

The Other Side of the Mobile World

"Mobile Mobbing"

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Abstract—The innovations brought by the digital age leave deep traces in the lives of individuals of all ages. With technological tools becoming an integral part of life, we are observing changes in the behaviors and reactions of individuals. Mobile technology pushes individuals to ease and drags them to loneliness in society. Individuals who withdraw into their shells are socializing on mobile platforms. The progress of science and technology from past to present has brought changes in society. Rapidly advancing technology shapes the lives of individuals in many areas. Digitalization has been efficient in the exposure of individuals to an insidious application of mobbing. In this context, the mobile world has come to the point that it threatens the living space of the individual with the content that is a design product it offers. In particular, the role of digital media in a way that interferes with every aspect of life has turned into digital despotism. In this study, which is considered a compilation, we used document analysis as a data collection tool. We obtained data by examining the documents related to the subject and handled it through descriptive analysis. In this context, while trying to examine the concept of "mobile mobbing", the other side of the digital world; we discussed digitalization, mobbing, digital violence, cyberbullying, digitalization, and its aspects on human life. As a result, we have reached a high relationship between mobile mobbing and its effect on individuals. Among these results, there are changes in their behaviors and habits, the digital world has turned into a covert mobbing tool, social media contents influence the attitudes of users through hidden messages, exerts pressure on their behavior by directing them, disturbing insults and threats, etc. are shared in communication styles, we have concluded that mobbing is experienced in a similar digital environment. In this context, we have listed suggestions and measures against mobile mobbing, with digital media users being more careful and conscious of techniques, respecting safe sharing with courtesy rules in their discourse and actions.

Keywords—mobbing, technology, digitalization, mobile mobbing, cyber bullying, digital violence

1 Introduction

Changes and developments in today's world have left various effects in all areas of life [1]. One of these changes and developments is digitalization. With the age of digitalization, many functions of individuals in society have altered. Karakas et al. (2009) defined the concept of digitalization as "substituting or renewing your existing resources with digital products to ensure the highest level of efficiency with the lowest level of physical effort".

With the effect of digitalization, individuals can do most of the things they see in real life in the virtual environment. Within the scope of this subject, Sayar (2016) emphasized that virtuality and real life are intertwined by saying that "people can fight, talk, plan, gossip, exchange ideas, be friends and even fall in love". Due to today's world conditions, changes are seen in the habits of individuals with digitalization. With various applications, individuals have had many advantages such as getting an education, visiting museums, following the agenda, and communicating. In addition to these, people can create their content and share it with other individuals through blogs, podcasts, and various digital social communication tools [4]. These sharing contents can often turn into implicit coercion.

The communication and interaction environment offered by the internet, which is an essential instrument of digitalization, pushes many fields such as education, economy, and trade to change [5]. While digital tools become widespread and virtual environments offer various opportunities to individuals, it brings many positive results; It also causes negative consequences. One of these negativities is the phenomenon of trust. It is difficult to establish trust with actions such as making eye contact or shaking hands in the digital environment [6]. Besides the problem of trust, digitalization can cause internet addiction, inefficient use of time, and communication disorder among individuals [5]. Additionally, people who are addicted to the digital age may experience emotional changes such as "irritability and unhappiness" when they cannot access the internet [7]. While such emotional changes completely influence the behavior of individuals, they turn into a mobbing perception.

1.1 The aspect of digitalization reflected on life

People use technology to meet their daily needs, and this pushes them to stick to digitalization [8]. The use of digital tools such as television, computer, and tablet in society is increasing day by day. Many people create social media accounts in virtual environments through various digital tools and spend a lot of time in these virtual environments [9]. Especially today's children enter digital platforms at an early age and spend most of their time on social media or game sites. Guvendi et al. (2019) express that "many games that reconstruct the children's world by digitizing them, while performing useful functions as a leisure time tool, to relieve fatigue and stress, can also make violence a normal behavior by containing elements of violence in their content". They drew attention to the effect of games on child psychology and the concept of mobbing, which is a version of violence. With the effect of digitalization, elderly individuals, just like other people, are sharing their every moment on social media. Of

course, these shares are a means of eliminating deprivation in the individual. For this reason, content that is an expression tool can transfer some risks to the other party. At this point, experiencing emotional changes, irritability or resentment can be seen in both young and old individuals. [11]. Seeing these moments through social media upsets them and causes some problems.

Considering all the above: The rapid spread and advancement of technology has also led to change that surrounds the lives of people of all ages. In this context, Ryan & Jones (2016) stated that the use of the telephone and internet paved the way for the development of new technologies. Due to the widespread use of digital technology, "time, space, identity, self, communication, consumption, production processes, values" are not fixed but restructured with digitalization [13]. Behaviors that reflect the characteristics of digitalization lead to the formation and change of new behavior in a positive way as well as in a negative way [14]. At this orientation stage, digital media greatly changes the behavior of individuals by influencing them. Rapidly advancing technology has brought with it the transition to the digital age known as "Digitalism". At this age, it is possible to say that some interactions are depending on the contact habits, content, and duration of individuals.

1.2 Mobbing

The word mobbing as a form of action means psychological violence, siege, collective attack, inconvenience, or distress. Mobbing, which is named with the words "bullying, emotional harassment or intimidation" applied in the workplace in Turkish, is defined as malicious attempts to force a person to quit his/her business by using unjust accusation, defamation, humiliation, and direct or indirect violence through gossip.

Mobbing exists at every stage of life, it should not be strange that it is also in digital media, which is a brand-new living space. At this point, it is not an exaggeration to argue that mobbing, which is produced by the purposeful and deliberate content of the digital world, causes increasing physical and emotional damage. It is possible to express this situation as the reflection of the results of multidimensional causality relations related to mobbing. Considering the mental disorders caused by people exposed to mobbing in general terms; "Many mental disorders may occur in connection with the way, duration and severity of mobbing. Boredom, anger, pessimism, sleep problems, depressive symptoms, anxiety symptoms, and behavioral problems can be seen. Adjustment disorders where depression, anxiety, and behavioral problems coexist, anxiety disorders such as depression, generalized anxiety, and panic disorder, somatoform disorders that express themselves with somatic symptoms (somatization, conversion, pain disorders), psychosomatic diseases in which psychological factors play a role in their emergence and course (skin diseases, hypertension, etc.) can be seen. In addition, as a kind of self-healing efforts such as alcohol, substance or drug can be turned into substance-use disorders. "Post-Traumatic Stress Disorder" is one of the most serious mental disorders that can occur due to experiences that threaten the physical integrity of the individual, it leaves him helpless and creates a sense of horror. The quality of being chronic, disrupting functionality, and creating disability are much

higher in those that occur because of traumas (such as torture, rape, war trauma) that are deliberately created by human hands. As a trauma deliberately created by human hands, "intimidation" draws attention as a remarkable and contemporary form of trauma for PTSD." [15].

1.3 Digital mobbing

Digital mobbing refers to situations that we can also call cyberbullying and that disturb and upset people through digital channels, concepts of privacy, etc. According to this definition, most of the attacks made through digital media that threaten and put at risk are expressed within the scope of mobbing.

Under normal conditions, the concept of mobbing refers to the stressful situations that disturb the individual related to the working climate in a workplace, usually towards the superior from the top. With the spread of the digital age in digital mobbing, it has started to become a threat tool by sharing personal words or visuals on mail, chat rooms, Facebook, or other social media since the 2000s. On the other hand, the content of the digital channels created can turn into an imposition or despotism, accompanied by the jargon or presentation tools they use on the target group.

This situation started with people staying at home during the COVID-19 process and accelerated with the intense use of screens as a communication channel. This situation has become even more common with people's intense follow-up of digital channels. As a result, it shows itself as a habit-based, indispensable thing for people in today's conditions. Digital bullying or digital harassment is not just something that happens in office environments or working climates but can also manifest itself in full or part-time home office work or distance learning environments, what we call hybrid work environments.

Although at the beginning of the pandemic period, the comfort of not going to the workplace and staying away from the stress of traffic seemed like an advantage, then we started to experience the disadvantages and negative aspects of this situation. One of the reasons for this is that the greatest advantage of humanity is related to the lifestyle that is maintained in real life dynamics. While meetings held with remote online applications in the home environment negatively affected the work-life balance, the efforts of individuals to talk over the phone in the name of so-called communication, unlimited and abundantly, turned into a habit and addiction after a certain period. This type of addiction can be expressed as digital life addiction, but it also brings a mobbing practice within itself.

In this study, the current situation will be examined with various views on "digital mobbing" as the other face of digitalization.

2 Method

In this section, the design of the research, the quantity of the study group, the characteristics of the data collection tool used in the research, and how to get and analyze the data are given.

2.1 Research pattern

The research will be shaped according to the document analysis method. In this context, digitalization and digital mobbing concepts will be discussed and explained and the relationship between them will be examined.

2.2 Model of the research

In this study, we preferred a compilation model to examine the relationship between digital psychology and value perception. We scanned the domestic and foreign literature on the subject. We discussed the interaction between concepts, accompanied by the information we obtained by examining various articles and theses.

2.3 Data collection

In this study, we preferred the document analysis method for data collection. "Providing data by analyzing written documents containing information about facts and events related to the subject examined within the scope of the research" is known as document analysis [16]. Document analysis is used to scan oral or written records about the past [17]. In this research, we have benefited from journals, theses, articles, various web pages, and reports related to the subject.

2.4 Analysis of data

In this research, we analyzed the information obtained as a result of document analysis through descriptive analysis. We preferred descriptive analysis, which aims to reflect our findings in an organized and interpreted way [18]. We examined and interpreted the information obtained from the documents and examined the current situation in the form of discussions and comparisons following the subject of the research.

2.5 Digital technologies and its use

When we look at the history of humanity, we can understand that there is no other time in which technology has progressed rapidly as in the last 30 years. Especially, information technologies provide the speed of this revolution. Technologies are easily accessible and have become available in every country via the internet, one of the most common of all, and is now indispensable for everyone [19].

According to the January 2020 numbers, it is known that 4.54 billion individuals are internet users in the world and more than 5.9 billion people are active phone users. It is known that this data belonging to internet users increased by 7% compared to January 2019; It was observed that there was a 2.4% increase in phone users compared to January 2019 [20]. In the light of these data, we can understand that technology is widely used in every field and is adopted by everyone today. These technologies, which develop very rapidly and become a part of our daily life without question, have become

indispensable. For example, the frequency of checking smartphones that we did not use in the early 90s is now 48 per day in Europe and 78 in Turkey. According to this result, users in Turkey control their mobile devices almost twice as much as users in Europe. According to the 'Global Mobile User Research' conducted by the consultancy company Deloitte with more than 53 thousand participants in 33 countries, mobile users in Turkey look at a mobile phone screen every 13 minutes on average [21].

As of 2020, the rate of internet usage in Turkey was 79.0% for individuals in the 16-74 age group. This rate was 75.3% the previous year. When the internet usage rate is analyzed by gender; this rate was 84.7% for men and 73.3% for women. The percentage of households with internet access is 90.7%. This rate was 88.3% in the previous year [22]

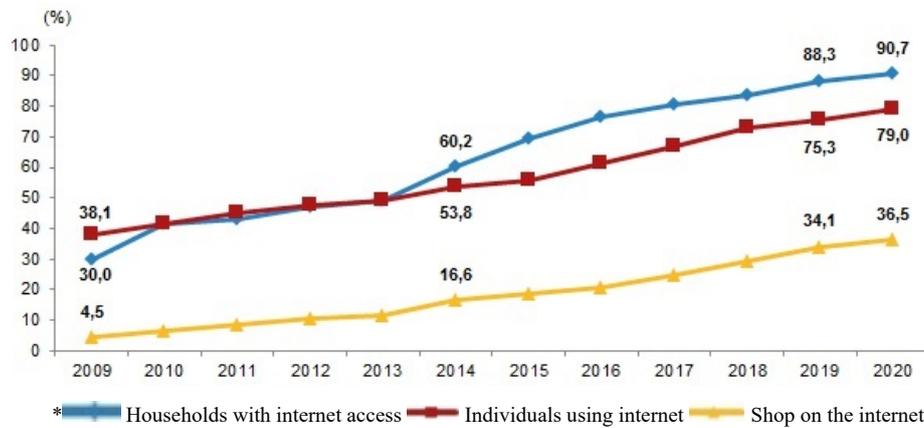


Fig. 1. Key indicators of household ICT use, 2009-2020 [22]

According to the results of the "Household Information Technologies Usage Survey", the rate of households accessing the internet via broadband was 89.9%. The rate of households accessing the Internet via broadband was 89.9% in 2020. Accordingly, 50.8% of the households accessed the Internet with a fixed broadband connection (ADSL, cable Internet, fiber, etc.), while 86.9% of them accessing the Internet with a mobile broadband connection. The rate of households with broadband Internet access was 87.9% in the previous year [22].

Table 1. Digital analysis data results (pandemic process and before)
Comparative general commentary on and before the pandemic process [21]

	Pandemic Process	Before Pandemic Process
Total number of participants	2.055	800
Total number of dependents	615	104
Dependency rate (%)	29,93	13,7
Participant age range	22-44	22-44
Way of contacting the participant	Facebook (social media)	Facebook (social media)
Participant	Türkiye	Türkiye

The total dependency rate of the pandemic (Covid-19) process is 29.93%, and an increase of about 116% is observed compared to before. The pre-coronavirus digital analysis data belong to a study 6 months ago, and there is a noticeable increase.

There is a dependency on digital objects with a rate of approximately 30%. This dependency situation also appears as a loss of 30% in terms of workforce and quality of life. According to all these results, there are some potential risks in terms of healthy communication and productivity.

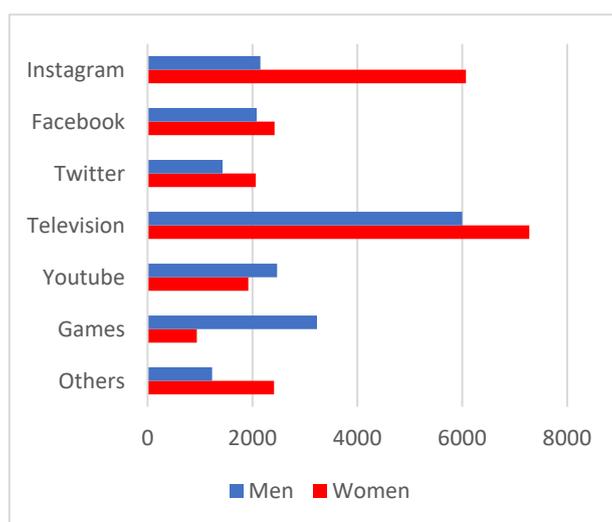


Fig. 2. Distribution of usage period on the related digital media by gender variable [21]

The duration of using television intensively by the women included in the sample is 72.77%. On the other hand, 60% of men use television contact.

In terms of minutes, while women spend a total of 109,155 minutes (95 minutes / 1 hour and 35 minutes per person) during the day, men spend 91,080 minutes (99 minutes / 1 hour and 39 minutes per person), while the theme of television stands out in digital media.

According to the research data, Instagram comes to the fore in the second place. Women are in contact on Instagram for 90,150 minutes (79 minutes/1 hour and 19 minutes per person), and men for 25,845 minutes (28 minutes per person/approximately half an hour). According to gender, women spend more time on Instagram [21].

2.6 The relationship between digital media and mobbing

The innovations brought by the digital age leave deep traces in the lives of individuals of all ages. With technological tools becoming an integral part of life, we observe changes in the behaviors and reactions of individuals. Digital psychology pushes individuals to take it easy and drags them to loneliness in society. Individuals who withdraw into their shells in society are supposedly socializing on digital

platforms. It is possible to observe behavioral changes in individuals with the effect of digital psychology. As a result of observing behavioral changes, we see that social relations of individuals weaken, problems in the family occur, a feeling of alienation from other individuals occurs, and individuals who are introverted and live on their own are common in society [23].

Everyone has started to use the Internet and digital tools in many areas [24]. The widespread use of digital tools shows that digitalization has been made in many areas. With the use of digital tools such as computers, phones, and tablets, individuals have started to take more place on social platforms.

At this point, it is possible to say that digital psychology affects the individual in every sense. Individuals who dedicate themselves to digitalization in all areas of life can lose their values and themselves. Yengin (2019) emphasized that with the widespread use of the internet, social media has become a habit in society. Damage or damage to individual-specific behaviors can lead to a change in the psychology of the person. In today's world, it can be said that there is a change not only in the behavior patterns of individuals but also in their value perceptions.

When we look at some examples of mobbing applications made through digital channels:

- Being exposed to false and false information,
- Being insensitive to calls or visual messages,
- Offending the other person by displaying passive or aggressive attitudes,
- Forcing the other person to open the camera or forcing communication by extending the talk time,
- Maintaining communication with obscene images or gossip in front of the camera,
- Being forced to speak or being exposed to a meeting during non-working hours,
- Sending e-mail contents or messages with verbal or isolating abusive language,
- To sabotage the working climate by following or observing the employees through cameras or various applications in the workplace,
- To sabotage communication by exaggerating or monitoring the information that needs to be shared,
- Accidentally or knowingly gossip about someone else in a way that is reflected in the content of digital media or disclose the image,
- To force likes on shares with colleagues and life partners or to make comments based on the number of likes,
- Giving implicit messages or forcing follow-up by using various emojis or silent message channels,
- To force a follow-up through content created in digital media or by being a member of a group,
- Making accusations of insensitivity to the call records or threatening to cut off communication,
- Presenting the content created by digital channels to followers through advertisements in the form of constant bullying,
- Bringing advertisements or sections related to any content or promotion to the screen and forcing the individual to watch,

- Forcing the individual to distance himself from his real life with a new form of identity and isolation,
- Subjecting people to content through psychological or emotional Blackmail, as well as trying to dominate the person, etc.

When the individuals who are forced by the given mobbing patterns are examined, burnout syndrome and fatigue expressions are seen much more frequently, and mental and physical diseases may increase due to high levels of stress.

The consequences of mobbing and violence caused by the unlimited use of computers and video games and not being exposed to any censorship are as follows:

- Violent games keep children's arousal at the highest level. While these children's heart rhythms increased more due to adrenaline, it was observed that these children were more prone to violence after play.
- Whether a child or an adult, violent and reflexive behavior develops negatively after encountering violent digital media.
- Intense contact with violent digital media creates an anti-social phobia personality in the individual, restricting his interaction with his environment and resulting in social isolation.
- The frequent handling of themes such as murder, terrorism, suicide, etc. in digital media transforms the tendency toward violence into a self-fulfilling prophecy by creating fear and anxiety in children and the effect of Murphy's law.
- Children who take media heroes as role models tend to apply the behaviors they identify with their heroes at the slightest opportunity to their close friends.
- Children who are heavily exposed to media violence perceive the world as a place to be feared and difficult to live in.
- In parallel with the increase in violent behavior in children who are exposed to more chronic and long-term media violence, we see that they have made the slogan "don't die, kill" a character consciousness to survive in the future with depersonalization against violence.
- In case of widespread and uncontrolled use of the Internet, bullying, sexual messages, contact with strangers, insecurity against strangers and passive personality, gambling, and meeting with harmful content may occur within the peer group.
- In the pandemic process, a new form of mobbing has occurred on people with the "Digital certificate" application. The vaccination certificate is expressed as that it will strengthen the immune system against the disease, will include information showing whether the person has the Covid-19 vaccine, if so, where and which vaccine, information about the recovery of those who have had the disease, and the immune body level, and the Covid-19 test result. Restrictions such as additional testing or quarantine will not be applied to people who have received approved Covid-19 vaccines in the EU with a certificate and 2 weeks have passed since the last dose. Vaccination certificate will be valid in all EU countries, Iceland, Liechtenstein, Norway, and Switzerland [25].

We see this digital certificate as the first stage of imposition of the new world order in the field of health. In the future, people will also experience vaccination certificates for other diseases.

2.7 Cyberbullying and children in digital media

We know that children need to be on social media to meet new people, make friends, spend their free time, communicate with their real friends in the virtual environment, wonder about what their friends are doing, and develop some attitudes and behaviors about what their friends are doing [26]. We can also infer that one of the reasons why children spend a lot of time in digital media is they are fond of digital media and games with the desire to take risks and the irresistible attraction of their desire, due to the passion for pleasure and excitement that occurs under the influence of adrenaline and dopamine hormones such as impulsive disorder and withdrawal syndrome [27]. Actions in which the serotonin hormone, which has become a habit based on the above statements, is exhibited intensely, evolve into self-violence.

Cyberbullying is sending harmful, irritating, offensive messages over instant mail, messages and network connections on the internet over the phone or computer, posting a post or image, engaging in offensive behavior through threats and blackmail. It is the process of harming an individual or a group or a personality through digital objects in relational style, creating material and moral victimization, for people who are exposed to such behaviors with internet content and those who have suffered after this exposure [28].

Many studies have shown that children exposed to cyberbullying behaviors have a decline in academic life skills and serious failures in their social lives. Most of these students, experiencing alienation from school, being away from school, difficulty in focusing, and problems in their relationships, cause injuries behind their anxiety-ridden self, turn the school into a fighting arena with their other friends and turn into many hurtful aggression behaviors, including weapons [21]. There may be serious damage to the family life of people who are exposed to cyberbullying. In this respect, it can trigger family conflicts and other problems, as well as stress and depression related to anxiety disorder.

We know that people who have the psychology of cyberbullying take advantage of the freedoms offered by the digital environment and exhibit attitudes such as imitation, disclosure, harassment, and defamation more easily. What these people think about themselves is they are inaccessible behind the screen [29]. On the other hand, cyberbullies take revenge on the people they have a problem with because they could say that they cannot say it face to face due to their gender, status, and lack of communication with people. In addition to all these, it can take on a character that evolves into digital bullying, with the possibility of hiding one's identity on social media, providing transportation, and being an unconscious internet user. Media companies have adopted an understanding of raising insecure and aggressive characters towards the future by creating traumas on children, especially with violent events shaped in visual media [21].

Negative gains obtained through digital media feed the sense of violence in children and show itself first by applying the heaviest blow to their environment, then to their families, and then to themselves. We should never forget our children who had Blue Whale syndrome and committed suicide in the past, who were victims of PUBG and ended their lives by throwing themselves from the 15th floor. For this reason, murder scenes or images staged in digital media agitate the existing situation with storifying. Then, it can turn into a behavior pattern in the future with emotional damage to the limbic system.

According to the principles outlined in Article 17 of the United Nations Convention on the Rights of the Child, "They encourage the development of appropriate guiding principles for the protection of the child against information and documents that may harm his or her well-being." This article provides the opportunity to take some measures and prevent the violence that can be applied to children or the murder of children. It is not the right approach for publishers to present content produced without taking into account the social values and traditions of the society in digital media, without paying attention to children, or to impose contradictory content on children to increase the rate of viewing or the number of clicks [21].

Perhaps the most important effect of digital media on children is the digital addiction situation, which is cyber cocaine. According to many studies conducted by Dilci 2019; children cannot develop healthy digital contact skills since they do not use digital objects healthily and appropriately, families are sufficiently conscious and incapable of digital media literacy, and teachers in the school environment cannot guide children in accordance with the requirements of the digital age.

3 Conclusions

We are facing the fastest digital cultural sociological change process in human history. The subject of this process is the human being. Human; is a bio-cultural-socio-economic-psychological entity. A social being is born only in the social environment and shaped by the conditions of the environment. It abides by the superstructure rules such as religion, morality, and law, which are socially accepted values. It fulfills the duties assigned to it by society [30].

We should look at this process of change, for which we are not ready, from a wider perspective. As adults and children, we found ourselves in a digital age where we have not yet gained consciousness and are caught unprepared. The concept of the new normal, whatever there is about the past that we used to live in, has become accepted with its magic. While society is familiar with the change like a boiled frog day by day, the content perceived as negatively yesterday has become accepted by most of the society today. For example, the threshold of violence, aggression, and similar practices in traditional life has reached an acceptable point [31]. The media has turned systematic desensitization into a social change by raising the level of acceptability against social violence and aggression that it has used over time. Unfortunately, as a violence mechanism, the presentation tools of digital media increase its field of activity day by day. The size of media content that should normally be watched by adults increases the

culture of violence in children when watched by children. By serving mediatic violence through games via computers and the internet, the child's violent behavior, which is a product of life, has turned into a more concrete and interactive. Many studies on this subject show that children who have experience in violent cartoons hit each other, talk to each other with slang words, and imitate cartoon characters, displaying a hurtful and aggressive personality toward their other friends. The media's transmission of practices that will provoke and destroy the society, such as violence, in a more interesting style and narrative style, to make competitive content interesting, opens the door to the culture of fear. While this situation brings the concept of mediatic violence to the agenda, the media need to work on productions that have more positive and constructive educational content [21].

4 Suggestions

In this section, we gave recommendations based on the data in the research.
What are the recommendations against digital mobbing?

- We must use digital channels in line with their purpose and a planned manner.
- Children's games provide data on children's world, personalities, and value judgments. Considering the mental hacking and content impositions marketed through digital objects, we should not forget that we are facing a battle that needs to be considered once again.
- The child's emotional life reaches some satisfaction through face-to-face play. In this respect, he formalizes the reflections of his own living space through play. In this way, they are emotionally relaxed. The relaxed individual will think healthier and shape their value judgments accordingly. Play is another factor that is effective in the socialization of the child. Environmental interaction is an important tool of socialization and can be gained through play. Through face-to-face and interactive games, the research proves the role of play in the treatment and has come to very definite conclusions.
- After the self-control of an individual, his environment needs to take part to prevent digital mobbing on the individual's environment.
- By defining the way and form of communication, families should create a social media culture and it should become a lived value.
- We should check what content children are exposed to and whether there is any trauma or emotional violence in this direction.
- It is necessary to have information about the socio-psychological-cultural structure of the close friend group of our child.
- In case of mobbing, professionals should support people,
- They should provide rehabilitation approaches according to the dose of emotional or physical violence,
- Whether corporate employees are working from home or the office, especially the communication problems, should be addressed in the meeting agenda, in line with

the corporate culture. In this regard, institution officials should support employees with periodic surveys, anonymous feedback forms, and team-building activities.

- Recently, we have frequently seen in social media posts that digital mobbing is done in online meetings and many people are exposed to it. For this, it is important to be sensitive about content sharing. For this reason, businesses should work diligently on the ethical scope of online meetings, especially with video. It should set a clear policy on communicating properly online. Employees should know how sanctions will be applied to unethical acts.
- Another problem experienced in digital mobbing is that although corporate managers are sensitive to the issue, sometimes employees avoid reporting these problems and harassment to their relevant departments. Fear of losing a job during the pandemic period or thinking that the problem will get worse may be the reason why these problems are not brought to the agenda of the relevant department. According to experts, only $\frac{1}{3}$ of employees exposed to digital mobbing report this problem to their department. To prevent this situation, the officials of the institution should organize individual meetings with the employees in addition to their observation at periods and, if necessary, make team changes to prevent the conflicts from reaching the level of harassment.
- Lastly, it would be best to leave the job to justice and the legal process in mobbing issues that do not remain within the business. Experts say that in such cases, we should never be afraid and remain silent and use our legal rights in the best way possible. Regardless, public or private sector employees, you can call the ALO 170 line 24/7 for mobbing complaints and information.

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