

The Evaluation of Cynicism Levels of Drone Operators

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Article History: Received: 17 Sep, 2020 Accepted: 18 Mar, 2021	ABSTRACT <p>Cynicism can be defined as the negative attitudes and behaviors that a person grows against the organization he works for. Employees with a cynical attitude can negatively affect the satisfaction of the individuals or the gains of the organization, causing serious damage to the organization. In this study, 325 drone operators licensed by general directorate of civil aviation were included. It has been investigated whether variables, especially gender, marital status, age and professional seniority of operators affect the level of organizational cynicism, or not. According to the research results, drone operators have average levels of cynicism. It has been determined that there is no difference between the cynicism levels of female and male drone operators. It has been found that singles, new employees, and young employees are more prone to cynicism. Reducing the level of cynicism of drone operators, who are the new flight personnel of the aviation industry, whose rules are written in blood, will increase the adherence to discipline and rules in the sector. In this way, it is considered that drones that share the same airspace with commercial airline companies can strictly comply with the management and pilotage rules.</p> <p>Key Words: Cynicism, Drone Operator, Unmanned Aerial Vehicle</p>
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Introduction

The organizational cynicism is a concept that researchers working on behavioral sciences have been particularly interested in recent years. The “cynic” has been described as cynical or pessimistic, expressing the desire of “Kinik” to derive from the word cynic (cynic) in ancient Greek time. Cynic people simply reject the rules of social orders (Andersson and Bateman, 1997).

Previous studies surveyed what organizational cynicism is and how it affects the organization (Andersson and Bateman, 1997, Reichers et al., 1997, Dean et al., 1988). The cornerstone of these studies on cynicism has been the definitions of employees such as keeping their interests above everything and everyone, and negative attitudes towards the organization. According to Dean et al. (1998), there are three main reasons creating the cynicism in the person. Employees complain that the business is unfair. Negative experienced, irritation, tension, and constant criticism affect employees negatively. As a

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result, the employees have the feeling of disrespect, disdain for others, and disillusionment with the workplace.

Organizational Cynicism

Cynicism can arise from the personal or organizational situation of individuals. According to Dean et al. (1998), cognitive, affective and behavioral trends emphasize that the organization does not have an integrative situation without honesty. Cognitive dimension is directly related to honesty. It can be said that cynical individuals of this dimension display behavior that ignores principles and rules, adopts false and deceptive discourses, and prioritizes personal interests (Brandes, 1997). The affective dimension is negative emotions to the organization. This cynical individual can display behaviors such as disrespect, anger, hate and harm (Abraham, 2000). Behavioral dimension can be expressed as individuals' disdain behavior. The mocking and harmful behavior against organization can be monitored (Özgener ve Kaplan. 2008).

There are many factors that cause cynicism in the organization. Mismanaged, ignoring personal expectations, unfair promotions, excessive stress and workload, confusion within the organization, lack of communication (Wanous et al., 1994), low leadership, skepticism is some of the reasons of cynicism. Nepotism is one of the most important reasons why employees do not feel happy. According to research, nepotism is an important element that triggers the cynical behavior within the organization (Abraham, 2000).

Cynical workers in the workplace do not believe in the rhetoric of rulers on justice, equality and honesty. Hidden motives and negative feelings, attitudes and behaviors among employees grow from inside to outside. Results such as indifference of the employees, not owning the job, unhappiness, burnout, quitting the job can be observed as output (Ribbers, 2009). The outputs for organizations can be inability to achieve targets, weakness in production, loss of profitability, disruption of working climate, and meaningless increases in expense items.

Organizational cynicism is directly related to expectancy theory, attribution theory, attitude theory, social exchange theory. Expectancy theory implies that the individual is motivated to choose a specific behavior because they hope for the outcome of the selected behavior. Attribution theory focuses on people attributing this to some reasons while explaining the reasons for their events and behaviors. Attitude theory explains how people evaluate an attitude and behavior. There is a tendency for the individual in attitude to evaluate positively or negatively. The Social Exchange theory examines the interaction of the two parties that apply cost and benefit analysis to identify risks and benefits.

There are many empirical studies on organizational cynicism. According to Brandes (1997), there is a negative relationship between organizational cynicism and organizational commitment. In other words, as cynical behavior increases within the organization, employees' commitment to the organization decreases. According to the study of Delken (2004); demographic variables do not affect the level of organizational cynicism, but only the cynicism levels of single workers are found to be higher than others. In Elfiti et al. (2008), no significant correlation was found between demographic characteristics and cynicism levels of employees. However, a significant difference was found between the education levels of the employees and the cynicism levels. According to Akdemir et al. (2016), it is stated that there is a negative correlation between cynicism and job performance. If cynicism increases, job performance decreases dramatically. In Altınöz et al. (2011) study, an inverse relationship was found between organizational commitment and cynicism. Therefore, the tendency of individuals with high commitment to the organization to exhibit cynic behavior has decreased. The results of Yıldız (2013) are similar to those of other studies. Accordingly, a negative relationship was found between organizational commitment and organizational cynicism. According to the results of Kuang-Man's (2013) study of Taiwan Airline employees to analyze cynic situations, it has been determined that cynicism and organizational citizenship have a negative relationship but a positive relationship with intention to leave.

Methodology

The study included 325 drone operators licensed by the general directorate of civil aviation and contracted with private companies. According to 2019 data, there were 20,000 drone operators registered in civil aviation. $[n = N \cdot t^2 \cdot p \cdot q / d^2 (N-1) + t^2 \cdot p \cdot q]$ formula is used to calculate sample volume if main mass is known.

n: sample volume

N: Number of units in the target sample

p: frequency of occurrence of the event

q: frequency of the event

t: the theoretical value in the "t" table at a certain level of significance

d: \pm sampling error, accepted according to the frequency of occurrence of the event

The main mass of this study is 20,000 drone operators. Frequency of occurrence (p) and absence (q) of the event was taken as 0.50. Sampling error was determined as 0.05 and confidence level was 95%. At the significance level of 0.05, the t value was

found as 1.96. The sample volume was calculated below when the relevant data were processed into the formula.

$$n = 20000 \times (1.96)^2 \times (0.50) \times (0.50) / (0.05)^2 \times (20000-1) + (1.96)^2 \times (0.50) \times (0.50) = 302.9$$

Necessary information was provided by sending a questionnaire and scale to a total of 1248 people who registered civil aviation department, and wrote their email address to the registration forms in 2018. It has been determined that the number of people returning to the mail is 378, of which 325 are statistically usable. Therefore, it has been evaluated that it is sufficient to create the sample volume.

The original scale of cynicism is developed by Vance et al. (1997) and consists of 9 items, 6 positive and 3 negatives. It is one-dimensional in terms of its sub-dimensions. Cronbach's Alpha value has been calculated as .84.

Hypotheses of the study are determined as

"H1: Male employees have higher cynicism levels than women."

"H2: Cynicism levels of single workers are higher than married people."

"H3: The cynicism levels of the senior personnel are higher than the new ones."

"H4: The level of cynicism decreases when the level of education increases."

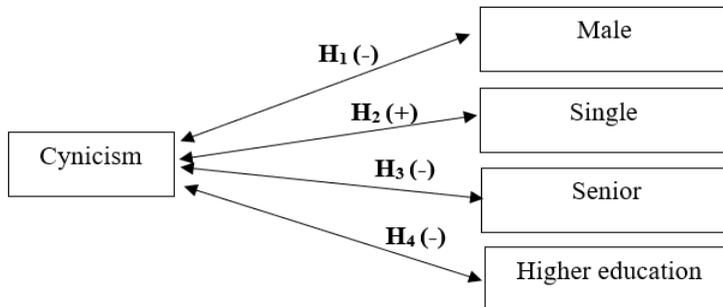


Figure 1: The hypothesis pattern of the research

Findings

The validity level of the cynicism scale created by Vance et al. (1997) is .84. Cronbach's Alpha value of this study was measured as .77. In this way, a statistically close output was obtained.

Table 1: Demographic elements

Gender	n	%	Marital Status	n	%
Male	210	65,6	Married	178	54,7
Female	115	34,4	Single	147	45,3
Total	325	100	Total	325	100

Education	n	%	Age	n	%
High School	78	24	18-30	210	64,6
University	97	29,8	31-40	105	32,3
Master degree	150	46,2	41-50	10	3,1
Total	325	100	Total	325	100

Reason for choosing this job	n	%	Professional seniority	n	%
My Idea	134	41,2	1-5 years	173	53,2
I couldn't find another job	93	28,6	6-10 years	131	40,3
I think it has a future.	58	17,8	+10 years	19	6,6
I will work until I find a new job.	40	12,4	Total	325	100
Total	325	100			

Half (54.7%) of the participants are married and more than half (65.6%) are men. The vast majority (64.6%) are between the ages of 18-30 and nearly half (46.2%) have master degree. While 44.3% of those who chose this job stated that it was ideal, 31.6% stated that they operated a drone because they could not find another job. Half of the sample (53.2%) has 1-5 years of professional experience.

When the scale average is examined, $\bar{X} = 3.04$, $StD. = 0.31$, it is seen that the cynic level of the sample is at the average value.

Table 2: t test results according to gender and marital status

		N	\bar{X}	s	Df	t	p
Gender	Male	210	23.40	6.12	323	-0.282	0.615
	Female	115	22.92	6.01			
Marital Status	Single	147	23.31	6.34	323	-2.012	0.032
	Married	178	23.60	5.92			

When the table 2, containing the t test performed according to the gender and marital status of the sample, was examined, no significant difference was found between the gender of the drone operators and the level of organizational cynicism [$t(323) = 0.282$, $P > 0.05$]. It can be stated that the hypothesis that “H1: Male employees have higher cynicism levels than women.” is not confirmed.

In comparison of marital status of the sample, it is seen that there is a statistically significant relationship [$t(325) = 2.012$, $p < 0.05$]. In this context, cynic point of view of single workers is higher than married ones. In this context, it can be stated that the hypothesis of “H2: cynic levels of single employees are higher than married people” is confirmed.

When the organizational cynicism levels and age variance of the participants were examined by one-way analysis of variance, [$F(6-325) = 1.39$; $p = 0.17$], it is understood that there is a statistically significant relationship between them. When organizational cynicism levels and seniority variable are examined, [$F(5-325) = 1.77$; $p = 0.03$], it is understood that there is a statistically significant relationship between them. In order to determine the direction of the difference between the groups, according to the results of LSD test, cynicism levels are higher among young people with low age and seniority. Therefore, it can be stated that the hypothesis “H3: The cynicism levels of the senior personnel in their profession are higher than the new ones.” is not confirmed.

Kruskal Wallis test was carried out to determine the relationship between the reason for choosing this job and cynicism levels. According to the result, [$X^2(8) = 10.82$, $p = 0.013$], a statistically significant difference was found between the cynic levels and the reason of choosing this profession. In order to determine the direction of the difference, the cynicism levels of the employees who stated that “they could not find any other job” are higher according to the results of Mann Whitney U test.

According to the results of one-way analysis of variance, there was a statistically significant difference between the educational status of the sample and cynicism levels [$F(2-325)=2.51$; $p=0.04$]. Organizational cynicism levels differ according to their educational status. According to the results of LSD test conducted in order to determine the direction of this difference, cynic levels of having master degree are higher than others. In this context, it can be stated that the hypothesis “H4: The level of cynicism decreases when the level of education increases” is not confirmed.

Discussion

In line with the findings of this study, it can be stated that the organizational cynicism levels of drone operators are at average value. Although this rate is expressed as an average, we can say that it can negatively affect the success of the institutions.

According to the research findings, gender of drone operators do not affect cynicism levels. The results of this study are similar to the results of other studies (Andersson and Bateman, 1997, Reichers et al., 1997, Yavuz and Bedük, 2016, Yılmaz et al., 2016, Polatcan and Titrek, 2014).

Cynicism level of single employees are higher than those of married people. Similarly, those with low age or work experience have a high cynic level. Can this be explained by the inability of young people to realize their ideals or to believe that they can work in another sector even if they lose their current job? As a matter of fact, when the reasons for choosing this job are investigated, the high level of cynicism of those who say “I couldn't find another job” supports this idea. In addition, as the education level increases, the level of cynicism increases. In this context, the study of risk-taking behaviors and organizational cynicism levels of young, and educated singles may be the subject of another study.

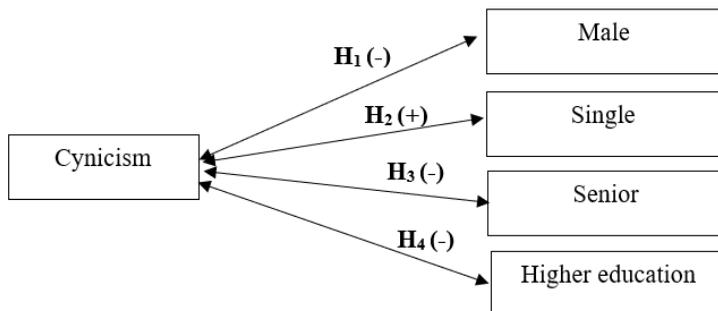


Figure 2: Hypothesis results of the research

Acceptance (+) and rejection (-) status of cynicism levels of employees within the scope of hypotheses created are shown in Figure 2.

They can achieve their goals with the attitudes and behaviors of the employees working within the enterprises and institutions. Cynicism seriously injures the commitment and belonging of the employees to the workplace they work in. For this reason, the preliminary and aftershoot results that employees with such negative attitudes in organizations need to be evaluated well. Therefore, it is not possible to talk about success in the production and service sector in workplaces where cynical personnel are concentrated. In order to overcome this situation, seeking the opinions of the employees in the decisions taken, healthy communication channels are the biggest solution of cynicism.

Conclusion

Cynicism can be defined as showing negative attitudes towards people or organizations. It is undeniable that companies established with main capital to reach their targets will suffer from cynical personnel. Because cynical personnel will also oppose the positive decisions taken for the future of the organization.

It can be both personal and organizational gain for cynical staff to quit the job and resign. But the fact that this type of staff seems to be embracing their job instead of quitting can lead to greater harm.

Aviation is an area that requires attention, patience and orientation. It is important that every individual working in this sector is open to communication and directable. The fact that the staff with low cynic levels will take part in flight missions increases the extent of the danger. The cynical individuals who will behave against the rules and rules are harmful to themselves and their environment.

Aviation is a sector in which error cannot be accepted. Therefore, the presence of cynical personnel in the aviation industry can bring serious accidents. For this reason, it is important to integrate the personnel in the aviation sector to the decisions taken and to establish systems that will take care of the employees' interests.

It is considered that the personnel participating in the decisions and feeling themselves in the management will contribute to the aviation industry. It is considered that drone operators who understand the importance and seriousness of the work will also reduce the risk of accidents. Thus, Increasing the quality of education in order to reduce the level of cynicism of drone operators may be another solution proposal.

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