortunately, there are people who do not consider this crime as sexual assault and take it lightly (Kulaçoğlu Law Firm).

### **2.5 The Profiles of Cyber Abusers and Workplace Abusers**

According to TBID's (Toplumsal Bilgi ve İletişim Derneği) Report on The Guide to Fight Digital Gender-Based Violence, the abuser of digital violence can be a former or current partner, neighbour, work / school friend, a relative or a stranger. Perpetrators are mostly using fake names (Şener et.al 2019). In workplace harassment, the harasser is not an anonymous person. There are women who have been sexually harassed by salespeople-customers, hostess-passengers, or directly by their colleagues and managers. It was mentioned that the power imbalance between men and women can cause men to abuse women. Similarly, the power imbalance in terms of position in the workplace increases the possibility of harassment to the woman working under the man in the upper position. (Tseng 2014). In a study of 284 women, 90% of women declared that they were harassed by a man at work, while half of them stated that they were harassed by their boss or manager (Maling 2000). From here, it may not be concluded that the people who carry

out online harassment are different from those who carry out workplace harassment. Because perhaps the person harassing the person working under him at the workplace may be harassing a different woman he does not know on the professional online platform. This situation can be discussed in detail as the subject of a different research.

### **3. METHODOLOGY**

#### **3.1 Research Methodology**

In order to answer the research questions, an online survey was conducted with white-collar working women between the ages of 20 and 40. The language of the questionnaire is Turkish. Participants in the research are people who speak Turkish. The survey was created online with the Qualtrics platform and contains a total of 33 questions (please see Appendix A for the survey questionnaire). Multiple-choice questions, open-ended questions, and scaling questions were asked in the survey. Approval was obtained from Kadir Has University Human Research Ethics Committee for the questionnaire applied in the thesis (please see Appendix D for the Human Research Ethics Committee report of Kadir Has University).

In the survey questions, questions conceptually relevant for the research questions such as the way of working (such as from the office or remotely), whether they are looking for a job, position in business as well as demographic questions such as where they live, education status, age were asked. In accordance with the research questions, questions were also asked to learn about consumer habits, such as whether the professional social media platform is used and how often it is used. Based on the definitions in the literature (Kowalski 2012, Investor 2011), the types of harassment were classified and asked. The participants were asked with yes-no questions whether they were exposed to the types of harassment that could be experienced in the workplace. Likewise, the participants were asked whether they experienced the types of cyber harassment with yes-no questions. Psychological and physiological problems that can be experienced by people who are harassed in the workplace or in the cyber environment have been determined by looking at the literature. It was measured whether these effects were observed in the survey questions as scale typed questions. Survey questions are given in the appendices at the end of the study.

In the survey questions, not every participant answers all the questions. If the participant was not in the sample, they were directed directly to the end of the questionnaire and were not counted as a participant. Moreover, any questions were not asked about this subject

to someone who does not use professional social media platforms. No questions were asked about the effects of harassment, either, to anyone who said that he or she had not been subjected to any of the forms of harassment. While preparing the survey questions, the psychological and physiological effects measured in previous studies were taken as a basis (Anjum, Ambreen & Muazzam, Amina & Manzoor, Farkhanda & Visvizi, Anna & Pollock, Gary & Nawaz, Raheel 2019).

### 3. 2 Measures

**Workplace Sexual Harassment Measure:** While the scale was being prepared, it was not taken directly from somewhere. Existing scales were adapted for the purposes of the study reported here: The Cyber Negative Acts Questionnaire (CNAQ) scale in Workplace Bullying and Cyberbullying Scales: An Overview (2019) was adapted. This scale was first applied to workers in Great Britain. Here, the results report harassment not only offline but also online (via SMS and phone). In the scale, the situation related to the job and the personal questions was questioned as a post-victim dimension. The difference of the questionnaire in the research from the CNAQ scale is that it questions whether you have experienced harassment or not with the CNAQ scale 1 (daily)-5(never) for a 6-month period. In the reported study here, it was asked whether the harassment types were experienced or not, but with yes-no questions. For example, “Have you ever harassed in workplaces? “Have you ever harassed professional online platforms”, “Have you ever harassed via e-mail or project tools?” are asked with yes/no questions. Also, types of harassment are asked with yes-no questions. For example, “Have you ever exposed to sexual jokes?” Because in the research, it is desired to examine *whether* the type of harassment is experienced rather than *how often* it is experienced and its effects.

While creating the survey questions, the types of harassment in the literature were taken as a basis and yes/no questions were asked accordingly. Sexual jokes, comments, touching, intimidating are within the scope of sexual harassment (Welsh 1999). Rape threats, humiliation of gender, dirty emails, dirty jokes, and sexual humiliation, unwanted messages are types of cybersexual harassment according to literature (Barak 2005, Citron 2009).

**Effects of Harassment Measures:** In the study Measuring the Scale and "Scope of Workplace Bullying: An Alternative Workplace Bullying Scale" prepared in 2019 by Anjum, Ambreen & Muazzam, Amina & Manzoor, Farkhanda & Visvizi, Anna & Pollock, Gary & Nawaz, Raheel, The correlation between workplace harassment and stress was measured. Here, a score between 1-5 was made and a result was obtained according to the average of the questionnaires. While investigating the effects of sexual harassment in the workplace, the expert psychologist Tarık Solmuş (2005) work on sexual harassment and emotional bullying, written by was used. The effects of decreased self-confidence, anger, low concentration, crying often, depression and anxiety that may occur after workplace harassment mentioned here were included in the questionnaire questions. Questionnaires were asked to what extent they experienced these effects or not. Scoring was made between 1 (strongly disagree) and 5 (strongly agree). The effects experienced according to the averages are presented in the findings section. For example: "Did you cry often after you harassed in workplace?" Did you cry often after you exposed to cyberbullying on professional social media platforms" questions are asked with scale questions 1-5. The online survey questionnaire can be found in Appendix A.

### **3.3 Data Collection**

The survey link was spread over social media and online chat programs (please see Appendix C for figures of data collections via social media with comments and posts). The sample of the research consists of white-collar workers aged 20-40, who have worked in the past or who are looking for a job.

The fact that women experience more workplace harassment than men has been effective in the selection of women rather than men in the sample. The reason why white-collar workers between the ages of 20-40 are preferred is that the concept of cybersexual harassment in the research appeals more to young and white-collar workers. Because professional social media platforms are channels created for this audience. A blue-collar worker or a doctor usually does not prefer this type of platform. In addition, email or digital project programs are also platforms that are in the life of this audience. Therefore, it was thought that the clearest answer to the research questions would come from this population. Before the research questions and the subject of the research were clarified,

there were posts on professional social media platforms that young white-collar women complained about “harassment” and misuse of the platform (Please see Appendix B). This was also effective in shaping the research and determining the sample. A survey was also shared as a comment under the posts made by women about the problems, they experienced on professional social media platforms. Thus, it is aimed to reach the target population directly. Demographic questions, such as age, education, working status (including the current working model and position at work) were also asked. Please see Appendix A for the wording of the questions.

305 people answered the questionnaire, but those who were not women and were not within the specified age range were excluded. As a result, the data obtained from 245 participants were included in the final analyses.

After the descriptive statistics of the data, statistical tests such as chi square tests were conducted. The demographic features of the sample are reported in detail in the results chapter.

## 4. FINDINGS

In this section, first, the demographic characteristics of the participating participants will be summarised. Then, based on the research questions, the rates of harassment in the workplace and online platforms will be discussed. Correlation between demographic variables and experiences of harassment will be examined. The frequencies of different types of harassment being experienced under relevant subheadings are reported. The frequency of use and reasons for use of professional social media platforms are also presented with the results of the research. The prevalence of negative effects of workplace and online harassment in the physical world and online, on the victims are reported. Finally, it will be analysed whether there is a meaningful relationship between harassment experienced offline and on digital business networking platforms.

### 4.1 The Profile of Respondents

Except for the women between the ages of 20 and 40, the sample of the study was excluded from the results. Among the 249 female population between the ages of 20-40, the 26-30 age group has the majority with 52.4 percent. The majority of the participants of the survey were among the young age bracket, which can be explained by the dissemination of the survey through social media channels. Most participants are living in İstanbul (18,71%). It is not a surprising result. İstanbul is the business capital of Turkey and the most crowded city. The vast majority of employees are living in İstanbul (32,4%) (TÜİK 2021) 71.4 percent of the participants in the research have a bachelor's degree. With 23%, master's graduates are in second place. 96.2 percent of the participants stated that they had worked in the private sector before, 89.2% of the participants are currently working. Total rates of remote (26,8%) and hybrid work (33,9%) are higher than working in the office every day (34,4). This data will be important to establish the correlation between offline harassment and online harassment.

As a result, parallel to the age range, 50.3% of the participants stated that they work as assistant specialists or specialists. In addition to those who have worked in the private sector and are currently working, the majority of the participants (65.2%) were not working during the survey participation, but in search of a job, which is also an important

finding. The harassment rates encountered while looking for a job online are also within the scope of the research. These individuals were included in further data analyses (Please see Appendix E for detailed of the demographic characteristics of the participants).

#### 4.2 Usage and Habits of Professional Social Media Platforms

While examining the transfer of business life to the online platform, the importance of professional social media platforms in job search and networking was mentioned. While investigating whether sexual harassment in business life continues in the digital environment, it is necessary to examine the usage habits and frequency of professional social media platforms by the sample. Before answering the following two questions, a better analysis can be made if it is known for what purposes and how often women use these channels:

RQ2: Is online sexual harassment the new form of sexual harassment?

RQ3: Is harassment more common in email communication or professional social media platforms?

According to Table 4.1, 66.3 percent of the survey participants use professional social media platforms. The fact that the majority of them use professional social media platforms is a positive factor to compare with other platforms in the online environment.

**Table 4.1** Usage of Professional Social Media Platforms

<b>Do you use professional social media platforms based on business life?</b>			
		n	Percentage
	Yes	165	66,3
	No	23	9,2
	Total	188	75,5
No Answer		61	24,5
Total		249	100,0

Looking at the frequency of use of the professional social media platform; it has been determined that 36.9 percent log in the channels at least once a day, and 18 percent log in the channels at least 2-3 times a week. Therefore, it can be said that the participants use professional social media platforms frequently.

**Table 4.2** Usage Frequency of Professional Social Media Platforms

<b>How often do you use professional social media platforms?</b>			
		<b>n</b>	<b>Percentage</b>
	I have an account, but I don't log in unless it's important.	10	4,0
	I rarely log in.	15	6,0
	I log in 2-3 times a week.	45	18,1
	I log in at least once a day.	92	36,9
	Total	162	65,1
No Answer (they have no account)		87	34,9
<b>Total</b>		<b>249</b>	<b>100,0</b>

It was concluded that the majority of professional social media platforms were used for networking and job search purposes. It is also used for public relations activities for their own companies, social media management of the company they work for and for academic purposes. These purposes have lagged far behind job searching and networking.

**Table 4.3** Usage Purposes of Professional Social Media Platforms

		Usage Purposes of Professional Social Media Platforms					
		Searching job	Networking	PR for own company	Social media management for company you work	Academic purposes	Other
N	Value	100	114	28	38	24	30
	No answer	149	135	221	211	225	219

### 4.3 Workplace Harassment

In this section, sexual harassment in the workplace was asked for the following two research questions:

RQ1: Is sexual harassment of women still prevalent in professional life today?

RQ2: Is online sexual harassment the new form of sexual harassment?

Before questioning cybersexual harassment, it is necessary to get to the bottom of this situation and understand offline harassment against women before going digital. In this research, firstly, the situation and consequences of workplace harassment against women are explained. Then, the results of cyber harassment were examined. The question to respondents was asked whether they experienced sexual innuendo, unwanted physical touches, sexually explicit jokes, persistent flirting etc. at workplaces. According to Table 4.4, 37.1% of the respondents stated that they were sexually harassed at work (offline).

**Table 4.4.** Status of Exposure to Harassment in the Workplace

Have you been harassed by a man in your work environment? (Sexual innuendo, unwanted physical touches, sexually explicit jokes, persistent flirting, etc.)			
		N	Percentage
	I have been harassed	73	37,1
	I have not been harassed	124	62,9
	Total	197	100
No Answer		53	21,2

As described in the methodology chapter, respondents from different education levels, ages (between 20-40), different jobs and positions participated in the research. Exposure to workplace harassment was tested according to different variables. The correlation between their experience of sexual harassment and age, education level, working model, and position at work was tested. The relationship between independent variables and exposure to harassment was analysed with chi square analysis. The results suggest that the rate of being exposed to harassment by a male in the working environment increases as the education level increases. In Table 4.6, the percentage of people who answered "yes" to the question of whether they have been harassed at work or not is changing according to their educational status. Accordingly, 28.57% of high school graduates, 33.09% of undergraduate graduates, 47.8% of master's graduates and 50% of doctoral graduates answered, "I have been harassed at work" (Respondents from different educational backgrounds were not selected in equal numbers. 71.4% of the respondents in the research have a bachelor's degree).

A chi-square analysis was conducted between the age ranges of the respondents and their exposure to harassment by a male in their working environment. According to the results of the analysis, 41 of the respondents aged 25-30 were harassed, while a total of 76 respondents were harassed based on the age range (37,05% of questionnaire). 45% of the questionnaires between the ages of 31-34 stated that they were harassed at work. On the other hand, 44.4% of people aged 35-40 stated that they were harassed. Results were very close to each other for the 31-34 age range. No significant correlation was found between age range and being harassed. However, it was found that the rate of being harassed in all age ranges is over 30%. When the relationship between online harassment and demographic data is examined, it is seen that high level managers (C level or director) are exposed to online harassment with a very high rate of 63%. Remote workers are the group that says they experience online harassment the most with 47%. The fact that people working online use digital platforms more effectively may be a factor in this. As in offline harassment, no increase was observed as education level increased. In age groups, the 20-24 age group (42%) and the 25-30 age group (45%) are the age groups most exposed to online harassment. It can be said that young workers are more exposed to it. However, this contrasts interestingly with the percentage of high-level managers.

	Have you ever been harassed by men in your workplace?			Have you ever been harassed on professional social media platforms or online business platforms?		
	I have harassed	I have not harassed	Percentage (%)	I have harassed	I have not harassed	Percentage (%)
<b>Education Status</b>						
High School	2	4	33	2	3	40
Bachelor	47	93	34	57	76	43
Master	21	24	46	14	27	34
Doctorate	2	2	50	1	3	25
<b>Age Group</b>						
20-24	9	21	30	11	15	42
25-30	41	76	35	51	63	45
31-34	18	22	45	10	26	28
35-40	4	5	44	2	6	25
<b>Position at Work</b>						
Intern	2	5	29	2	3	40
Assistant Specialist / Specialist or equal positions	32	60	35	40	49	45
Mid-Level Manager (Department Manager)	16	20	44	9	23	28
High Level Manager	2	6	25	5	3	63

(Director or C Level Manager)						
Other	14	23	38	12	23	34
<b>Working Model</b>						
Office	26	36	42	21	36	37
Fields	3	5	38	2	5	29
Remote	24	38	39	28	31	47
Hybrid	13	35	27	17	29	37

**Table 4.5** Correlation Between Demographic Information and Harassment (Chi-Square)

By questioning the frequency of occurrence of types of harassment, search for an answer to the question: “What are the similarities and differences between the consequences of offline harassment and online harassment?”

When Table 4.6 is examined, it is stated that most of the respondents are exposed to cybersexual harassment (flirty messages, sexual insults, sexual threats, persistent dating requests, etc.) on professional social media platforms or online business platforms (email, joint projects, and chat programs, etc.). has been determined. This rate shows that sexual assault against women is more common in cyberspace than face to face harassment.

When the relationship between online harassment and demographic data is examined, it is seen that high level managers (C level or director) are exposed to online harassment with a very high rate of 64%.

**Table 4.6** Types of Harassment Experienced by Women Who Have Been Abused

	Yes	No
Which ones have you been exposed to by a man in your physical work environment? “Unwanted physical touches”	22	228
Which ones have you been exposed to by a man in your physical work environment? “Insistent flirting offers”	30	220
Which ones have you been exposed to by a man in your physical work environment? “Sexually explicit jokes”	29	221
Which ones have you been exposed to by a man in your physical work environment? “Physical pressure or coercion”	4	246
Have you ever been exposed to cyber harassment (flirty messages, sexual insults, sexual threat messages, persistent flirting offers, etc.) on professional social media platforms or online Business platforms (e-mail, joint projects, and chat programs, etc.)?	184	66

Have you been exposed to unsolicited flirty messages on professional social media platforms?	71	179
Have you been exposed to sexual harassment and threatening jokes on professional social media platforms?	71	179
Despite rejecting the user on professional social media platforms, have you been exposed to romantic comments and messages from the same user?	71	179
Have you been exposed to a man's statements that insult your gender on professional social media platforms?	71	179
Have you been subjected to insults about your sex life or body on professional social media platforms?	71	179
Have you been exposed to sexual harassment and threatening jokes on business platforms other than professional social media platforms (e-mail programs, joint project management programs, etc.)?	71	179
Have you been exposed to unsolicited flirty messages on business platforms other than professional social media platforms?	68	182

Despite rejecting the user (email programs, joint project management programs, etc.) on business platforms other than professional social media platforms, have you been exposed to romantic comments and messages from the same user?	68	182
Have you been subjected to insults about your sexual life or body on business platforms other than professional social media platforms? (Mail programs, joint project management programs, etc.)	67	183
Have you been exposed to a man's statements that insult your gender on business platforms other than professional social media platforms (email programs, joint project management programs, etc.)?	67	183
Which ones have you been exposed to by a man in your physical work environment? “Sexual innuendo”	31	219

#### **4.4 Comparison of Online Professional Platforms and Other Platforms (Email, Project tools etc.)**

This section has been created to answer the question “Is harassment more common in email communication or professional social media platforms?” In order to answer the question, it was questioned whether all types of online harassment are seen both on professional social media platforms and on online platforms used for business such as email. Findings show that harassment is higher on professional social media platforms.

Professional social media platforms related to different types of harassment addressed in the survey were compared with programs used for work such as email or project programs. The comparison of the same type of questions with each other was revealed by chi square analysis. Insistent dating, gender-related insults, sex life or body-related insults, and threatening jokes were compared for two different platforms. According to Table 4.7 74.9% of those who were exposed to online harassment stated that they were exposed to flirty messages on professional social media platforms, but not in e-mail or project programs. Other types of harassment are observed at low rates on both platforms.

**Table 4.7** Comparison of Insisting Flirty Messages Between Professional Social Media and Other Online Platforms

		Have you been exposed to unsolicited flirty messages on business platforms other than professional social media platforms (email programs, joint project management programs, etc.)?		Total
		Yes	No	
Have you been exposed to unsolicited flirty messages on professional social media platforms?	Yes	14	51	65
	No	2	1	3
Total		16	52	68

**Table 4.8** Comparison of Threatening Jokes Between Professional Social Media and Other Online Platforms

		Have you been exposed to sexual harassment and threatening jokes on business platforms other than professional social media platforms (email programs, joint project management programs, etc.)?		Total
		Yes	No	
Have you been exposed to sexual harassment and threatening jokes on professional social media platforms?	Yes	7	9	16
	No	5	44	49
Total		12	53	65

**Table 4.9** Comparison of Unwanted Romantic Messages Between Social Media and Other Online Platforms

		Despite rejecting the user (email programs, joint project management programs, etc.) on business platforms other than professional social media platforms, have you been exposed to romantic comments and messages from the same user?		Total
		Yes	No	
Despite rejecting the user on professional social media platforms, have you been exposed to romantic comments and messages from the same user?	Yes	7	30	37
	No	2	26	28
Total		9	56	65

**Table 4.10** Comparison of Being Insulted about Body and Sex Life Between Social Media and Other Online Platforms

		Have you been subjected to insults about your sexual life or body on business platforms (email programs, joint project management programs, etc.) other than professional social media platforms?		Total
		Yes	No	

Have you been subjected to insults about your sex life or body on professional social media platforms?	Yes	4	4	8
	No	2	54	56
Total		6	58	64

**Table 4.11** Comparison of Being Sexist Insulted Between Social Media and Other Online Platforms

		Have you been subjected to insults about your sexual life or body on business platforms other than professional social media platforms? (email programs, joint project management programs, etc.)		Total
		Yes	No	
Have you been exposed to a man's statements that insult your gender on professional social media platforms?	Yes	6	8	14
	No	4	46	50
Total		10	54	64

#### 4.5 The Effects of Offline and Online Harassment

“What are the psychological effects of cybersexual harassment that white-collar female employees are exposed to by men on professional social platforms and other professional tools (email, chat programs, project management tools)?” It is one of the most important questions of the research. Because one of the aims of the research is to deal with the effects of such an important sociological problem. Therefore, the psychological and

physiological effects of women experiencing harassment in online and offline professional environments were also investigated. The results are described in this section.

According to Table 4.12 the decrease in motivation towards their work after being exposed to one type of physical harassment has the highest prevalence with an average of 3.81. It can be said that the motivation of the respondents to their work decreased after physical abuse.

**Table 4.12** Effects of Offline Harassment

	<b>N</b>	<b>Mean</b>	<b>Standard deviation</b>
How much do the following statements about the process after being exposed to offline harassment reflect your experiences? - Depressed mood	63	3,19	1,216
How much do the following statements about the process after being exposed to offline harassment reflect your experiences? - Feeling anxiety	63	3,49	1,294
How much do the following statements about the process after being exposed to offline harassment reflect your experiences? - Displaying aggressive behaviour	63	3,46	1,189
How much do the following statements about the process after being exposed to offline harassment reflect your experiences? - Crying often	63	2,35	1,034
How much do the following statements about the process after being exposed to one of these harassment situations reflect your experiences? - Headaches	63	2,65	1,297

How much do the following statements about the process after being exposed to one of these harassment situations reflect your experiences? - Sleeping problems	63	2,70	1,278
How much do the following statements about the process after being exposed to one of these harassment situations reflect your experiences? - Feeling of tightness in my heart	63	2,67	1,231
How much do the following statements about the process after being exposed to one of these harassment situations reflect your experiences? - Decreased motivation towards my work	63	3,81	1,242
To what extent do the following statements about the process after being exposed to one of these harassment situations reflect your experiences? - Decreased productivity at work	63	3,63	1,286
To what extent do the following statements about the process after being exposed to one of these harassment situations reflect your experiences? - Intention to leave / quit the job	63	3,67	1,308

When Table 4.13 is examined, the variable of feeling anxiety after being exposed to one of the online harassment situations have the highest value with a mean of 3.29. It can be said that respondents feel anxiety after an online harassment.

**Table 4.13** Effects of Cybersexual Harassment

	<b>N</b>	<b>Mean</b>	<b>SD</b>
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Depressed mood	62	3,05	,999
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Feeling anxiety	62	3,29	1,206
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Displaying aggressive behaviour	62	3,23	1,108
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Crying often	62	2,39	1,046

How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Headaches	62	2,79	1,175
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Sleeping problems	62	2,74	1,085
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Feeling of tightness in my heart	62	2,53	1,020
How much do the following statements about the process after being exposed to online harassment reflect your experiences? - Decreased motivation towards my work	62	3,23	1,234

Another of the research questions is “What are the similarities and differences between the consequences of offline harassment and online harassment?” In order to reach a conclusion regarding this question, chi-square analysis was conducted with the

demographic information of the people who participated in the survey and their responses to online-offline harassment.

A chi-square test of independence showed that there was no significant association between respondents being physically harassed and being harassed online emerged.

$$\chi^2 = 215,000^a \quad sd=208 \quad p = ,355$$

However, the absence of a significant correlation does not mean that there are no similarities and contrasts between the offline and online harassment. For example, “the higher the age, the higher the exposure to offline harassment.” It can be deduced from this result that it cannot be associated with a certain profile such as This shows that women of different ages, educations and positions are harassed both online and offline.

**Table 4.14** The Relationship Between Respondents' Physical Harassment and Cybersexual Harassment

<b>Chi-Square Analysis</b>			
	Value	<i>df</i>	Sig. (2-sided)
Pearson Chi-Square	215,000 <sup>a</sup>	208	,355
Odds Ratio	100,547	208	1,000
Linearity	3,575	1	,059
Valid Number	24		

## 5. CONCLUSION

The research, whose aims and methods are stated above, is presented in three parts. In the first section, the harassment experienced by women in business life is explained. In the second section, the transfer of bullying and harassment to online environments along with digitalization is discussed. Finally, the effects of online and offline harassment experienced by women were examined by presenting the findings of the study and with tables.

The data obtained from this research can be summarised as follows: The results show that sexual harassment against women in the workplace still exists. As stated in the literature (Andrijauskaitė 2019, MacIntosh 2010, Ouedrago et al. 2017) this problem that women have faced since they entered working life is still among the difficulties experienced by women in working life. These studies in the literature reveal that women working in different business lines in different countries are exposed to sexual harassment at work. The findings of this study revealed that women who were exposed to sexual harassment in the workplace were not related to age, position at work or working model. This situation shows that women with different demographic characteristics can be exposed to harassment. This victimisation is a sociological problem that all women experience or have the potential to experience, not just any group. Hence, Is sexual harassment of women still prevalent in professional life today? Unfortunately, the result of the research is "yes" to the question.

Ouedrago et al. (2017), claimed that women were more likely to be sexually harassed at an early age. In the results of the research, no significant relationship was found between age and exposure to sexual harassment. It is seen that women of all age groups are exposed to this situation.

One of the most surprising findings of the study is that as the education level increases, the victimisation of harassment increases. Although it is difficult to understand the reason for this, it can be explained by the fact that the awareness of exposure to harassment

increases as the education level increases. Even if women are exposed to sexual harassment, they may be reluctant to express it, or they may not consider their situation as "harassment" and normalize it based on the value judgments of the society. For this reason, this acceptance can be higher at the lower education level, and the higher the education level, the higher the awareness and self-expression comfort.

The importance of this research, unlike the others, is that it also investigates the harassment experienced in other online channels such as professional social platforms and email. The results of the research show that the type of harassment that women are most exposed to is cyber harassment. As shown in Table 4.8, 73% of the respondents stated that they were exposed to sexual harassment on professional platforms. The reason for this situation can be attributed to working less in the office environment and spending more time online with the effect of digitalization. In addition, as stated in the literature (Gabler 2013, Investor 2011), it is known that harassers attempt to harass more easily when they are not face-to-face. This explains why the rate of online harassment is higher. Unfortunately, the results confirm that "cybersexual harassment is the new form of workplace harassment." The only good thing about this situation is the following: If the harassment is experienced on professional social media platforms or on platforms used for business purposes such as email, it is more likely to prove because the texts and images here are recorded. If an abused woman seeks her rights, she can punish the abuser. Face-to-face harassment is difficult to prove unless there are witnesses. Likewise, most of the time, witnesses may not act bravely for fear of losing their job. As a result, the abused person may have to move on with his life or quit his job before he can prove it. However, if the intent is to punish; this may mean suspending that person's account on social media platforms, ensuring that they are prosecuted under the criminal law of the country where the harassment took place, or disciplinary action at their workplace.

When comparing professional social media platforms with other online platforms (email or project programs, etc.), it is seen that harassment is more common in professional social media platforms. The fact that the professional social media platform is used by some users as different social media channels and its purpose is not fully understood may cause this. In addition, the fact that the professional social media platform did not take sufficient measures to prevent this situation can be shown as a reason.

In the types of harassment experienced; persistent online dating requests, receiving unwanted romantic messages, sexual jokes and insults are the most common types of harassment. It was stated in the literature that the friendly attitudes of women were misunderstood by men (Stockdale 1996). Online, it can be said that some prejudices and misunderstandings such as "if she accepts my connection request, she is open to flirting" cause women to be harassed. Online friendships first start with "accepting a friend request". Afterwards, it usually continues with the likes and then the messages. In this context, if real-life friendly behaviours are chatting, helping, and smiling, the reflection of this in the cyber environment can be accepting requests, liking posts, sending messages for any reason. When the findings in Table 4.3 are examined, it is seen that women generally use professional social media platforms for networking and job search purposes. For these two purposes, the user who logs in these channels will have to send a connection request to men or accept requests. They will send messages for networking purposes in a place they think is professional. Just as a woman's smile or friendly chat in a business environment does not necessarily mean she wants to flirt in real life, texting and accepting a connection request online may not necessarily mean she wants to flirt online.

Considering the effects of offline harassment on victims, loss of motivation, thoughts of leaving the job, feeling anxious and exhibiting nervous behaviours are seen as the most common effects experienced by women. In the literature, the decrease in productivity and efficiency were the prominent results of previous studies (Akdağ and Öz 2020, Fidan and Yeşil 2020). Here, it can be said that the thought of leaving the job is high. The reason for this may be that women are now more conscious and quit their jobs and seek their rights more. However, it is seen that the inequality between men and women mentioned in the literature and the normality of men's macho attitudes have decreased over the years and the place of women in society has increased. This may result in women's reactions to this type of behaviour being harsher.

Online harassment on victims, the most common effects are feeling anxiety, decreased motivation at work and exhibiting aggressive attitudes. The thought of leaving the job as a result of online harassment is lower than offline harassment. This means that while online harassment is more common, its effects are not as high as in-person harassment.

Considering the effects experienced, it is seen that the violence and harassment online, compared to offline harassment, does not mean that it has milder effects on the victims. It has been revealed that the psychological and physiological effects of physical abuse are also seen in victims of cyber harassment.

The implications of the reported findings are that combating cyber harassment is important. Combating cyberbullying, cyber mobbing or cyber harassment and providing training on this issue are among the responsibilities of both the government and the organisations. “Cyberbullying leaves a digital footprint; this can actually provide useful clues to stop the abuse” (UNICEF nd; 1). The institution can be held responsible for cyber harassment as much as physical violence in a workplace. Carefully selecting the employees, providing special training on this issue, and punishing those who commit cyber harassment are among the measures to be taken. As Demirtaş et al. (2018) said one of the most important issues against cyber-mobbing is to try to prevent cyber-mobbing proactively. In this context, individual and social education is of great importance to control and manage our perceptions in the face of virtual applications. It is especially important to carry out various awareness studies to educate people on this issue (Demirtaş et al. 2018).

## **5.1 Solution Proposals**

As a result of the research, it was concluded that the harassment of women in business life and online professional life continues. It creates problems for societies, governments, organizations, and online platforms. In this direction, some studies should be done to find solutions. For instance:

- States can make tighter controls to combat digital violence. Although cyber violence is considered a crime by law, it does not have great sanctions. Online crimes can also be equated with physical harassment by criminal law if the psychological damage suffered by the abused is proven.
- Gender equality education should be given starting from primary school level. In addition, children should receive training on how to behave on social media and online platforms. This education should continue even at university age.

- Non-governmental organizations, the state and municipalities can cooperate and provide compulsory and free training for adults. Adults should also be educated about both gender equality and behaviours in cyberspace.
- All employees should be trained on how to behave in the workplace and online professional environments, such as occupational health and safety trainings.

## **5.2 The Limitations of the Research**

More detailed results could have been obtained by conducting in-depth interviews in addition to the questionnaire. Due to time constraints, a choice had to be made in terms of quantity or quality. Considering that it is more valuable to measure the situation quantitatively in terms of research questions, it has proceeded with the survey method. However, in future research on this subject, focus groups or in-depth interviews with victims can also be conducted to gain an in-depth understanding of the experiences and feelings of women being harassed in workplaces as well as the effects. In addition, by interviewing women from different cities, ages, professions, and positions, it is possible to learn in detail how women affect their lives and what they do to combat this situation.

In order not to damage the reputation of any brand in the survey questions and research, the brand has not been used explicitly. In order for the survey participants to understand the problem more clearly, passing the brand could have been more effective for the research. This was a challenge encountered during the research.

## **5.3 Suggestions for Further Research**

Marital status can be focused on as an element of woman's self-representational form. Whether single women are more likely to be harassed may be a research question. Especially in underdeveloped or underdeveloped societies, if women represent themselves as married, they may consider them "possessed" and not harass married women out of respect for her husband. For this reason, if research on workplace harassment against women is to be conducted in a Middle Eastern country, questioning the marital status can provide important results. Or this research can be done in a developed country and an undeveloped country to provide a cross-cultural analysis for comparison. In some societies, many women still use the state of being "married" to

intimidate themselves. In the environments where they work, there are women who pretend to be married and wear marriage rings so that other men do not harass her. It is worth investigating whether this situation has a reflection online as well.

As research focused on communication sciences and new media, the details of psychological effects were not detailed here. It would be valuable for this important problem if a specialist in psychology or psychiatry does deeper research on the effects. In this study, effects such as headache, anxiety, loss of motivation experienced by women were examined superficially. In research conducted by a specialist, the effects can be examined in the dimension of the disease, and then what important results will be explained on the basis of psychology and psychiatry.

The adequacy of the current law can be investigated by conducting legal research on online sexual harassment. In addition, it can be discussed how regulations will be made. The attitudes and policies of online platforms on this issue can be examined.

The way women deal with sexual harassment, how they deal with it or cover it up may be a different research topic. In addition, the similarities and differences between the online harassment and the workplace harassment can be discussed in a different study.

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## APPENDIX A

### A.1 Survey Questions (Turkish Original Version)

1. Cinsiyetiniz nedir?

Kadın  
Erkek  
Diğer

\*Sadece kadınlar anketin devamına katılım sağlayabilir.

2. Yaş aralığınız nedir?

20 altı  
20-24  
25-30  
31-35  
36-40  
40+

3. Çalışıyor musunuz?

Evet  
Hayır

4. İş arayışı içerisinde misiniz?

Evet  
Hayır

\*Sadece "evet" cevabı verenler ankete devam edecektir.

5. Nerede yaşıyorsunuz?

İstanbul  
Ankara  
İzmir  
Bursa  
Antalya  
Adana  
Diğer (Belirtiniz)

6. Eğitim durumunuz nedir?

Okur-yazar

İlkokul  
Lise  
Ön lisans  
Lisans  
Yüksek Lisans  
Doktora

7. Çalıştığınız sektörü belirtiniz. (Eğitim, perakende, hızlı tüketim ürünleri, sağlık vb.)

8. Çalışma modeliniz nedir?

Ofiste çalışıyorum.  
Sahada çalışıyorum.  
Evden çalışıyorum.  
Hybrid çalışıyorum.

9. İş yerindeki pozisyonunuz nedir?

Stajyer  
Uzman yardımcısı - uzman  
Orta Düzey Yönetici  
Üst Düzey Yönetici  
Diğer

10. Çalışma ortamınızda bir erkek tarafından aşağıdaki durumlardan hangilerine maruz bırakıldınız? Birden fazla işaretleyebilirsiniz.

Cinsellik içeren imalar  
İstenmeyen fiziksel dokunuşlar  
Israrcı flört teklifleri  
Cinsel içerikli şakalar  
Fiziksel baskı veya zorlama  
Diğer

11. Bu durumlardan birine maruz kaldıktan sonra aşağıdaki durumlardan hangilerini yaşadınız?

Depresyon  
Anksiyete  
Agresif Davranışlar  
Ağlama  
Diğer (Varsa belirtiniz)

12. Bu durumlardan birine maruz kaldıktan sonra aşağıdaki ifadelerden hangilerine katılırsınız? Lütfen 0 ile 5 arasında (5=Kesinlikle katılıyorum 4=Biraz katılıyorum 3= Ne katılıyorum ne katılmıyorum 2=Pek katılmıyorum 1=Kesinlikle katılmıyorum olacak şekilde) cevap veriniz.

Baş ağrılarım oldu.  
Uyku sorunlarım oldu  
Kalp rahatsızlıkları oldu  
Diğer (Varsa belirtiniz)

13. Bu durumlardan birine maruz kaldıktan sonra yaşadığınız süreç ile ilgili aşağıdaki ifadelere katılır mısınız? .( 5=Kesinlikle katılıyorum 4=Biraz katılıyorum 3= Ne katılıyorum ne katılmıyorum 2=Pek katılmıyorum 1=Kesinlikle katılmıyorum olacak şekilde) cevap veriniz.

İşime karşı olan motivasyonum azaldı.  
Verimliliğim azaldı.  
İşten ayrılmaya niyetlendim / ayrıldım.  
Diğer (Varsa belirtiniz)

14. İş yaşamınızda mail üzerinden taciz içeren bir mesaj aldınız mı?

Evet  
Hayır  
Hatırlamıyorum

15. Profesyonel sosyal medya platformlarını kullanıyor musunuz?

Evet  
Hayır

16. Profesyonel sosyal medya platformlarını hangi amaç/amaçlarla kullanıyorsunuz?  
(Birden fazla seçeneği işaretleyebilirsiniz.)

İş arama  
Network sağlama  
Kendi şirketiniz için PR yapma  
Çalıştığınız şirketin sosyal medya kullanımı için  
Akademik amaçlarla  
Diğer (lütfen yazınız)

17. Profesyonel sosyal medya platformlarında ağ oluşturma konusundaki davranışınız nasıl? Lütfen size uygun olan durumları seçiniz.

Tüm istekleri kabul ediyorum.

Sadece tanıdığım insanlarla iletişim kurarım.  
Profili inceleyip saygın görünen kişileri kabul ediyorum.

18. Profesyonel sosyal medya platformlarında profesyonel amaçlar dışında biriyle tanışmayı düşündünüz mü?

Evet  
Hayır

19. Profesyonel sosyal medya platformlarında istenmeyen flörtöz mesajlara maruz kaldınız mı?

Evet  
Hayır

20. Profesyonel sosyal medya platformları dışındaki iş platformlarında (Mail programları, ortak proje yönetim programları vs.) flörtöz mesajlara maruz kaldınız mı?

Evet  
Hayır

21. Profesyonel sosyal medya platformlarında cinsel taciz ve tehdit içerikli şakalara maruz kaldınız mı?

Evet  
Hayır

22. Profesyonel sosyal medya platformları dışındaki iş platformlarında (Mail programları, ortak proje yönetim programları vs.) cinsel taciz ve tehdit içerikli şakalara maruz kaldınız mı?

Evet  
Hayır

23. Profesyonel sosyal medya platformlarında reddetmenize rağmen romantik yorum ve mesajlara maruz kaldınız mı?

Evet  
Hayır

24. Profesyonel sosyal medya platformları dışındaki iş platformlarında (Mail programları, ortak proje yönetim programları vs.) reddetmenize rağmen romantik yorum ve mesajlara maruz kaldınız mı?

Evet  
Hayır

25. Profesyonel sosyal medya platformlarında bir erkeğin cinsiyetinizi aşağılayan ifadelerine maruz kaldınız mı?

Evet

Hayır

26. Profesyonel sosyal medya platformları dışındaki iş platformlarında (Mail programları, ortak proje yönetim programları vs.) bir erkeğin cinsiyetinizi aşağılayan ifadelerine maruz kaldınız mı?

Evet

Hayır

27. Profesyonel sosyal medya platformlarında cinsel yaşamınız ya da vücudunuzla ilgili hakarete maruz kaldınız mı?

Evet

Hayır

28. Profesyonel sosyal medya platformları dışındaki iş platformlarında (Mail programları, ortak proje yönetim programları vs.) cinsel yaşamınız ya da vücudunuzla ilgili hakarete maruz kaldınız mı?

Evet

Hayır

29. Profesyonel sosyal medya platformlarında bir erkekten taciz içeren mesaj aldınız mı? (Israrlı flört isteği, cinsel içerikli ifadeler, profesyonel amaç dışında tanışma isteği vs.)

Evet

Hayır

30. Profesyonel sosyal medya platformları dışındaki iş platformlarında (email programları, ortak proje yönetim programları vs.) Israrlı flört isteği, cinsel içerikli ifadeler, profesyonel amaç dışında tanışma isteği vs.)

Evet

Hayır

31. Online tacize maruz kaldıktan sonra aşağıdaki psikolojik durumlardan hangilerini yaşadınız? 0-5 arasında yaşadığınız durumun şiddetini belirtebilirsiniz.( 5=Kesinlikle katılıyorum 4=Biraz katılıyorum 3= Ne katılıyorum ne katılmıyorum 2=Pek katılmıyorum 1=Kesinlikle katılmıyorum.)

Depresyon  
Anksiyete  
Agresif Davranışlar  
Ağlama  
Diğer (Varsa belirtiniz)

32. Online tacize maruz kaldıktan sonra yaşadığınız süreç ile ilgili aşağıdaki ifadelere katılır mısınız? Lütfen 0 ile 5 arasında (5=Kesinlikle katılıyorum 4=Biraz katılıyorum 3= Ne katılıyorum ne katılmıyorum 2=Pek katılmıyorum 1=Kesinlikle katılmıyorum olacak şekilde) cevap veriniz.

Baş ağrılarım oldu.  
Uyku sorunlarım oldu  
Kalp rahatsızlıkları oldu  
Diğer (Varsa belirtiniz)

33. Online tacize maruz kaldıktan sonra yaşadığınız süreç ile ilgili aşağıdaki ifadelere katılır mısınız? .( 5=Kesinlikle katılıyorum 4=Biraz katılıyorum 3= Ne katılıyorum ne katılmıyorum 2=Pek katılmıyorum 1=Kesinlikle katılmıyorum olacak şekilde) cevap veriniz.

İşime karşı olan motivasyonum azaldı.  
Verimliliğim azaldı.  
İşten ayrılmaya niyetlendim / ayrıldım.  
Diğer (Varsa belirtiniz)

## A.2 Survey Questions (English Translation)

1. What is your gender?

Female

Male

Other

\*Only females can participate in the rest of the survey.

2. What is your age range?

Under 20

20-24

25-30

31-35

36- 40

40+

3. Are you working currently?

Yes

No

4. Are you looking for a job?

Yes

No

\*Only those who answer “yes” will continue with the survey.

5. Where do you live?

Istanbul

Ankara

Izmir

Bursa

Antalya

Adana

Other (Please specify)

6. What is your education status?

Literate  
Primary  
School High School  
Associate Degree  
Undergraduate  
Master's  
Doctorate

7. Please indicate the sector you are working in. (Education, retail, FMCG, health, etc.)

8. What is your working model?

I work in an office.  
I work in the field.  
I work from home.  
I am working hybridly

9. What is your position at work?

Trainee  
Assistant Specialist - Specialist  
Middle Level Manager  
Senior Manager  
Other

10. In the following situations have you been exposed to? You can mark more than one.

Sexual Innuendo  
Unwanted physical touches  
dating offers  
Sexual jokes  
Physical pressure or coercion  
Other

11. Which of the following have you experienced after being exposed to one of these situations?

Depression  
Feeling Anxiety  
Aggressive Behaviors  
Crying  
Other (Please specify if any)

12. Which of the following statements would you agree with after being exposed to one of these situations? Please answer between 0 and 5 (5= Strongly agree 4 = Slightly agree 3 = Neither agree nor disagree 2 = Strongly disagree 1 = Strongly disagree).

I've had headaches.

I had sleep problems I had

heart

Other (Please specify if any)

13. Would you agree with the following statements about the process you experienced after being exposed to one of these situations? .( 5=strongly agree 4=somewhat agree 3=neither agree nor disagree 2=strongly disagree 1=strongly disagree) answer

My job motivation has decreased.

My productivity has decreased.

I intended to quit my job / I left.

Other (Please specify if any)

14. Have you received a harassment message via e-mail in your business life?

Yes

No

15. Do you use professional social media platforms?

Yes

No

16. What purpose(s) do you use for professional social media platforms? (You can select more than one option.)

Job search

Networking

PR for your own

Social media use of the company you work.

Academic purposes

Other (please write)

17. How is your behavior in networking on professional social media platforms? Please choose the situations that suit you.

I accept all requests.

I only communicate with people I know.

I accept people who view the profile and appear respectable.

18. Have you thought about meeting someone other than professional purposes on professional social media platforms?

Yes  
No

19. Have you been exposed to unsolicited flirty messages on professional social media platforms?

Yes  
No

20. Have you been exposed to romantic comments and messages despite your rejection on professional social media platforms?

Yes  
No

21. Have you been exposed to flirty messages on business platforms other than professional social media platforms (Mail programs, joint project management programs, etc.)?

Yes  
No

22. Have you been exposed to to sexual harassment and threatening jokes on professional social media platform?

Yes  
No

23. Have you been exposed to sexual harassment and threatening jokes on business platforms (Mail programs, joint project management programs, etc.) other than professional social media platforms?

Yes  
No

24. Have you been exposed to romantic comments and messages despite your rejection on professional social media platforms?

Yes  
No

25. Have you been exposed to romantic comments and messages despite your rejection on business platforms (Mail programs, joint project management programs, etc.) other than professional social media platforms?

Yes  
No

26. Have you been exposed to a man's statements that insult your gender on professional social media platforms?

Yes  
No

27. Have you been exposed to a man's statements that insult your gender on business platforms other than professional social media platforms (Mail programs, joint project management programs, etc.)?

Yes  
No

28. Have you been subjected to insults about your sex life or body on professional social media platforms?

Yes  
No

29. Have you been exposed to insults about your sexual life or body on business platforms (Mail programs, joint project management programs, etc.) other than professional social media platforms?

Yes  
No

30. Have you received abusive messages from a man on professional social media platforms? (Persistent desire to flirt, sexual expressions, desire to meet for non-professional purposes, etc.)

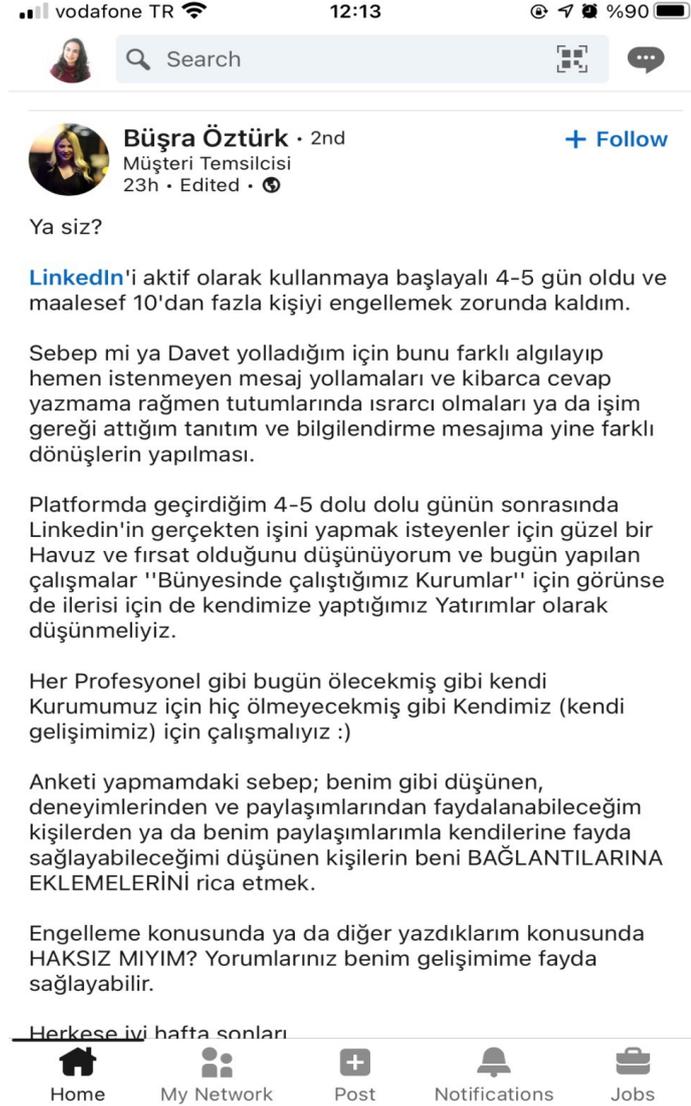
Yes  
No

31. Have you been exposed to romantic comments and messages despite your rejection on other online platforms (email programs, joint project management programs, etc.) etc.)

Yes  
No

## APPENDIX B

### B.1 Examples of Victims Subject to Research



The screenshot shows a mobile interface of a LinkedIn profile. At the top, the status bar displays 'vodafone TR', the time '12:13', and battery level '%90'. Below the status bar is a search bar with a magnifying glass icon and the word 'Search'. To the right of the search bar are icons for a QR code and a speech bubble. The profile header features a circular profile picture of a woman, the name 'Büşra Öztürk · 2nd', and the title 'Müşteri Temsilcisi'. Below the name, it says '23h · Edited ·'. To the right of the profile picture is a '+ Follow' button. The main content area contains a post starting with 'Ya siz?' followed by a paragraph in Turkish. The post text is as follows:

Ya siz?

**LinkedIn**'i aktif olarak kullanmaya başlayalı 4-5 gün oldu ve maalesef 10'dan fazla kişiyi engellemek zorunda kaldım.

Sebeb mi ya Davet yolladığım için bunu farklı algılayıp hemen istenmeyen mesaj yollamaları ve kibarca cevap yazmama rağmen tutumlarında ısrarcı olmaları ya da işim gereği attığım tanıtım ve bilgilendirme mesajıma yine farklı dönüşlerin yapılması.

Platformda geçirdiğim 4-5 dolu dolu günün sonrasında LinkedIn'in gerçekten işini yapmak isteyenler için güzel bir Havuz ve fırsat olduğunu düşünüyorum ve bugün yapılan çalışmalar "Bünyesinde çalıştığımız Kurumlar" için görünse de ilerisi için de kendimize yaptığımız Yatırımlar olarak düşünmeliyiz.

Her Profesyonel gibi bugün ölecekmiş gibi kendi Kurumumuz için hiç ölmeyecekmiş gibi Kendimiz (kendi gelişimimiz) için çalışmalıyız :)

Anketi yapmamdaki sebep; benim gibi düşünen, deneyimlerinden ve paylaşımlarından faydalanabileceğim kişilerden ya da benim paylaşımlarımla kendilerine fayda sağlayabileceğimi düşünen kişilerin beni BAĞLANTILARINA EKLEMELERİNİ rica etmek.

Engelleme konusunda ya da diğer yazdıklarım konusunda HAKSIZ MIYIM? Yorumlarınız benim gelişimime fayda sağlayabilir.

Herkese iyi hafta sonları

At the bottom of the screen, there is a navigation bar with five icons: a house icon for 'Home', a group of people icon for 'My Network', a plus sign icon for 'Post', a bell icon for 'Notifications', and a briefcase icon for 'Jobs'.



Like | Reply



**SİNEM ÖZLÜK** · 2nd · 19h (edited) ...  
Sinem Özlük İç Mimarlık şirketinde İç Mimar

Büşra Hanım,

Kısa sürede yaşadığınız bu problemi, yakın bir erkek arkadaşım ile paralel süreçlerde deneyimliyoruz maalesef. Sadece kadın kimliğine değil, erkekler için de rahatsız edici mesajlar alınabiliyor. Önce ısrarla "sen" diye hitap ederek yakınlık kurma çabaları, fotoğraf göndermeler, durduk yere adınıza şiirler yazmalar... yani bunları yaşamamız için siz de farketmişsinizdir hiçbir talepte bulunmaya gerek yok. İnsanlar kendi karakter ve hadsizliklerini yere sermek için hiç çekinmiyorlar. Lütfen hatayı kendinizde bulmayın, gerekirse engelleyin, daha ileri gidenlere dava sürecine girmekten de çekinmeyin derim...

Ben linkedn'de çok çeşitli sağlam işbirlikleri oluşturduğum ve kullanım şeklimden çok memnunum.

Çoğuna gülüp geçin, çünkü gerçekten çok aciz ve komikler :)

Sevgiler.

[See translation](#)

Like · 21 | Reply · 5 replies

[Show 4 more replies](#)



Leave your thoughts here...

@ Post



Home



My Network



Post



Notifications



Jobs



Company Manager S Counselor Electricity H...

Kimseye Neden Engellediğinizin açıklamasını yapmak zorunda değilsiniz.

[See translation](#)

Like • 5 | Reply

Figure



**A. Fide Türkmen Özden** • 2nd

18m ...

Psychiatric Nurse Hopital de la Paix

Ben de dönem dönem "merhaba genç bayan vs." Gibi mesajlar aldım, her seferinde bu platformun bir sosyal medya aracı olmadığı daha çok bir iş platformu olduğu ve bu yaklaşımını devam ettirmesi halinde kendisini ifşa edeceğimi ifade ettim, sonrası gelmedi, bu nedenle bu tür yaklaşıma maruz kalan kadın arkadaşların daha cesur olmalarını, net bir tavır aldıkları zaman yalnız olmadıklarını bilmelerini isterim. LinkedIn önemli bir uluslararası platform Facebook tadında kullanan insanlara ısrarla hatırlatmakta fayda var, bir başka önerim de alanınız ile ilgili uluslararası hesap ve kişileri takip etmeniz

[See translation](#)

Like | Reply



**Ahmet YILMAZ** • 3rd+

21h ...

aSAY Group (an EOH Company) şirketinde Project...

Merhabalar,  
LinkedIn'den kimseyi engellemedim. Konu özelinde de yazacak çok şey var hatta uzun uzun



Leave your thoughts here...

@ Post



Home



My Network



Post



Notifications



Jobs

Figure B.4



**Taze Mühendis**  
3.540 takipçi  
21 saat • 🌐

+ Takip Et

İş ile alakalı olmadığı sürece LinkedIn'de kimseyi rahatsız etmeyelim.

...daha fazla gör



**Taze Mühendis**  
@TazeBirMuhendis

...

**LinkedIn** flört etme yeri değildir. Kadınlar bağlantı isteğinizi kabul etmek istemediklerinde, onlara hemen iş ile alakası olmayan mesajlar atamazsınız. Burası **profesyonel** bir platform. Bu yüzden öyle kalmasına izin verelim 🙏

## APPENDIX C

### C.1 Data Collection

Figure C.1: Data Collection on Social Media Posts



**Özge Kocabaşoğlu**  
Marketing Specialist at Yolcu360  
2mo • 🌐

Yüksek lisans tezim için 20-40 yaş arası özel sektör çalışanı ya da geçmişte çalışmış olan kadınlara yönelik bir anketim var.  
5 dakikanızı ayırarak ankete katılmanız araştırmam için çok kıymetli.  
Desteklerinizi rica ediyorum. 🙏

**Qualtrics Survey | Qualtrics Experience Management**  
khaspsychology.eu.qualtrics.com • 1 min read  
The most powerful, simple and trusted way to gather experience data. Start your journe...

 Elif Keskin Otman and 22 others 5 comments

 Like  Comment  Share  Send

 1,573 impressions View analytics

Figure C.2: Data Collection on Social Media Comments

Bu durum şahsen benim de muzdarip olduğum bir konu. Bağlantı kurduğumuz kişilerin rahatsız edici derecede samimiyeti, yanıt alamadıklarındaki ısrarcı halleri, "yeri değil ama çok güzelsin" mesajları... Lütfen burayı terk edin.

[See translation](#)

**İş bağlantısı, bilgi alışverişi gibi profesyonel amaçlar dışında; flört ve eğlence için burada olanlar, lütfen burayı**

# Terked<sup>in</sup>

*LinkedIn, iş dünyasındaki kişilerin diğer kişilerle iletişim kurmasını ve bilgi alışverişi yapmasını amaçlayan profesyonel sosyal paylaşım platformudur. (Wikipedia)*

You and 3,655 others 242 comments

**Reactions**

Like Comment Share Send

Add a comment...

**Most relevant**

**Özge Kocabaşoğlu** · You  
Marketing Specialist at Yolcu360 2mo ...

Merhaba, yüksek lisans öğrencisi olarak tam da bu konuyla alakalı yaptığım bir akademik çalışma var. 20-35 yaş arası bu durumdan rahatsızlık duyan kadınların akademik anket çalışmama katılmaları beni çok mutlu eder. Sadece 5 dakikanızı ayırarak destek olabilirsiniz. Şimdiden teşekkür ederim. ...see more

**Qualtrics Survey | Qualtrics Experience Management**  
khaspsychology.eu.qualtrics.com  
The most powerful, simple and trusted way to gather experience data. Start your journey to experienc...

[See translation](#)

Like · 3 | Reply

**Figure C.3:** Data Collection on Social Media Stories



## APPENDIX D

### Profile of Respondents

**Table D.1.** Age Groups

		N	Percentage
	20-24	38	15,2
	25-30	131	52,4
	31-34	44	17,6
	35-40	32	12,8
	Total	245	100,0
No Answer		5	
Total		250	

**Table D.2** Education Status

		N	Percentage
	High School	7	3,3
	Bachelor	152	71,4
	Master	49	23,0
	Doctorate	5	2,3
	Total	213	100,0
No Answer		37	
Total		250	

**Table D.3 Working on Private Sector (Lifetime)**

		N	Percentage
	Yes	205	96,2
	No	8	3,8
	Total	213	100,0
No Answer		37	
Total		250	

**Table D.4 Working Status (Now)**

		N	Percentage
	Yes	190	89,2
	No	23	10,8
	Total	213	100,0
No Answer		37	
Total		250	

**Table D.5 Working Model**

		N	Percentage
	Office	63	34,4
	Field	9	4,9
	Remote	62	33,9
	Hybrid	49	26,8
	Total	183	100,0
No Answer		67	
Total		250	

**Table D.6** Position at Work

		N	Percentage
	Intern	8	4,4
	Assistant Specialist/ Specialist or Equal Positions	92	50,3
	Mid level manager	38	20,8
	C level or director	8	4,4
	Other	37	20,2
	Total	183	100,0
No Answer		67	
Total		250	

**Table D.7** Searching Job Status

		N	Percentage
Valid	Yes	15	65,2
	Hayır	8	34,8
	Total	23	100,0
No Answer		227	
Total		250	

## **CIRRUCULUM VITAE**

**ÖZGE NUR KOCABAŞOĞLU (formerly ÖZÜNAL)**

**Foreign Languages:** English C1 / Russian A1

### **EXPERIENCES**

**Yolcu360** - *Marketing Specialist*

October 2021 - Current

**Note Cosmetics** - *Assistant Brand Manager*

January 2020 - October 2021

**Tazefikir Advertising Agency** - *Jr. Brand Executive*

**McCann İstanbul Advertising Agency**- *Jr. Brand Executive*

**QNB Finansbank** - *Marketing Communications Intern*

### **EDUCATION**

**Kadir Has University**, Master of Arts

2020 - 2022

Communication Studies with Thesis

**Kadir Has University**, Bachelor of Arts

2013 - 2018

Advertising (Full scholarship student, graduated as first ranked)

