Impression Management of Acaemicians in Higher Education Institutions Providing Sports Education

Tuncay SARIİPEK[1A], İbrahim Bülent FİŞEKÇİOĞLU[1B],

Hakan Salim ÇAĞLAYAN[C]

[1] Selcuk University Faculty of Sport Sciences, Konya, Turkey
Address Correspondence to T. SARIİPEK: e-mail: tuncaysariipek@selcuk.edu.tr

Abstract

This research was conducted in order to determine the impression management of Acaemicians working in the sample of higher education institutions providing sports education, to examine whether the impression management tactics of Acaemicians differ according to demographic variables. A research using a descriptive scanning method aimed at revealing the current situation; 51 Faculties of Sports Sciences participating in the data collection process[n=426], 13 School of Physical Education and Sports[n=72] and 2 at the Department of Physical Education and Sports Teaching Affiliated to the Faculties of Education[n=5] a total of 503 who served[male=404, female=99; professor=44, associate professor=99, dr.teachmember=122, teaching.see=133, Res.see=105] it was carried out on the sample of Acaemicians. The "Impression Management Scale" developed by Bolino and Turnley (1999) and its adaptation to Turkish/validity study conducted by Basım and his friends(2006) and the "Personal Information Form" developed by the researcher were used as data collection tools in the research. The normality test of the data obtained in the study was tested by Kolmogorov-Smirnov and Shapiro-Wilk tests; Mann-Whitney U Test was used for paired comparisons and Kruskal-Wallis Variance Analysis was used for multiple comparisons because the data did not show normal distribution as a result of the test. In the statistical calculations, the basic significance level was accepted as 0.05. As a result of the research; Acaemicians in higher education institutions providing sports education, trying to pity themselves, trying to show themselves as an exemplary staff member, trying to make them realize their own importance by force the dimensions of impression management tacticsand general impression management tactics which they never use, trying to make themselves liked by promoting their qualification the dimension of impression management tactics they are rarely used, trying to own their business the size of impression management tactics is which they use from time to time it is determined. Acaemicians' general impression management tactics and the dimensions of impression management tactics (trying to pity yourself, trying to make themselves liked by promoting their qualification, trying to show themselves as an exemplary staff member, trying to make them realize their own importance by force, trying to own their business) while it was found that there was no significant difference according to the gender variable; trying to show themselves as an exemplary staff member the dimension of impression management tactics depends on the variable of the department in which they work, trying to make them realize their own importance by force, trying to own their business and trying to own their business the effect of the dimensions of impression management tactics on the age and professional seniority variable, trying to make themselves liked by promoting their qualification, trying to own their business the dimensions of impression management tactics and general impression management tactics it has been found that it differs significantly according to the title variable.

Keywords: Academician, Impression management, Impression management tactics, Sports

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

INTRODUCTION

People cannot live independently of social systems and they want to establish meaningful social relationships in order not to be excluded from social ties (122). The individual socializes by being in various social environments, exhibits himself and uses his impressions (53). In the structuring of social relations, the behavior of individuals is influenced by their own personality as well as by the others. In such a situation, individuals not only shape their own impressions of the individuals around them, but also try to manage the impressions of other individuals they are in a relationship with about themselves (40). Impressions are self-images that an individual projects on those around him. With the idea that there is more than one self, the individual tends to manage his impressions (53).

Impression management, which is expressed as an individual's behavior aimed at influencing other individuals' perceptions of him/her (17), (47),(18)), the individual establishes healthy and compatible social relationships with the people he is in a relationship with by caring about the impressions of other people. Especially individuals who want to be successful in their interactions both in social life and in business life, to be approved and accepted by other people, make a conscious and unconscious number of efforts to create an impression for these purposes. Individuals begin to manage their impressions as soon as they enter into these efforts (2).

(9) while emphasizing that impression management is one of the basic processes of interpersonal relationships;(27), He refers to the importance of the same process in organizational environments. In organizational environments, the objective informations that managers have about individuals, as well as their impressions about them, can be effective in the evaluation and decision-making processes. Therefore, following the impressions of the individual about himself and making attempts to influence him comes across as a behavior that should be considered natural (21),(28),(5). From this point of view, it can be said that impression management is a purposeful, strategic and dynamic process that affects human life (41).

Studies on impression management have started independently of each other in the fields of sociology and psychology, but at the same time (29). In fact, the studies conducted on this subject until today based on(18)'s book that he wrote which named "The Presentation of Self in Everyday Life"(18) impression management; that people create certain patterns to impress each other when they first meet face-to-face, and that these patterns are important for making sense of the person opposite them, and from here, "a self-presentation technique that focuses on making a person's image in the eyes of others more efficient, more effective" he defined it as.(18) in his work, he considered the concept of impression management within the scope of Dramaturgy Theory and reported that everyday life is almost a theatrical stage; individuals are actors who act in front of the audience on this stage of life. Goffman suggests that an individual's self-identification involves two radically different types of signs; the way he presents himself (give) and the way he gives himself away (give off). According to Goffman, an individual not only expresses his inner feelings, while expressing information about himself, but also spreads some information. In order for the claim to be a certain type of person to be real, messages that are consistent with what is conveyed must be reflected. However, in this way, it can be distinctive how the individual behaves as well as what kind of messages he spreads (19).

The issue of impression management is being discussed very intensively, especially in professional fields. It is believed that it is the most important core for increasing cooperation and communication of both individuals working within their own institutions and their stakeholders outside the institution (37). Impression management theorists claim that the reason for the efforts of people working in an institution to create impression management is to avoid being negatively evaluated (31).(29) while expressing impression management as the stage of keeping under control the impressions formed about themselves by individuals, other individuals with whom they are in contact,; (16) they interpreted it as reflecting the beautifully and carefully selected extracted data related to the individual himself to other individuals.

Actors in the social interaction game try to create certain impressions about themselves in other individuals around them in order to achieve desirable social, psychological and material results on the stage of life. Goffman believed that an individual can take control of his own impressions and fulfill the roles, rules and behaviors expected of him. When these roles take the form of behaviors "impression management" it is

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

called as. In other words, it is that the actor influences the information and thoughts of the people around him about himself (25).

Although it was stated that impression management was a concept that was generally and normally applied in interactions, very few researchers accepted this point of view at that time. For example, social psychologists have stated that impression management is an extreme type of behavior (15). In laboratory research in the 1960s, it became necessary to eliminate or control impression management behaviors in order to observe data related to real relationships (19). in the 1970s, with the augmentation of information about impression management, its importance on behavior was recognized. During this period, impression management was widely investigated in laboratory-based, experimental social psychology studies. in the mid-1980s, impression management gained importance in research related to organizations and social communities. In these years, impression management has been adopted as a natural behavior that is intensively used in organizational life and social interactions, and even considered as the basis for effective communication. this view, which started in the middle of the 1980s, is still acceptable today. Today, the perspective of impression management regarding individuals' being seen as actions of controlling other individuals and deceiving the audience (target group), usually for negative reasons, is extremely limited. In the literature, the theory and research of impression management consists of three parts. In the first stage, there are studies by Goffman and Jones. The second stage consists only of studies centered on social psychology, in which the initial studies are expanded and deepened. The last stage includes studies in which the theory of impression management has been transformed into a meaningful and acceptable social concept (24).

In accordance with these traces followed in the body of literature, "What is the level of frequency of individuals using impression management and impression management tactics? Whether the frequency of using impression management and impression management tactics differ according to demographic variables. Etc.the questions have enabled the formation of this study. According to this, the participants in the study; "what is the level of impression management and the frequency of using impression management tactics?" and "do impression management and the levels of using impression management tactics differ according to demographic characteristics?" answers have been looked for this questions.

In this context, the study is based on participants belonging to the academic profession, which, in addition to high stress factors, has an excessive administrative and academic workload, a lifestyle with high performance expectations, as well as a profession that covers an important part of life and leaves little room for private life in this aspect, is prone to work-family conflict, wages and rewards are insufficient, staffing problems are growing; who determine the future of the country and are defined as people who guide society in a developed society and get their respectability from the definition. In the study designed as a empirical research, the screening model was preferred from the quantitative research patterns and the survey method was used as a data collection tool.

It is seen that there are studies on impression management by Acaemicians in the related body literature. However, there has been no research specifically aimed at determining the impression management of Acaemicians at higher education institutions providing sports education. In this context, it is thought that the research will contribute to the relevant body literature. As part of this information, the research was conducted in order to determine the impression management of Acaemicians working in the sample of higher education institutions providing sports education, to examine whether the impression management tactics of Acaemicians differ according to demographic variables.

MATERIALS AND METHODS

Population and Sample

The universe of research, 2021 Higher Education Institutions Exam (YKS) Higher Education Programs and Quotas Guide (35), Table 4 (Higher Education Undergraduate Programs That Accept Students With Central Placement) and Table 5'e (Higher Education Programs that Accept Students According to the Results of the Special Aptitude Test) affiliated to public universities in Turkey that receive students 60 Faculty of Sports Sciences, 19 School of Physical Education and Sports, 5 In the Department of Physical Education and

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

Sports Teaching Affiliated to the Faculties of EducationAcaemicians who have served (faculty members, lecturers, lecturers, experts and research assistants) created.
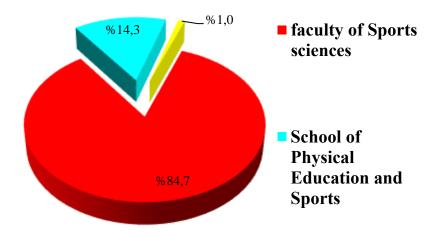
In order to obtain reliable data, the sampling method was not taken, the whole universe was studied on the basis of voluntary participation, "the universe that exemplifies itself" (11) has been accepted as the working universe of the research.

One of the survey application forms in the research is face-to-face interview, mail survey application and internet survey application (the scales created on the digital platform by providing access to the e-mail accounts allocated to them by the universities where the Acaemicians work, from the web addresses of the units where they work, were sent to the Acaemicians on a voluntary basis with the request to be answered) methods (6),(33) by using it, scales have been tried to be applied to all Acaemicians working in units located in the universe. Questionnaires were not applied to Acaemicians who were not present at the time of application, did not want to participate in the survey and did not return.

At the end of this process, 51 Faculty of Sports Sciences (n=426), 13 School of Physical Education and Sports (n=72) and 2 In the Department of Physical Education and Sports Teaching Affiliated to the Faculties of Education (n=5) it has been determined that the Acaemicians who served participated in the data collection process of the research. In this way, the sample group of the research consisted of a total of 503 Acaemicians.

Table 1. Percentage and Frequency Distributions of Acaemicians in Higher Education Institutions Providing Sports Education Participating in the Research According to the Units They work in

The Unit On Duty	n	%
Faculty of Sports Sciences	426	84.7
High School of Physical Education and Sports	72	14.3
Department of Physical Education and Sports Teaching Affiliated to the Faculty of Education	5	1.0
Total	**503**	**100.0**

Figure 1. Percentage and Frequency Distributions of Acaemicians in Higher Education Institutions Providing Sports Education who Participated in the Research According to the Units They work in.

As shown in Table and Figure 1, it was observed that 84.7% (n=426) of the Acaemicians who made up the sample group of the research worked at the Faculty of Sports Sciences, 14.3% (n=72) at the School of Physical Education and Sports, and 1% (n=5) at the Department of Physical Education and Sports Teaching affiliated to the Faculties of Education.

Table 2. Distribution of Demographic Characteristics of Acaemicians in Higher Education Institutions Providing Sports Education

Variables	Subcategories	n	%	Total
Gender	Male	404	80.3	503 - %100,0
	Female	99	19.7	
Department	Physical Education and Sports Teaching	184	36.6	503 - %100,0
	Sports Management	113	22.5	
	Coaching Education	152	30.2	
	Recreation	54	10.7	
Age	25 years and younger	14	2.8	503 - %100,0
	26-30 years	58	11.5	
	31-35 years	100	19.9	
	36-40 years	77	15.3	
	41-45 years old	98	19.5	
	46-50 years	83	16.5	
	51 years and over	73	14.5	
Title	Professor	44	8.7	503 - %100,0
	Associate professor	99	19.7	
	Assistant Professor	122	24.3	
	Lecturer	133	26.4	
	Research Assistant	105	20.9	
Professional Seniority	1-5 years	142	28.2	503 - %100,0
	6-10 years	98	19.5	
	11-15 years	53	10.5	
	16-20 years	59	11.7	
	21-25 years	57	11.3	
	26 years and over	94	18.7	

80.3% (n=404) of the Acaemicians participating in the study are male, 19.7% (n=99) are female;36.6% (n=184) are Physical Education and Sports Teachers, 22.5% (n=113) are Sports Managers, 30.2% (n= 152) are Coaching Education, 10.7% (n=54) are working in the Recreation department. In the examination of Acaemicians by age groups, 2.8% (n=14) of them were 25 years and under, 11.5% (n=58) of them were in the 26-30 age range, 19.9% (n=100) of them were in the 31-35 age range, 15.3% (n=77) of them were in the 36-40 age range, 19.5% (n=98) of them were in the 41-45 age range, 16.5% (n=83) of them were in 46-50 age range, 14.5% of them (n=73) were in the age range of 51 and over. 8.7% (n=44) of the Acaemicians participating in the research had the title of professor, 19.7% (n=99) associate professor, 24.3% (n=122) assistant professor, 26.4% (n=133) lecturer and 20.9% (n=105) research assistant; it was found that 28.2% (n= 142) 1-5 years, 19.5% (n=98) 6-10 years, 10.5% (n=53) 11-15 years, 11.7% (n=59) 16-20 years, 11.3% (n=57) 21-25 years, and 18.7% (n=94) 26 and over years were in service.

Data Collection Tools

As a data collection tool in research,(7) adaptation to Turkish and validity study developed by (5) the "Impression Management Scale (IMS)" made by the researcher and the "Personal Information Form" developed by the researcher were used.

(5) in the validity study and adaptation of the scale into Turkish, it was found that the scale shows a factor structure that is not very different from the original factor structure. The 5 factors that emerged, "trying to pity themselves", "trying to make themselves liked by promoting their qualification", "trying to show themselves as an exemplary staff member", "trying to make them realize their own importance by force" and "trying to own their business" it is named as. In the validity-oriented analyses, the differential validity of the scale was determined by the criterion variables (satisfaction with the impression on the others, the level of achievement of one's professional goals, self-perception) it was determined that their correlations were satisfying Cronbach alpha reliability values for the entire scale (based on standardized items).82; also for factor subscales .With 57 (Number of items=2) .It has been found that it varies between 74 (Number of items=5). The results showed that the Turkish version of the Impression Management Scale is a valid and reliable scale that can be used to

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

measure impression management behaviors in working life in Turkey. Within the scope of this study the values related to the reliability analysis performed on the general and factors of the scale are given in Table 3.

Table 3. Reliability analysis of the Impression Management Scale.

Factors of the Impression Management Scale	Cronbach Alpha	Number of Items
Trying to pity themselves	0.837	5
Trying to make themselves liked by promoting their qualification	0.830	8
Trying to show themselves as an exemplary staff member	0.778	4
Trying to make them realize their own importance by force	0.789	3
Trying to Own Your Business	0.610	2
Impression Management Scale	0.905	22

The evaluation criterion used in the evaluation of Cronbach's alpha coefficient is; If $0.00 \leq \alpha < 0.40$, the scale is not reliable, if $0.40 \leq \alpha < 0.60$, the scale has low reliability, if $0.60 \leq \alpha < 0.80$, the scale is quite reliable, if $0.80 \leq \alpha < 1.00$, the scale is a highly reliable scale (34).

As can be seen in Table 3, the Impression Management Scale has shown that, "trying to pity themselves" obtained in the size 0.837, "trying to make themselves liked by promoting their qualification" obtained in the size of 0.830 and from the overall scale the results of the cronbach alpha coefficient of 0.905 obtained indicate that the overall scale and the two sub-dimensions that it has a high degree of reliability; "trying to show themselves as an exemplary staff member" obtained in the size of 0.778, "don't try to make them realize their own importance by force" obtained in the size of 0.789 and "trying to make them realize their own importance by force" the results of the cronbach alpha coefficient of 0.610 obtained in the dimension of the three sub-dimensions of the scale are quite reliable

In order to determine the impression management tactics that can possibly be used by employees in an organization after its adaptation to Turkish, a 5-digit Likert type (1=never, 5=always), consisting of 22 questions and 5 factors the scale of (Basım and ark 2006) The averages of the items in the sub-dimension give the scores related to each dimension and the evaluations are made on the basis of each sub-dimension. A high score from the scale indicates that impression management tactics are used more (50).

Analysis of the Data

The data collected by the Acaemicians participating in the research through the Personal Information Form and the Impression Management Scale were analyzed with the SPSS 23.0 program. The collected data were checked by Exploratory Data Analysis (EDA) whether they were within the limits determined before the analyses were started, whether they were too incomplete or contained errors to be used in statistical analyses. Afterwards, the normality distributions of the scale scores were examined in order to determine the impression management of Acaemicians in higher education institutions providing sports education and to decide which statistical techniques to use in order to determine whether impression management differs according to demographic variables. Normality distributions were tested by Kolmogorov-Smirnov and Shapiro-Wilk tests. The results were significant in all variables ($P<0.05$). In other words, it has been observed that not all variables show a normal distribution. For this reason, whether the impression management of Acaemicians differs according to demographic variables has been tested by non-parametric tests. Mann-Whitney U Test was used for paired comparisons and Kruskal-Wallis Variance Analysis was used for multiple comparisons. In cases where a significant difference was found as a result of Kruskal Wallis Variance Analysis in multiple comparisons, the Mann Whitney U Test was applied to determine which groups this difference was due to. In all statistical calculations, the basic significance level was accepted as 0.05.

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

RESULTS

Table 4. Descriptive Statistics of the Impression Management Scale.

Scale/Sub-Dimensions	Number of Items	Min-Max	?±SS
Trying to pity themselves	5	1-5	1,27±0,51
Trying to make themselves liked by promoting their qualification	8	1-5	2,14±0,74
Trying to show themselves as an exemplary staff member	4	1-5	1,40±0,63
Trying to make them realize their own importance by force	3	1-5	1,21±0,54
Trying to Own Your Business	2	1-5	2,72±1,12
Impression Management Scale Total	22	1-5	1,73±0,54

As shown in Table 4, the average scores of the sub-dimensions of the Impression management Scale of Acaemicians were as follows: "Trying to Pity Yourself" 1.27±0.51, "Trying to Make Yourself Liked by Introducing Your Qualifications" 2.14±0.74, "Trying to Present Yourself as an Exemplary Staff" 1.40±0.63, "Trying to Force Yourself to Realize Your Importance" 1.21±0.54, "Trying to Own TheirBusiness" 2.72±1.12 and the average score of the total scale 1.73±0.54 it has been found.

In order to interpret the average scores of the Acaemicians participating in the study from the sub-dimensions and the sum of the Impression management Scale; Gap width (a) = Array width / Number of groups to be made (46) the formula is used. The observation frequency and limit values formed accordingly are given in Table 5 below.

Table 5. Impression Management Scale observation frequency and limit values.

Weight	Options	Limit
1	Never	1,00-1,80
2	Rarely	1,81-2,60
3	Sometimes	2,61-3,40
4	Usually	3,41-4,20
5	Always	4,21-5,00

When the results obtained according to the frequency of observation and limit values in Table 5 are evaluated; Acaemicians"Trying to pity themselves", "Trying to Present Yourself as an Exemplary Staff", "Trying to make them realize their own importance by force" and "General Impression Management" tactics which they never use; "Trying to Make Yourself Liked by Introducing Your Qualifications" impression management tactics they are rarely used, "Trying to own their business" impression management tactics are which they use Decently from time to time it is determined.

Table 6. Mann Whitney U test results showing the comparison of impression management tactics of Acaemicians in higher education institutions providing sports education according to gender variable.

	Gender	n	Rank Average	Sequence Sum	U	P
Trying to pity themselves	Male	404	251.36	101548.00	19738.000	0.818
	Female	99	254.63	25208.00		
Trying to make themselves liked by promoting their qualification	Male	404	254.80	102940.50	18865.500	0.381
	Female	99	240.56	23815.50		
Trying to show themselves as an exemplary staff member	Male	404	253.65	102474.50	19331.500	0.578
	Female	99	245.27	24281.50		
Trying to make them realize their own importance by force	Male	404	255.89	103379.00	18427.000	0.109
	Female	99	236.13	23377.00		
Trying to Own Your Business	Male	404	254.41	102781.50	19024.500	0.448
	Female	99	242.17	23974.50		
Impression Management Scale Total	Male	404	255.73	103314.00	18492.000	0.245
	Female	99	236.79	23442.00		

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

Table 7. Kruskal Wallis-H test results shows the comparison of impression management tactics of Acaemicians in higher education institutions providing sports education according to the department variable they work in.

		Department	n	?	Order Avg	Sd	X²	P	Significant Difference
Trying to pity themselves	A	Physical Education and Sports Teaching	184	1.31	261.79	3	2.223	0.527	---
	B	Sports Management	113	1.32	252.59				
	C	Coaching Education	152	1.21	244.39				
	D	Recreation	54	1.19	238.81				
Trying to make themselves liked by promoting their qualification	A	Physical Education and Sports Teaching	184	2.23	269.02	3	6.904	0.075	---
	B	Sports Management	113	2.16	259.85				
	C	Coaching Education	152	2.04	235.86				
	D	Recreation	54	1.99	223.01				
Trying to show themselves as an exemplary staff member	A	Physical Education and Sports Teaching	184	1.45	261.51	3	7.911	**0,048***	**A>C** **D>C**
	B	Sports Management	113	1.46	256.96				
	C	Coaching Education	152	1.28	227.84				
	D	Recreation	54	1.38	277.22				
Trying to make them realize their own importance by force	A	Physical Education and Sports Teaching	184	1.22	250.66	3	5.373	0.146	---
	B	Sports Management	113	1.30	270.54				
	C	Coaching Education	152	1.18	246.97				
	D	Recreation	54	1.11	231.93				
Trying to Own Your Business	A	Physical Education and Sports Teaching	184	2.85	269.35	3	4.340	0.227	---
	B	Sports Management	113	2.63	239.50				
	C	Coaching Education	152	2.65	244.85				
	D	Recreation	54	2.62	239.17				
Impression Management Scale Total	A	Physical Education and Sports Teaching	184	1.80	269.40	3	5.699	0.127	---
	B	Sports Management	113	1.77	255.43				
	C	Coaching Education	152	1.65	233.54				
	D	Recreation	54	1.64	237.51				

*p<0.05

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / İbrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

Table 8. Kruskal Wallis-H test results shows the comparison of impression management tactics of Acaemicians in higher education institutions providing sports education according to age variable.

		Age	n	?	Order Avg	Sd	X²	P	Significant Difference
Trying to pity themselves	A	25 years and younger	14	1.30	286.07				
	B	26-30 years	58	1.39	274.53				
	C	31-35 years	100	1.19	243.64				
	D	36-40 years	77	1.28	236.36	6	5.237	0.514	---
	E	41-45 years old	98	1.25	249.23				
	F	46-50 years	83	1.32	263.04				
	G	51 years and over	73	1.23	246.68				
Trying to make themselves liked by promoting their qualification	A	25 years and younger	14	2.11	238.54				
	B	26-30 years	58	2.44	293.77				
	C	31-35 years	100	2.04	235.87				
	D	36-40 years	77	2.06	229.59	6	10.293	0.113	---
	E	41-45 years old	98	2.09	246.27				
	F	46-50 years	83	2.21	275.05				
	G	51 years and over	73	2.09	248.62				
Trying to show themselves as an exemplary staff member	A	25 years and younger	14	1.21	225.96				
	B	26-30 years	58	1.54	284.27				
	C	31-35 years	100	1.37	256.87				
	D	36-40 years	77	1.40	240.03	6	7.014	0.320	---
	E	41-45 years old	98	1.36	238.76				
	F	46-50 years	83	1.43	265.44				
	G	51 years and over	73	1.34	239.81				
Trying to make them realize their own importance by force	A	25 years and younger	14	1.38	266.93				
	B	26-30 years	58	1.44	287.39				**B>D**
	C	31-35 years	100	1.18	257.04				**B>F**
	D	36-40 years	77	1.22	243.28	6	13.036	**0,042***	**B>G**
	E	41-45 years old	98	1.23	259.03				**C>G**
	F	46-50 years	83	1.17	244.42				**E>G**
	G	51 years and over	73	1.07	222.51				
Trying to Own Your Business	A	25 years and younger	14	2.35	210.71				
	B	26-30 years	58	2.68	239.97				
	C	31-35 years	100	2.51	223.88				
	D	36-40 years	77	2.63	239.89	6	13.956	**0,030***	**E>C**
	E	41-45 years old	98	2.92	277.74				**F>C**
	F	46-50 years	83	2.94	286.52				
	G	51 years and over	73	2.68	246.96				
Impression Management Scale Total	A	25 years and younger	14	1.68	231.75				
	B	26-30 years	58	1.92	286.66				
	C	31-35 years	100	1.65	238.53				
	D	36-40 years	77	1.70	223.89	6	10.184	0.117	---
	E	41-45 years old	98	1.72	253.16				
	F	46-50 years	83	1.79	278.16				
	G	51 years and over	73	1.67	245.15				

*p<0.05

Table 9. Kruskal Wallis-H test results shows the comparison of impression management tactics of Acaemicians in higher education institutions providing sports education according to the title variable.

		Title	n	?	Order Avg	Sd	X²	P	Significant Difference
Trying to pity themselves	A	Professor	44	1.40	277.50	4	4.236	0.375	---
	B	Associate professor	99	1.30	255.67				
	C	Asst. Prof.	122	1.22	235.83				
	D	Lecturer	133	1.24	249.78				
	E	Research Asst.	105	1.28	259.45				
Trying to make themselves liked by promoting their qualification	A	Professor	44	2.40	314.10	4	21.411	0,000*	A>C A>D B>C B>D E>C E>D
	B	Associate professor	99	2.22	275.01				
	C	Asst. Prof.	122	2.03	224.65				
	D	Lecturer	133	2.01	224.58				
	E	Research Asst.	105	2.22	270.80				
Trying to show themselves as an exemplary staff member	A	Professor	44	1.57	294.33	4	8.875	0.064	---
	B	Associate professor	99	1.44	259.16				
	C	Asst. Prof.	122	1.34	234.36				
	D	Lecturer	133	1.34	239.13				
	E	Research Asst.	105	1.42	264.31				
Trying to make them realize their own importance by force	A	Professor	44	1.26	270.42	4	6.133	0.189	---
	B	Associate professor	99	1.18	251.78				
	C	Asst. Prof.	122	1.25	255.51				
	D	Lecturer	133	1.15	233.84				
	E	Research Asst.	105	1.26	263.41				
Trying to Own Your Business	A	Professor	44	2.67	245.22	4	19.588	0,001*	B>A B>C B>D B>E
	B	Associate professor	99	3.11	308.18				
	C	Asst. Prof.	122	2.62	238.55				
	D	Lecturer	133	2.65	243.38				
	E	Research Asst.	105	2.57	228.42				
Impression Management Scale Total	A	Professor	44	1.89	306.43	4	19.837	0,001*	A>C A>D B>C B>D E>D
	B	Associate professor	99	1.81	283.58				
	C	Asst. Prof.	122	1.66	229.22				
	D	Lecturer	133	1.65	222.79				
	E	Research Asst.	105	1.76	262.89				

*p<0.05

Table 10. Kruskal Wallis-H test results shows the comparison of impression management tactics of Acaemicians in higher education institutions providing sports education according to the professional seniority variable.

		Professional Seniority	n	?	Order Avg	Sd	X²	P	Significant Difference
Trying to pity themselves	A	1-5 years	142	1.27	254.75	5	3.886	0.566	---
	B	6-10 years	98	1.25	243.53				
	C	11-15 years	53	1.27	248.48				
	D	16-20 years	59	1.25	244.33				
	E	21-25 years	57	1.40	280.75				
	F	26 years and over	94	1.21	246.04				
Trying to make themselves liked by promoting their qualification	A	1-5 years	142	2.10	244.54	5	4.153	0.528	---
	B	6-10 years	98	2.11	238.42				
	C	11-15 years	53	2.17	248.36				
	D	16-20 years	59	2.19	266.75				
	E	21-25 years	57	2.24	280.96				
	F	26 years and over	94	2.09	252.65				
Trying to show themselves as an exemplary staff member	A	1-5 years	142	1.41	256.51	5	3.194	0.670	---
	B	6-10 years	98	1.36	254.64				
	C	11-15 years	53	1.38	230.99				
	D	16-20 years	59	1.38	250.29				
	E	21-25 years	57	1.50	272.11				
	F	26 years and over	94	1.35	243.16				
Trying to make them realize their own importance by force	A	1-5 years	142	1.23	254.71	5	15.494	0,008*	A>F B>F C>F D>F E>F
	B	6-10 years	98	1.30	268.18				
	C	11-15 years	53	1.30	266.93				
	D	16-20 years	59	1.20	248.64				
	E	21-25 years	57	1.23	268.74				
	F	26 years and over	94	1.05	214.57				
Trying to Own Your Business	A	1-5 years	142	2.54	229.37	5	15.690	0,008*	C>A C>B E>A E>B
	B	6-10 years	98	2.55	228.68				
	C	11-15 years	53	3.05	297.10				
	D	16-20 years	59	2.76	252.40				
	E	21-25 years	57	2.99	289.73				
	F	26 years and over	94	2.78	261.93				
Impression Management Scale Total	A	1-5 years	142	1.71	243.88	5	5.895	0.317	---
	B	6-10 years	98	1.71	236.91				
	C	11-15 years	53	1.78	251.25				
	D	16-20 years	59	1.75	258.74				
	E	21-25 years	57	1.84	291.72				
	F	26 years and over	94	1.68	252.11				

*$p<0.05$

DISCUSSION

The average scores obtained by Acaemicians in higher education institutions providing sports education from the sub-dimensions of the Impression Management Scale, "Trying to pity themselves" size 1.27±0.51; "Trying to make themselves liked by promoting their qualification" 2.14±0.74; "Trying to show themselves as an exemplary staff member." 1.40±0.63; "Trying to make them realize their own importance by force" 1.21±0.54; "Trying to own their business" 2.72±1.12 and across the scale It was found as 1.73±0.54 (Table 4).

In the analysis conducted in order to interpret the average scores obtained from the sub-dimensions of the Impression Management Scale and in general; Acaemicians"Trying to pity themselves", "Trying to show themselves as an exemplary staff member", "Trying to make them realize their own importance by force" and "General Impression Management" tactics which they never use; "Trying to make themselves liked by promoting their qualification" impression management tactics they are rarely used, "Trying to own their"

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

impression management tactics are which they use Decently from time to time it has been determined (Table 5).

In the interpretation of the average scores obtained by Acaemicians in higher education institutions providing sports education from the general scale It has been identified that they have never used impression management tactics. Acaemicians who train people who are needed in every field that shapes the future of society, they have never used general impression management tactics reaching the conclusion is important for the relevant body of literature. It is possible to say that the research result is in parallel with the relevant literature when the definition of the profession is taken into account. In short, academicism, which we can define as gaining specialization by doing postgraduate education and engaging in research activities, is one of the most respected professions of our day. Acaemicians are the people who determine the future of the country and guide society in a developed society.

Higher education institutions, which are considered as the top step of the education system of our country, are social institutions where scientific knowledge is produced and the next generation is shaped. The people who produce scientific knowledge in higher education institutions and educate future generations are Acaemicians (53). In addition, in organizations where hierarchical distance is high, individuals are expected to use impression management tactics with the desire to engage in remarkable behavior (32). Considering the research result, it can be said that participants belonging to the academic profession, who derive their respectability from their definition, do not need to use various tactics to achieve their goals in the process of their duties, to change or manage the thoughts and impressions of the people around them.

The other result of the research is "I pretend to know less than I really know to get people to help me finish my job, I try to get people's help or compassion by appearing needy in some places, I can pretend not to understand the subject so that I can get someone else's help, I can pretend that I need help from others to help me finish my job, I can pretend to know less than I really know to avoid a task that I don't like." consisting of statements Trying to pity themselves; "I make it clear that I am a hard worker by staying at work after hours, I try to look busy even when things are not busy, I go to work before time to look dedicated to work, I go to work at night/weekends to look dedicated to work." consisting of statements Trying to show themselves as an exemplary staff member; "I intimidate my colleagues if it will help me to do my duty, I make my colleagues feel that if they are not close to me, their work will become difficult, I can threaten my colleagues to make them behave in the desired way." from their statement(5) consisting of Trying to make them realize their own importance by force the dimensions of impression management tactics by Acaemiciansthat it has never been used and "I strongly fight with colleagues when they prevent me from doing my duty, I fight violently and aggressively with colleagues who prevent me from doing my job" from their statements (5) consisting of Trying to own their business the dimension of impression management tactics that it is used occasionally detection of, it shows parallelism with the result obtained from the overall scale. Although Trying Own Their Business although the scale items included in the impression management tactic create a negative image, they contain statements that may mean that the employee is in conflict with colleagues in cases necessary to perform the assigned task. Individuals who use this tactic bear a high responsibility for the task assigned to them, and the achievement of the assigned tasks is a priority for individuals who use this tactic (Çetin and Basım 2010). Considering that the academician profession, which educates people for society, requires high responsibility, it can be considered normal that this tactic is the most commonly used tactic by Acaemicians.

The other result of the research is "I proudly mention my work experience or education, compliment colleagues to appear friendly, announce my talents or qualifications to people, show interest in my colleagues' private lives to show that I am friendly, tell others that I am an important person at work, praise colleagues for their achievements to make them think I am a good person, make people aware of my achievements, make special assistance to colleagues to show that I am a friend (I do favor)" from their statements (10) consisting of Trying to make themselves liked by promoting their qualification the dimension of impression management tactics are rarely used by academician it is a detection.

It is inevitable that a person who wants to be successful in directing their complex relationships in business life will use impression management tactics (2). The title in Acaemicianship; in addition to different working conditions, it also brings with it a complex social environment and an excessive workload (13). In this context, it can be expected that Acaemicians belonging to higher education institutions where hierarchical

distance is too high will use impression management tactics. The positive and negative effects of interpersonal relationships in these organizations where mutual interaction and communication are high, as well as the conscious or unconscious behavior of Acaemicians in these complex social relationships, will include impression management tactics. Whether they have the same status or not, Acaemicians in interconnected Acaemicians relationships will more or less resort to these tactics (53). In fact (2) they also argued that Acaemicians resort to impression management tactics in order to be successful in their professions.

Acaemicianship is a way of life in which, in addition to having high stress elements, administrative and academic workload is high, and there is an expectation of high performance. Due to the fact that Acaemicianship is a profession that covers an important part of life and leaves little room for private life in this aspect, is prone to work-family conflict, wages and rewards are insufficient, staff problems are growing (14), this dimension of impression management tactics (Trying To Make Themselves Liked By Promoting Their Qualification)although rarely, it is thought to be the reason for its use by Acaemicians participating in research.

In parallel with the research results (48) by an employee of the Ministry of Youth and Sports "Investigation of Impression Management Behaviors of Youth Leaders" in the study titled, the average scores of youth leaders belonging to the sub-dimensions of the Impression Management Scale; "Trying to pity themselves[1,58±/never]", "Trying to show themselves as an exemplary staff member[1,67/never]", "Trying to make them realize their own importance by force[1,53/never]", "Trying To Make Themselves Liked By Promoting Their Qualification[(2,20/Rarely]", "Trying to Own Their Business[2,28)/Rarely]" and in the sum of the scale[1,80/never]" it was found in the form of. (48) this result was found by the participants, "Trying to pity themselves", "Trying to show themselves as an exemplary staff member" and "Trying to make them realize their own importance by force" in the sub-factors very low at the level of, "Trying To Make Themselves Liked By Promoting Their Qualification" and "Trying to Own Their Business" in the sub-factors at a low level it has been interpreted as exhibiting impression management behavior.

Again made by (53) in the study "The Mediating Role of Individual-Organization Harmony in the Effect of Acaemicians' Impression Management Tactics on Their Loneliness in Their Work Life" the average value of the impression management perceptions of the research assistants participating in the study was identified as low.

Similar results have been achieved in studies that are parallel to the research results and conducted with different sample groups. As follows;

In the study conducted by (50) the nurses, the average score of the sub-dimensions of the Impression Management Scale; "Trying to pity themselves[1,26±0,55/never]", "Trying to show themselves as an exemplary staff member[1,28±0,57/never]", "Trying to make them realize their own importance by force[1,28±0,61/never]", "Trying To Make Themselves Liked By Promoting Their Qualification[1,91±0,62/Rarely]", "Trying to Own their Business[1,97±0,93/Rarely]" and in the sum of the scale[1,54±0,52/never]" it was found in the form. in the study conducted by (45) the averages of the Impression Management Scale sub-dimension score of the officers serving in the ground forces; "Trying to pity themselves[1,32±2,07/never]", "Trying to show themselves as an exemplary staff member[1,28±1,60/never]", "Trying to make them realize their own importance by force[1,56±1,76/never]", "Trying To Make Themselves Liked By Promoting Their Qualification[2,33±4,90/Rarely]", "Trying to Own their Business[2,75±1,99/sometimes]" it was found in the form. In the study conducted by (55) the Impression Management Scale of hospital employees, the sub-dimension score averages were; "Trying to pity themselves[1,57±1,00/never]", "Trying to show themselves as an exemplary staff member[1,56±1,08/never]", "Trying to make them realize their own importance by force[1,52±1,06/never]", "Trying To Make Themselves Liked By Promoting Their Qualification[2,60±1,13/Rarely]", "Trying to Own their Business[2,69±1,48±1,11/sometimes]" it was found in the form.(52) in the study conducted by the defense industry employees Impression Management Scale sub-dimension score averages; "Trying to pity themselves[1,52±0,66/never]", "Trying to show themselves as an exemplary staff member[1,49±0,67/never]", "Trying to make them realize their own importance by force[1,56±0,70/never]", "Trying To Make Themselves Liked By Promoting Their Qualification[2,46±0,84/Rarely]", "Trying to Own Their Business[2,56±1,11/Rarely]" it was found in the form.

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

Acaemicians at higher education institutions providing sports education, general impression management tactics andthe dimensions of impression management tactics (trying to pity yourself, trying to make themselves liked by promoting their qualification, trying to show themselves as an exemplary staff member, trying to make them realize their own importance by force, trying to own their business) gender it was found that there was no significant differentiation according to the variable (Table 6).

The impression management tactics followed by individuals in organizations differ according to the personality characteristics of individuals and various variables. These variables are gender, time and being realistic (30). In male-dominated societies and organizations, women cannot join some groups in the business environment because they are in the background, and they have to apply a different tactic than the impression management tactic that men would apply in the face of the same situation. It has been determined that women tend to use impression management tactics more than men because they think that men are more inclined to impression management behaviors. (44). "Investigation of the Quality of Work Life and Impression Management Behaviors of Employees of Sports Organizations"made by (23) in the study, the total scores of the impression management scale and the sub-dimensions of impression management of women; trying to make themselves liked by promoting their qualification, trying to make themselves liked by glorifying the other person, trying to show themselves as an exemplary staff member and trying to pity yourself their scores were found as significantly higher than the scores of men. Again, in a similar way (50) and (49) in their studies with different sample groups, they determined that the impression management scores of female employees were higher than those of male employees.(50),(48),(44), (43) in the studies conducted by them, it was also concluded that impression management tactics differ according to gender variable. Although the results in the body of literature article are as follows, it has been stated that the type of activity of the organization and, accordingly, the level of education of employees are also effective in impression management tactics (8). In an organization consisting of employees with a high level of education, it is believed that employees will not be in an effort to perform beyond the role in order to leave an impression on their superiors due to the knowledge that their performance is important. The result that whether the Acaemicians are male or female does not affect the impression management tactics can be explained by the difference in the type of activity of the organization and the high level of education of the research group. As a matter of fact, it supports our research result and in the study on the Acaemicians conducted by (53) , the gender variable did not create a significant difference in the use of impression management tactics. Again, in the study conducted by (2)"Impression Management Tactics: An Application Aimed at Determining the Impression Management Tactics of Acaemicians Working at Erciyes University" , there was no Deciency between the use of impression management tactics according to the gender of the Acaemicians. Again in a similar way (54)'s in the study he discussed impression management in the security organization, (8)'s in the study on public employees, (55) and (3) in the studies conducted them, it was not possible to obtain a significant difference between the gender variable and the use of impression management tactics.

Acaemicians at higher education institutions providing sports education, general impression management tactics and trying to pity yourself, trying to make themselves liked by promoting their qualification, trying to make them realize their own importance by force and trying to own their businessthe section where the dimensions of impression management tactics are assigned does not differ significantly according to the variable; trying to show themselves as an exemplary staff member the dimension of impression management tactics in the department in which they work it was found that it differed significantly according to the variable (Table 7).

Trying to show themselves as an exemplary staff member in the dimension of impression management tactics as a result of the analysis conducted through the dual combination of the department variable, the Acaemicians working in the Department of Physical Education and Sports Teaching and Recreation, compared to to the Acaemicians working in the department of Coaching Education Trying to show themselves as an exemplary staff member it has been determined that they use impression management tactics at a significantly high level. In the relevant body of literature, "Trying to show themselves as an exemplary staff member" and "Trying to make them realize their own importance by force" it is stated that their behavior is used as the positive perceptions of the person about themselves decrease. In other words, as the use of these two tactics increases, self-perception becomes negative. Those who use these tactics want to be seen as someone who work a lot for their business, are identical to what they do (38). Again, in the relevant body of literature, there

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

are findings that in the following years, individuals use less impression management tactics as a result of the development of their relationships with their environment and being sufficiently recognized by other individuals (3). In higher education institutions providing sports education, the first department established is the Department of Physical Education and Sports Teaching. In higher education institutions providing sports education, where there are 4 departments (physical education and sports teaching, coaching education, sports management, recreation), they are usually the most recently established Recreation Departments. In other words, the graduation of the Acaemicians who worked in these four departments until a certain period are mostly physical education and sports teaching department.

In the light of these informations, considering the department variable assigned from demographic variables,, trying to show themselves as an exemplary staff member in the use of impression management tactics, a significant level of difference was found between Acaemicians working in the department of Physical Education and Sports Teaching, the first department established in higher education institutions providing sports education, and Acaemicians working in the department of Coaching Education; Although it was expected in favor of Acaemicians working in the department of Coaching Education, the result was realized in the opposite way; Acaemicians working in the department of Physical Education and Sports Teaching, compared to Acaemicians working in the department of Coaching Education trying to show themselves as an exemplary staff member it has been determined that they use impression management tactics at a significantly high level. When the research result is evaluated according to the related body of literature, it is quite thought-provoking. Acaemicians working in the Department of Physical Education and Sports Teaching who have reached a certain professional experience, trying to show themselves as an exemplary staff member compared to the Acaemicians working in the Department of Coaching Education, the reason for their high use of impression management tactics may be their efforts to increase their interpersonal relationships in an even more positive way.

According to the research, Acaemicians who work in the Recreation department, which is usually the most recently established department in higher education institutions providing sports education, where there are 4 departments (physical education and sports teaching, coaching education, sports management, recreation), compared to Acaemicians who work in the Coaching Education department trying to show themselves as an exemplary staff member the other conclusion reached that they used impression management tactics at a significantly high level is in parallel with the findings in the relevant body of literature.

In parallel with our research results and in the studies conducted by (4),(20) significant differences were found in the general impression management tactics and the dimensions of impression management tactics according to the departments in which the participants worked.

Acaemicians at higher education institutions providing sports education, general impression management tactics and trying to pity yourself, trying to make themselves liked by promoting their qualification, trying to show themselves as an exemplary staff memberthe age of the dimensions of impression management tactics does not differ significantly according to the variable; trying to make them realize their own importance by force and trying to own their business the dimensions of impression management tactics if age it was found that it differed significantly according to the variable (Table 8).

Trying to make them realize their own importance by force and trying to own their businessin the dimensions of impression management tactics as a result of the analysis performed on the binary combination of the age variable;

The Acaemicians who are in the age range of 26-30, compared the Acaemicians who are in the age range of 36-40, 46-50, 51 and over, and the Acaemicians who are in the age range of 31-35 and 41-45, compared to the Acaemicians who are in the age range of 51 and over, trying to make them realize their own importance by force they use impression management tactics at a significantly high level,

The Acaemicianss in the age range of 41-45 and 46-50, compared to the Acaemicians in the age range of 31-35 trying to own their business it has been determined that they use impression management tactics at a significantly high level.

According to these results,,younger Acaemicianscompared to Acaemicians who are older, trying to make them realize their own importance by force that they used the impression management tactic at a significantly high level, older Acaemicianscompared to Acaemicians who are younger trying to own their business it is possible to say that they use the impression management tactic at a significant high level. These results indicate that individuals who want to be perceived as individuals who have taken on the goals of the organization young the impression management tactics of Acaemicians (trying to make them realize their own importance by force) based on the expectation that they will be used as a tool for organizational purposes (38), Kan (22) and in later years it can be explained by the fact that an individual has reached the point he wants as a career and is more recognized by the people around him. As a result, as the individual's relationships develop with his environment, the individual aims less to make them realize their own importance by force

Trying to own their businessalthough the scale items included in the impression management tactic create a negative image, they contain statements that may mean that the employee is in conflict with colleagues in cases necessary to perform the assigned task. Individuals who use this tactic bear a high responsibility for the task assigned to them, and the achievement of the assigned tasks is a priority for individuals who use this tactic (10). With the increase of the time spent by Acaemicians in the profession and in the institution in parallel with the progression of their age, their identification with their work, their better understanding of the purpose and importance of work, the increase of their level of commitment to their work and the institution; they try to own their business more it is qualified to explain the result.

There are studies in the relevant body of literature that are parallel to our research findings and find that some dimensions of impression management tactics differ significantly according to the age variable, as well as studies that determine that impression management tactics do not differ according to the age variable of the participants. In these studies;

(1), while one of the impression management tactics of physical education teachers according to age variable does not have significant difference in trying to make themselves liked by promoting their qualification, trying to show themselves as an exemplary staff member, trying to pity themselves, they found a significant difference according to the age variable in trying to make them realize their own importance by force, trying to own their business (1), 21-30 age participants trying to make them realize their own importance by force he informed that their preference for the tactic more; since they are new to educational institutions and the profession, efforts to make themselves noticed and show themselves to colleagues and others may be the reason.(23), with age variables of employees of sports organizations and total score of the impression management scale, trying to show themselves as an exemplary staff member and trying to pity themselves he has reached the conclusion that there are significant relationships between the sub-dimensions in a negative way.(23) as a result, sports organizations increase the age of their employees trying to show themselves as an exemplary staff member, trying to pity themselves the dimensions of impression management tactics and general impression management tactics he interpreted it as a decrease in using behaviors. (2), in the analysis of the age of the Acaemicians participating in the study and the use of impression management tactics, introducing their qualifications they determined that the frequency of using the tactic differs according to the ages of the Acaemicians. Introducing their qualifications in the analysis conducted in terms of the tactic, it was found that Acaemicians aged 40 and over use this tactic more than younger Acaemicians. (8), they have determined that public employees aged 36 and over more tend to trying to make themselves liked by promoting their qualification than under 30 and 31-35 years Again(3), in the research of a private bank that has been operating in Turkey for many years, consisting of employees involved in the sale of private pensions; asking for help, apologetic and repudiation that the use of tactics increases depending on age, introducing their qualifications and intimidation it has been determined that the frequency of use of tactics decreases depending on age.(26), in the study titled,"The Effect of Impression Management Tactics on Career Success: The Regulatory Role of Self-Efficacy" the participants making themselves liked, threaten, pity themselves and impression management tactics total score while we did not observe a significant difference in their averages depending on age groups; introducing their qualifications he observed a significant difference in the average score depending on the age groups.Pparticipants in the 18-24 age group introducing their qualifications the average score was found to be significantly higher than that of the participants in the age group of 36 and over.(50), one of the sub-dimensions of nurses' impression management scale "trying to pity themselves", "trying to make themselves liked by promoting their qualification", "trying to show themselves as an

exemplary staff member", "trying to make them realize their own importance by force." and there was no statistically significant difference between the sum of the scales the scores and the age groups. The nurses' impression management scale "trying to own their business" he found a statistically significant difference between the sub-dimension score and the age groups. Nurses who are in the 35-39 age group trying to own their business the sub-dimension score was found to be statistically significantly higher compared to nurses between the ages of 20-24.

In a different way from our study results;(48) according to the ages of the youth leaders included in the research, the general impression management scale shows that the sub-dimensions of "trying to make them realize their own importance by force", "trying to make themselves liked by promoting their qualification", "trying to show themselves as an exemplary staff member", "trying to make them realize their own importance by force" and "trying to own their business" do not show a significant difference;(53) in the study conducted by Acaemicians, it was found that there was no significant difference in the use of impression management tactics in the context of the age variable; (20)'s in his study conducted on a sample of doctors, it was found that impression management tactics did not show a significant difference in terms of age variable and (4)'s in the study conducted with nurses, it was found that there was no statistical difference between the age groups of nurses and the total and sub-dimension scores of the impression management scale. This situation can be explained by the difference of the groups that make up the sample of the studies.

Acaemicians at higher education institutions providing sports education, trying to pity themselves, trying to show themselves as an exemplary staff member and trying to make them realize their own importance by force the title of the dimensions of impression management tactics does not differ significantly according to the variable; trying to make themselves liked by promoting their qualification, trying to own their business the dimensions of impression management tactics and general impression management tacticsaccording totitle it was found that it differed significantly according to the variable (Table 9).

Trying to make themselves liked by promoting their qualification, trying to own their business in the dimensions of impression management tactics and in general impression management tactics, as a result of the analysis performed on the binary combination of the title variable;

The Acaemicians who are professor, associate professor and research assistant use trying to make themselves liked by promoting their qualification impression management tactics at a significantly high level compared to the Acaemicians who are assistant professor.

The Acaemicians who are associate professor use trying to own their business impression management tactics at a significantly high level compared to the Acaemicians who are professor, associate professor and research assistant.

It was determined that the Acaemicians who are professor and associate professor use general impression management tactics significantly high level compared to the Acaemicians who are assistant professor and lecturer, the Acaemicians who are research associate use it significantly high level compared to the Acaemicians who are lecturer.

The impression management perspective claims that the individual tries to be perceived positively by others both inside and outside the organization and to prevent negative perception (39). Indeed, when the classifications of impression management tactics are examined, it is seen that they are usually divided into two groups: positive impression creation behaviors and negative impression avoidance behaviors, even if they are under fundamentally different names (17), (12). Based on these views (31) it has been widely adopted and formed the basis for other classifications, using the classification of tactics aimed at self-promotion and self-defense (2). In the research, it was found that there is a significant difference according to the title variable trying to make themselves liked by promoting their qualification and trying to own their business the dimensions of impression management tactics are included in the classification for self-promotion.

When table 9 evaluated in general, both in the dimensions of impression management tactics, which were found to differ significantly according to the title variable, and in the dimensions of impression management tactics, which were found not to differ significantly according to the title variable. Academically, it is observed that Acaemicians who are professors and associate professors with the top title have the highest average score.

Achieving professional goals in an organizational environment, increasing effectiveness in interpersonal relationships, and which impression management tactics are more effective to use in creating certain positive impressions can be better understood as you rise to the top titles. Again, in the relevant body of literature, it was reported that employees use these tactics more by realizing the impact of impression management on their career with the increase in their experience gained as they rise to the top titles. Which is included in the classification for self-promotion trying to make themselves liked by promoting their qualification and trying to own theirrbusiness the research results, in which a significant level of differentiation in impression management tactics was found in favor of Acaemicians with a top title, can be explained within these informations.

In the study which do not coincide with our research results conducted by (42) using a different scale in which 21 Lecturers, 40 Research Assistants, 54 Assistant Professors, 12 Acaemicians with the title of Associate Professor participated "The Level of Instructors' Use of Impression Management Tactics: The Example of Abant Izzet Baysal University-Sakarya University" in the study; It has been determined that the frequency of using impression management tactics of teaching staff does not show a significant difference according to their titles.

It was found that Acaemicians at higher education institutions providing sports education, general impression management tactics and trying to pity themselves, trying to make themselves liked by promoting their qualification, trying to show themselves as an exemplary staff memberprofessional seniority of the dimensions of impression management tactics does not differ significantly according to the variable; trying to make them realize their own importance by force and trying to own their business the dimensions of impression management tacticsdiffer from significantly professional seniority variable (Table 10).

Trying to make them realize their own importance by force and trying to own their business in the dimensions of impression management tactics as a result of the analysis carried out on the binary combination of the professional seniority variable;

the Acaemicians who have professional seniority between 1-5, 6-10, 11-15, 16-20 and 21-25 years use trying to make them realize their own importance by force impression management tactics at a significantly high level compared to Acaemicians who have professional seniority between 26 years and over.

It has been determined that the Acaemicians who have professional seniority between 11-15 and 21-25 years use trying own their business impression management tactics at a significantly high level compared to the Acaemicians who have professional seniority between 1-5 and 6-10 years.

According to these results, it is possible to say that the Acaemicianswith less professional seniority usetrying to make them realize their own importance by force who have more professional seniority. Acaemicianswho have more professional seniority usetrying to own their business impression management tactic at a significantly high level compared to the Acaemicians who have less working time as professional seniority

Acaemicians, with the increase of the time they spend in the profession and in the institution, their identification with their work, their better understanding of the purpose and importance of work, their increased level of commitment to their work and the institution; they try to own their business more it is qualified to explain the result. Again from a different point of view it can be explained that Acaemicians with high professional seniority "trying to own their business" the result found that they use the impression management tactic higher; with the increase in the time spent by Acaemicians in the profession and in the institution, they want to stay/maintain their positions they have targeted/reached based on the experience and experience they have gained and/or to be able to quickly rise to the top from the position they have targeted/reached

There are studies in the relevant body of literature that are parallel to our research findings and find that some dimensions of impression management tactics differ significantly according to the professional seniority variable, as well as studies that determine that the impression management tactics of participants do not differ according to the professional seniority variable. In these studies;

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN Orcid ID: 0000-0003-4082-500X

In the study conducted by (1) , in the impression management tactics according to the professional seniority variable of physical education teachers, there is no significant difference in , trying to make themselves liked by promoting their qualification, trying to show themselves as an exemplary staff member, trying to pity themselves, trying to own their business but trying to make them realize their own importance by force it has been determined that there is a significant difference. It has been found that the significant difference between 1-5 years and 11-15 years employees is in favor of 1-5 years employees.(53) according to the seniority of the Acaemicians, generally as a result of the use of impression management tactics and impression management tactics showing themselves as an exemplary staff member he has reached the conclusion that the average values related to his tactics differ significantly from statistical point of view.(53) Acaemicians whose seniorities are between 2 and 5 years general as an impression management tactic, they use it more often than other Acaemicianss (1 year and below, 6 years and over), again, Acaemicians with 6 years and over seniority, use it more often than other Acaemicians (1 year and under, 6 years and over showing themselves as an exemplary staff member it was determined that they used the impression management tactic less frequently than other Acaemicians (1 year and under, 2-5 years). In the study conducted by(36) , according to the seniority variable of impression management tactics used by elementary school administrators, handicapping it was concluded that there was no significant difference in the tactic sub-dimension in the other sub-dimensions, where there was a significant difference in meaning. Again in the study conducted by (50) , nurses' impression management scale, trying to own their business it has been concluded that the score averages of the sub-dimension differ significantly according to the professional seniority variable. In the research where a significant level of differentiation was not detected for the general and other sub-dimensions of the impression management scale, trying to own their business the source of the differentiation in the sub-dimension of nurses 1 year or under and 2-5 years professional work, was determined in favor of nurses who have 2-5 years of professional work In other words, it has been determined that nurses who have higher professional seniority , use trying to own their business impression management tactic at a significantly high level compared to nurses who have less working time as a professional seniority .

In a different way from our study results; (42), that the frequency of teachers' use of impression management tactics does not show a significant difference according to the professional experience variable;(2), according to the professional seniority of the Acaemicians, there is no difference in the use of impression management tactics; (3) The relationship between impression management tactics and professional experience of the participants involved in the private pension sales of a private bank operating in the sector in Turkey for many years was not statistically significant.(26), the perceptions of impression management tactics of the white-collar participants of the enterprises engaged in activities aimed at the service sector, whose professional experience periods differ, are at a similar level;(23), sports organizations have determined that there is no significant relationship between the working time of their employees and the total score of the impression management scale and the scores of the sub-dimension. This situation can be explained by the difference between the groups that make up the sample of the studies and the fact that the professional experience periods of the participants who make up the sample of the said studies are close to each other.

REFERENCES

1. Acar E, 2022. Beden eğitimi ve spor öğretmenlerinin izlenim yönetimi taktikleri ile yaşam doyumu ilişkisinde kişilik özelliklerinin rolü. Doktora Tezi, Dumlupınar Üniversitesi Lisansüstü Eğitim Enstitüsü, Kütahya.

2. Akdoğan AA, Aykan E, 2008. İzlenim yönetimi taktikleri: Erciyes Üniversitesi'nde görev yapan akademisyenlerin izlenim yönetimi taktiklerini belirlemeye yönelik bir uygulama. Yönetim: İstanbul Üniversitesi İşletme Fakültesi İşletme İktisadı Enstitüsü Dergisi, 19(60), 6-21.

3. Akgün T, 2009. İzlenim yönetimi taktikleri ile iş performansı değerleme puanları arasındaki ilişki: Bir uygulama. Yüksek Lisans Tezi, Marmara Üniversitesi Sosyal Bilimler Enstitüsü, İstanbul.

4. Aras N, 2013. Hemşirelerde izlenim yönetimi taktiklerinin belirlenmesi. Yüksek Lisans Tezi, Marmara Üniversitesi Sağlık Bilimleri Enstitüsü, İstanbul.

5. Basım N, Tatar İ, Şahin NH, 2006. Çalışma yaşamında izlenim yönetimi: Bir ölçek uyarlama çalışması. Türk Psikoloji Yazıları, 9(18), 1-17.

6. Büyüköztürk Ş, Çakmak EK, Akgün ÖE, Karadeniz Ş, Demirel F, 2014. Bilimsel araştırma yöntemleri. 18. Baskı. Ankara, Pegem Akademi.

7. Bolino MC, Turnley WH, 1999. Measuring impression management in organizations: A scale development based on the Jones and Pittman taxonomy. Organizational Research Methods, 2(2), 187-206, https://doi.org/10.1177/109442819922005

8. Binay M, Yıldız SS, 2017. Kamu çalışanlarının demografik özelliklerine göre örgütsel adalet algısı ve izlenim yönetimi davranışlarının farklılaşması. Sayıştay Dergisi, 107, 99-127.

9. Crane E, Crane FG, 2002. Usage and effectiveness of impression management strategies in organizational settings. Journal of Group Psychotherapy Psychodrama and Sociometry, 55(1),

10. Çetin F, Basım HN, 2010. İzlenim Yönetimi taktiklerinde öz yeterlilik algısının rolü. Erciyes Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi, 35, 255-269.

11. Çilenti K, 1979. Eğitim teknolojisi. Ankara, Kadıoğlu Matbaası.

12. Demir K, 2002. Türkiye'deki resmi ve özel lise öğretmenlerinin izlenim yönetimi. Doktora Tezi, Ankara Üniversitesi Eğitim Bilimleri Enstitüsü, Ankara

13. Demirbaş B, 2014. İş yerinde yalnızlığın işten ayrılma niyetine etkisinin belirlenmesine yönelik bir uygulama. Yüksek Lisans Tezi, Bilecik Şeyh Edebali Üniversitesi Sosyal Bilimler Enstitüsü, Bilecik.

14. Demirbaş B, Haşit G, 2016. İş yerinde yalnızlık ve işten ayrılma niyetine etkisi: Akademisyenler üzerine bir uygulama. Anadolu Üniversitesi Sosyal Bilimler Dergisi, 16 (1), 137-158.

15. Doğan S, Kılıç S, 2009. Örgütlerde izlenim yönetimi davranışı üzerine kavramsal bir inceleme. Atatürk Üniversitesi İktisadi ve İdari Bilimler Dergisi, 23(3), 53-83.

16. Gergen KJ, Wishnov B, 1965. Others' self-evaluations and interaction anticipation as determinants of self-presentation. Journal of Personality and Social Psychology, 2(3), 348– 358, https://doi.org/10.1037/h0022385

17. Giacalone RA, Rosenfeld P, 1989. Impression management in organizations: An overview. In: Impression management in the organization. Eds: Giacalone RA, Rosenfeld P, Hillsdale, New Jersey: Lawrance Erlbaum Associates.

18. Goffman E, 1956. The presentation of self in everyday life. University of Edinburgh, Social Sciences Research Centre.

19. Gümrükçü Özdemir N, 2006. Sanal topluluklarda izlenimi yönetme. Yüksek Lisans Tezi, Ankara Üniversitesi Sosyal Bililer Enstitüsü, Ankara.

20. İnceelli A, 2015. İzlenim yönetimi: KKTC sağlık sektöründe karşılaştırmalı bir araştırma. Yüksek Lisans Tezi, Uluslararası Kıbrıs Üniversitesi Lisansüstü Eğitim-Öğretim ve Araştırma Enstitüsü, Lefkoşa.

21. Jones EE, 1990. Interpersonal perception. New York, W.H. Freeman and Company.

22. Kan N, 2011. İzlenim yönetiminin performans değerlendirme üzerindeki etkisi: Akdeniz Bölgesi'nde faaliyet gösteren 4-5 yıldızlı otel işletmelerine yönelik bir araştırma. Yüksek Lisans Tezi, Çanakkale Onsekiz Mart Üniversitesi Sosyal Bilimler Enstitüsü, Çanakkale.

23. Karadavut S, 2020. Spor kuruluşları çalışanlarının iş yaşam kaliteleri ve izlenim yönetimi davranışlarının incelenmesi. Yüksek Lisans Tezi, İstanbul Gelişim Üniversitesi Lisansüstü Eğitim Enstitüsü, İstanbul.

24. Karagül N, 2019. İzlenim yönetimi ve performans değerlemenin örgütsel bağlılık üzerindeki etkisi. Yüksek Lisans Tezi, Beykent Üniversitesi Sosyal Bilimler Enstitüsü, İstanbul.

25. Kasar A, 2013. Patronunuzu Nasıl İkna Edersiniz? İstanbul, Babıali Kültür Yayıncılığı.

26. Kayakışla Çarkcı D, 2019. İzlenim yönetimi taktiklerinin kariyer başarısı üzerine etkisi: Öz yeterliliğin düzenleyici rolü. Yüksek Lisans Tezi, Marmara Üniversitesi Sosyal Bilimler Enstitüsü, İstanbul.

27. Kayakışla Çarkcı D, 2019. İzlenim yönetimi taktiklerinin kariyer başarısı üzerine etkisi: Öz yeterliliğin düzenleyici rolü. Yüksek Lisans Tezi, Marmara Üniversitesi Sosyal Bilimler Enstitüsü, İstanbul.

28. Leary MR, 1996. Self-presentation: Impression management and interpersonel behaviour. New York, Routledge.

29. Leary MR, Kowalsky RM, 1995. Social anxiety. New York, The Guilford Press.

30. Leary MR, Kowalsky RM, 1990. Impression management: A Literature review and two-component model. Psychological Bulletin, 107(1), 34–47, https://doi.org/10.1037/0033-2909.107.1.34

31. Lim YK, 2011. A longitudinal study of impression management strategies and leadership emergence: The moderating roles of gender and virtualness. Doctor of Philosophy, University of Oklahoma, Norman, Oklahoma.

32. Mathur P, Jain SP, Maheswaran D, 2012. Consumers' implicit theories about personality influence their brand personality judgments. Journal of Consumer Psychology, 22(4), 545-557.

33. Oğuzhan T, Sığrı Ü, 2014. Eğitim örgütlerinde izlenim yönetimi taktiklerinin kullanımına etik iklim tipinin etkisinde lider üye etkileşiminin aracılık rolü. Çankırı Karatekin Üniversitesi Sosyal Bilimler Enstitüsü Dergisi, 5(1), 355-379.

34. Özmen Ş, Çakmaklı İ, 2022. İnternet üzerinden anket yoluyla veri toplama. Erişim tarihi 15 Nisan 2022. Erişim adresi, https://studylibtr.com/doc/1015325/doc---%C5%9Fule-%C3%B6zmen

35. Özdamar K, 2004. Paket programlar ile istatistiksel veri analizi. Eskişehir, Kaan Kitabevi.

36. ÖSYM, 2021. Türkiye Cumhuriyeti Ölçme, Seçme ve Yerleştirme Merkezi Başkanlığı. 2021- Yükseköğretim Programları ve Kontenjanları Kılavuzu. 2021 Yükseköğretim Kurumları Sınavı (YKS) Yükseköğretim Programları ve Kontenjanları Kılavuzu. Erişim tarihi 15 Nisan 2022. Erişim adresi, https://dokuman.osym.gov.tr/pdfdokuman/2021/YKS/kntkilavuz05082021.pdf

37. Özan MB, Sayıcı M, 2016. İlköğretim kurum yöneticilerinin izlenim yönetimi. Fırat Üniversitesi Sosyal Bilimler Dergisi, 26(2), 175-188.

38. Provis C, 2017. Intuition, analysis and reflection in business ethics. Journal of Business Ethics, 140(1), 5-15.

39. Rosenfeld, P, Giacalone RA, Riordan CA, 1995. Impression management in organizations: Theory, measurement, and practice. New York, Routhledge.

40. Rosenfeld P, 1997. Impression management, fairness and the employment interview. Journal of Business Ethics. 16(8), 801- 808.

41. Rowatt WC, 1997. Managing impression of significant others: Other-monitoring scale development and validation. Doctorate Thesis, University of Louisville, KY, USA.

42. Sallot LM, 2002. What the public thinks about public relations: An impression management experiment. Journalism & Mass Communication Quarterly, 79(1), 150-164.

43. Sezgin Nartgün Ş, Zafer Güneş, D, Kepekcioğlu ES, Selvi Ç, 2013. Öğretim elemanlarının izlenim yönetimi taktiklerini kullanma düzeyi: Abant İzzet Baysal Üniversitesi-Sakarya Üniversitesi örneği. The Journal of Academic Social Science Studies, 6(1), 1065-1090.

44. Sing V, Kumra S, Vinnicombe S, 2002. Gender and impression management: Playing the promotion game. Journal of Business Ethics, 37, 77–89.

45. Sing V, Vinnicombe S, 2001. Impression management, commitment and gender: Managing others' good opinions. European Management Journal, 19(2), 183-194.

Tuncay SARIIPEK Orcid ID: 0000-0002-4790-4379 / Ibrahim Bülent FISEKCIOGLU Orcid ID0000-0001-8356-4001 / Hakan Salim CAGLAYAN ID: 0000-0003-4082-500X

46. Tatar İ, 2006. İzlenim yönetiminde kendilik algısı ve stres: kara kuvvetlerinde bir uygulama. Yüksek Lisans Tezi, Kara Harp Okulu Komutanlığı Savunma Bilimleri Enstitüsü, Ankara.

47. Tekin H, 1993. Eğitimde ölçme ve değerlendirme. Ankara, Yargı Yayınları.

48. Thompson P, McHugh D, 2003. Work organizations: A critical introduction. Third Edition. New York, USA, Palgrave.

49. Tolukan E, Şahin MY, Ayyıldız E, Uğurlu A. 2017. Gençlik liderlerinin izlenim yönetimi davranışlarının incelenmesi. Gaziantep Üniversitesi Spor Bilimleri Dergisi, 2(2), 41-56.

50. Topçu Ersoy H, 2011. İzlenim yönetiminin kurum imajına etkileri. Doktora Tezi, Ege Üniversitesi Sosyal Bilimler Enstitüsü, İzmir.

51. Tuncel K, 2019. Hemşirelerin izlenim yönetimi taktikleri ve örgüt kültürü algıları. Yüksek Lisans Tezi, Marmara Üniversitesi Sağlık Bilimleri Enstitüsü, İstanbul.

52. Turan EZ, 2018. İzlenim yönetimi taktikleri lider-üye etkileşimleri ve örgütsel bağlılığın duygusal emek üzerindeki etkileri. Yüksek Lisans Tezi, Bayburt Üniversitesi Sosyal Bilimler Enstitüsü, Bayburt.

53. Türköz T, 2010. Çalışanların öz liderlik algısının izlenim yönetimi taktiklerini kullanımlarına olan etkileri: Savunma sanayinde uygulamalı bir araştırma. Yüksek Lisans Tezi, Kara Harp Okulu Komutanlığı Savunma Bilimleri Enstitüsü, Ankara.

54. Ulukapı Yılmaz H, 2021. Akademisyenlerin izlenim yönetimi taktiklerinin iş yaşamlarındaki yalnızlıkları üzerindeki etkisinde birey-örgüt uyumunun aracılık rolü. Doktora Tezi, Selçuk Üniversitesi Sosyal Bilimler Enstitüsü, Konya.

55. Ünaldı S, 2005. Emniyet örgütü yöneticilerinin izlenim yönetimi. Yüksek Lisans Tezi, Ankara Üniversitesi Eğitim Bilimleri Enstitüsü, Ankara.

56. Yıldız ML, İşçi E, Taşçı S, 2016. İzlenim yönetimi taktiklerinin sosyal kaytarma üzerine etkisi: Sağlık sektöründe bir araştırma. İstanbul Kemerburgaz Üniversitesi Sosyal Bilimler Dergisi, 1(1), 103- 120.