



## The Effect of Occupational Health and Safety Practices on Organization Trust in Hotel Businesses

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**Abstract:** This research, is aimed to determine the effect of occupational health and safety practices in hotel businesses in Nevşehir province on the perceptions of employees' trust in the organization. For this purpose, data were collected from employees working in hotel businesses in Nevşehir province from February to May 2021 by survey technique. In the study, correlation analysis was applied to determine the relationship between occupational health and safety practices of hotel businesses and their perceptions of trust in the organization, and regression analysis was applied to determine the effect of occupational health and safety practices on trust in the organization. As a result of the research, it has been determined that the perception of trust in the organization of the employees of hotel enterprises is affected by occupational health and safety practices. Occupational health and safety, gaining more importance with each passing day, plays a decisive role for both developed countries and developing countries. Changes in working life also have an impact on occupational health and safety, and changing working conditions bring new risks and dangers. For this reason, with new regulations, states, employers, and employees need to keep occupational health and safety up to date. Practices at the point of working conditions, employment contracts, working methods (trial-term, part-time, seasonal, on-call work, overwork, unregistered employment, etc.) of the enterprises in the tourism sector are important for the sector employees and must be taken under legal supervision and protection.

**Keywords:** Occupational Health and Safety, Trust in Organization, Hotel Business Employees

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## 1. INTRODUCTION

The most basic human right is the right to live. To survive depending on good living conditions depends on being healthy. This can only be possible with the physical and mental well-being of the individual.<sup>1</sup> Individuals are included in the workforce to meet their basic needs and to survive and face various risks in this production process. For this reason, occupational health and safety practices are needed to eliminate potential dangers that may occur in the workplace and to create a healthy and safe work environment. In this way, occupational accidents and diseases that may occur in the workplaces are prevented and an environment is created for a healthy working environment. It is observed that as a result of the accidents that occur every year, employees die, become disabled and suffer various losses due to occupational diseases. International Labour Organization and Republic of Turkey Social Security Institution data (SSI) reveal the seriousness of the situation in terms of occupational accident rates, occupational deaths, and occupational diseases in Turkey. According to ILO estimates, an average of more than 2.78 million employees in the world dies as a result of work accidents and work-related diseases every year. 2.4 million deaths are due to work-related illnesses. It is also stated that 374 million employees are temporarily or permanently incapacitated as a result of work-related accidents and diseases.<sup>2-</sup><sup>3</sup> Within the framework of these estimates, it is seen that approximately 7,500 people die every day due to occupational accidents and 6500 people due to occupational diseases.<sup>4</sup> In Turkey, on the other hand, according to SSI data, 430,985 occupational accidents occurred within the scope of 4-I / a and 4-I / b in 2018, and a total of 1541 employees lost their lives in occupational accidents. 1017 employees have been infected with an occupational disease. In 2018, they were exposed to temporary incapacity for 2,398,036 days of inpatient, 89,965 days of inpatient, and 2,488,001 days in total.<sup>3</sup> Therefore, the issue of employee health and safety is important. Because satisfied employees who feel that they are given importance in the workplace are connected to their organizations and their trust in their organization increases.<sup>5</sup> It has been determined that employees' perceptions of trust towards the organization have positive organizational outcomes and are associated with organizational citizenship, job satisfaction, organizational commitment, and organizational identification.<sup>5-7</sup> The limited number of studies on the application of occupational health-safety and organizational trust issues on hotel business employees and the relationships between these variables reveal the importance of the study. However, determining the level of occupational health and safety practices in today's world where occupational accidents are constantly increasing has made this research necessary. Therefore, determining the effect of occupational health and safety practices of hotel enterprises in the Nevşehir province on organizational trust constitutes the aim of the research. For this purpose, firstly, the relevant literature review of the variables was made and the theoretical background between the variables was revealed. Then, necessary analyzes were made to test the hypothesis established within the research and the results were interpreted in detail.

## 2. MATERIALS AND METHODS

### 2.1 Research Hypotheses

#### 2.1.1 Employee Health-Safety and Organizational Trust Interaction

In the study, "Double Factor Theory" of the "Motivation - Hygiene Theory"<sup>8</sup> was used to explain the concept of occupational health and safety.<sup>9</sup> According to this theory, the factors related to the job itself constitute "motivating factors"

and the factors related to the working conditions of the job constitute "hygiene factors".<sup>10</sup> According to Herzberg, (1996), motivating factors are; "Success, recognition, the job itself, development opportunities, improvement opportunities, responsibility, and feedback", the hygiene factors; "audit quality (style), company rules and policy, wages, working conditions, job security, personal life, status, interpersonal relations."<sup>11</sup> Occupational health and safety based on hygiene factors of this study<sup>8</sup>; It is defined as "ensuring the adoption of five measures to reduce work-related risks through proactive action in order to improve the health and safety of employees and ensure their satisfaction."<sup>12</sup> In the research, the concept of organizational trust is based on the social exchange theory.<sup>3</sup> Social exchange theory is based on the principle of reciprocity. In a relationship, if what individuals have achieved and the effort they give for this relationship is equal, the situation of mutual exchange is met.<sup>14</sup> Organizational trust is defined as "the attitudes and behavior characteristics of employees, their jobs and the mutual relationship with their organizations."<sup>15</sup> Cook and Wall (1980) stated that trust between individuals and within the group is an important factor in the long-term stability and well-being of the organization.<sup>16</sup> Organizational trust, which forms the basis of human relations, is indispensable in organizations that exist and continue to exist with people. The adoption of the concept of trust by organizations is based on the intensity of relationships between individuals, group behavior, respect for differences within the organization, and understanding social, economic, and political changes.<sup>17</sup> At the end of the 19th century, along with the industrial revolution, the first legal studies were carried out on the concept of occupational health and safety for the working class on occupational accidents and diseases. Despite industrialization and developing technology and regulations, occupational accidents have become the most important social problem and have continued to gain importance gradually.<sup>18</sup> Occupational health and safety activities, which are based on the elimination of hazards and risks, are based on the aim that no situation that will endanger human life can be tolerated.<sup>19</sup> Risk assessment activities are carried out to prevent these risks. Risk assessment studies are based on a comprehensive risk analysis process.<sup>1-20</sup> Occupational health and safety are defined as "a state of complete physical, mental and social well-being". Therefore, the motivation of employees, who are seen as the most important added value in the production process, is extremely important, as well as working in healthy and safe environments that are worthy of human dignity and occupational health and safety.<sup>21</sup> Organizational trust is important in achieving the goals of organizations, it is important because of establishing the functioning of the organization and providing order.<sup>22</sup> Because while organizational trust has a positive effect on job performance, trust in the organization is also considered as a climate of trust that occurs within the organization in terms of the productivity of organizations and employees. In addition, practices that are tried to be created within the framework of positive expectations within the organization constitute the basis of trust in the organization.<sup>24</sup> In the research, it was determined that organizational trust has a positive effect on job performance, organizational commitment, and professional commitment.<sup>25-26-27</sup> It is necessary to increase the competitiveness and productivity within the framework of changing working conditions and to create an atmosphere of trust within the organization at the point of sustainability and continuity of the organizations. In addition, it is

important to analyze organizational trust in terms of the development of enterprises and their market success at the point of competition.<sup>28</sup> Measures taken within the framework of occupational health and safety make an important contribution to the formation of organizational trust in terms of improving working conditions.<sup>6</sup> With the motivation provided by managers in organizations, the perceptions of trust in managers triggers employees' perceptions of organizational trust.<sup>7</sup> Improving career opportunities, improving working conditions, creating effective teamwork also increase the level of trust in the organization.<sup>28</sup> Studies show that occupational health and safety perceptions of employees are effective on organizational trust perceptions.<sup>28-29</sup> Based on these propositions, the hypothesis developed within the scope of the research is intended to test the effect of occupational health and safety practices on trust in the organization. While developing the hypothesis, the theories on which the variables are based and the studies in the literature were taken as a basis. H: 1 Occupational health and safety practices of hotel enterprises are effective on trust in the organization.

## 2.2 Sample and Procedure

The study aims to determine the effect of occupational health and safety practices of hotel enterprises on the perceptions of employees' trust in the organization. The ethics committee permission document required to collect the data used in this study were obtained with decision number 02 of the Ethics Committee of Niğde Ömer Halisdemir University dated 24.02.2021 and numbered 04. The universe of the research consists of the employees working in the hotel establishments located in the Nevşehir province, which is an important destination in Turkish tourism, which has historical, cultural, and natural attractions. The research data were obtained from 4 and 5-star hotel businesses, which were selected by convenience sampling method and allowed the application, in February - May of 2021. The seasonal nature of tourism and the covid 19 outbreak prevent the full number of personnel working in the enterprises. For this reason, in determining the sample size to which the questionnaires will be applied, the population was accepted as unlimited and 384 people were determined as the maximum sample size for the unlimited populations.<sup>30</sup> To reach the sample size, 800 questionnaires were left to hotel businesses, but 423 questionnaires were returned. However, 40 of the questionnaires were discontinued due to missing data. As a result of examining the questionnaires, the number of usable questionnaires was determined as 383.

## 2.3 Measures

The questionnaire form used in the study consists of three parts. In the first part, there are questions about the demographic determination of the participants in the research, and the second questions about measuring occupational health and safety practices. In the third part, there are questions to measure the trust of the employees participating in the research in the organization. Occupational Health and Safety Scale: It was prepared by Üngüren and Koç (2015) based on the OHS Law and regulations numbered 6331 and developed in the research named "Occupational

Health and Safety Practices Performance Evaluation Scale: Validity and Reliability Study" and was developed by Üngüren and Koç (2015).<sup>28</sup> As a result of factor analysis, 5 dimensions (1- Managerial Measures and Measures on Occupational Health and Safety Dimension, 2- Employee Working according to Occupational Health and Safety Criteria, 3- Awareness Levels of Employees on Occupational Health and Safety 4- Occupational Health and Safety Training Practices 5- The dimension of Cooperation and Communication among Employees on Occupational Health and Safety) consists of 30 expressions. The reliability coefficient of the scale (Cronbach's alpha, .95) was found to be quite high.<sup>28</sup> Trust in Organization Scale: While preparing propositions about organizational trust, the studies of Krot and Lewicka (2012) and Tokgöz and Seymen (2013) were used.<sup>31-32</sup> The researchers examined organizational trust around three dimensions: trust in the manager, trust in the organization, and trust in colleagues. In the research, the dimension of trust in the organization has been discussed.

## 3. STATISTICAL ANALYSIS

The data were analyzed with the Statistical Package for the Social Sciences (SPSS) software programs. Before performing the statistical analysis, Skewness And Kurtosis values were checked for univariate normal distribution assumption, the coefficient was calculated for multivariate normal distribution. As a result of the examination, it was observed that the skewness and kurtosis values were within the recommended range of plus-minus 1.50 in the range of plus-minus.<sup>33</sup> So, the assumptions of univariate and multivariate normality were met concerning this study. In the research, Pearson correlation analysis was applied to the relationship between the occupational health and safety practices of the hotel businesses and the perception of trust in the organization, and multiple regression analysis was applied to determine the effect of the occupational health and safety practices on the trust in the organization.

## 4. RESULTS

23.4% of the research participants are women, 76.6% are men; 43.3% are married and 56.7% are single. 73.7% of the participants stated that they have a monthly income between 2000-3000 TL, 15.5% between 3001-5000 TL, and 10.8% have a monthly income of 5001 TL and above. 42.8% of the participants are high school graduates, 41.7% associate degree, 15.5% undergraduate. When the participants are evaluated in terms of their age, 63.8% are between 31-40 years old, 20.7% are between 41-50 years old and 15.5% are between 51 and over. In addition, 60.1% of the participants work in the tourism sector between 6-15 years, and 39.9% work in the tourism sector for 16 years or more. Before determining the construct validity of the scale used in the study, the presence of missing values in the data set and its extreme values were examined and it was determined that it was suitable for analysis. To decide whether the data are suitable for factor analysis or not, the skewness and kurtosis coefficients were examined to test whether they met the normality assumption and to test the sample size fit. Coefficients and results are given in the table 1 below.

**Table 1. Skewness and kurtosis values**

<b>Occupational healthy and safety</b>	<b>Statistics</b>	<b>Standard Error</b>	<b>Statistics</b>	<b>Standard Error</b>
Kurtosis		.012		.132
Skewness		-.24		.263
<b>Trust in Organization</b>				
Kurtosis		0.11		.132
Skewness		0.13		.263

If the coefficient of skewness and kurtosis of the data is divided by the standard error of skewness and kurtosis, respectively, if the values are between -1.50 and +1.50, the distribution is accepted as normal. Occupational safety scale skewness value -0.912 and kurtosis value 0.090; On the organizational trust scale, we can state that the data with the skewness value of 0.49 and the kurtosis value of 0.83 show normal distribution.<sup>33</sup> In this study, while exploratory factor analysis was performed, the Principal Components method was used as estimation method and the Varimax method was used as factor rotation method. In addition, Kaiser-Meyer-

Olkin sample size and Bartlett sphericity test results were checked for the suitability of the data to factor analysis. In determining the appropriate number of factors, factors with an eigenvalue greater than 1 and variance explanation ratio greater than 5% were taken into account. However, while determining the total number of factors, the factors were chosen so that the total variance explanation rate would be more than 50%. In determining the factors, attention has been paid to adherence to the literature. In the distribution of the items to the factors, attention has been paid to have the factor load higher than 0.50.

**Table 2. Results of Exploratory Factor Analysis on Occupational Health and Safety Scale**

Scale / Items	Faktor Loads					Total Variance
	F1	F2	F3	F4	F5	
<b>Administrative Measures and Measures</b>						79.468
1.OHS	0.874					
2.OHS	0.824					
3.OHS	0.822					
4.OHS	0.803					
5.OHS	0.798					
6.OHS	0.741					
7.OHS	0.738					
8.OHS	0.702					
<b>Working According to the Criteria</b>						
9.OHS		0.820				
10.OHS		0.811				
11.OHS		0.780				
12.OHS		0.767				
13.OHS		0.735				
14.OHS		0.724				
15.OHS		0.692				
<b>Consciousness Level Dimension</b>						
16.OHS			0.793			
17.OHS			0.799			
18.OHS			0.856			
19.OHS			0.853			
20.OHS			0.703			
21.OHS			0.622			
<b>Educational Applications Dimension</b>						
22.OHS				0.892		
23.OHS				0.920		
24.OHS				0.856		
25.OHS				0.855		
26.OHS				0.832		
<b>Communication and Cooperation Dimension</b>						
					0.789	
27.OHS					0.698	
28.OHS					0.638	
29.OHS					0.625	
30.OHS					0.622	
<b>Eigenvalues</b>	2.790	2.429	2.375	2.270	1.986	
<b>Variance Description Ratios (%)</b>	23.250	20.245	19.794		16.180	
<b>KMO = 0.794; Bartlett Test of Sphericity = 2345.403. p&lt;0.001</b>						

As shown in table 2 when the assumptions were examined to make an exploratory factor analysis regarding the occupational health safety scale, the Kaiser-Meyer-Olkin scale, which represents the adequacy of the sample size, was found to be 0.794, and it was determined that the sample size was sufficient. In addition, according to Bartlett's sphericity test result, which is used to determine whether the correlation matrix for the variables is a unit matrix, it has been observed that the correlation matrix for the variables is not a unit matrix ( $\chi^2 = 2345.403$ ;  $p < 0.05$ ), so the variables are interrelated and the data is suitable for exploratory

factor analysis. When the exploratory factor analysis results were examined, it was determined that the scale was divided into 4 factors by its original structure. While determining the appropriate number of factors, factors with an eigenvalue greater than 1 and slope-slope graphs were taken into consideration. When the factor loads obtained as a result of varimax rotation were examined, it was seen that all items had a load of more than 0.50 and the total variance explanation rate of the 5 factors formed was 79.468%. The results of the exploratory factor analysis regarding the trust perceptions of the employees of the hotel establishments are presented in the Table.

Table 3. Exploratory Factor Analysis		
Scale / Items	Factor Loadings	Total Variance Description Percentage (%)
	FI	
OT	0.870	71.177
OT	0.833	
OT	0.818	
OT	0.858	
OT	0.855	
OT	0.889	
OT	0.733	
OT	0.827	
Eigenvalues	6.406	
Variance Description Ratios (%)	71.177	
KMO = 0.925; Bartlett Test of Sphericity 2726.4 Test value = 00. $p < 0.001$		

As shown in table 3 when the assumptions were examined to make an exploratory factor analysis regarding the trust in the organization, the Kaiser-Meyer-Olkin scale, which represents the adequacy of the sample size, was found to be 0.925 and it was determined that the sample size was sufficient. In addition, according to Bartlett's test of sphericity, which is used to determine whether the correlation matrix for variables is a unit matrix, it was seen that the correlation

matrix for the variables is not a unit matrix ( $\chi^2 = 2726.400$ ;  $p < 0.001$ ), so the variables are interrelated and the data is suitable for exploratory factor analysis. The Pearson correlation analysis conducted to determine the relationship between employee health and safety perceptions of hotel business employees and their perceptions of trust in the organization is presented in Table 4.

Table 4. Correlation Matrix for the Relationship between Occupational Health and Safety and Organization Trust							
	X	Ss	1	2	3	4	5
Trust in Organization	2.25	0.89	-				
Managerial Measures and Measures on Occupational Health and Safety	3.38	1.03	0.838**	-			
Working of Employees According to Occupational Health and Safety Criteria	3.64	0.82	0.834**	0.928**	-		
Awareness Levels of Employees on Occupational Health and Safety	3.73	0.87	0.855**	0.852**	0.915**	-	
Occupational Health and Safety Training Practices	3.85	0.83	0.843**	0.814**	0.803**	0.825**	-
Cooperation and Communication among Employees on Occupational Health and Safety	3.93	1.09	0.863**	0.820**	0.809**	0.847**	0.805**

**\*\* Correlation is significant at the 0.01 level (2-tailed).**

When the results are examined in Table 4, it is seen that there are positive and significant relationships in all of the relationships between occupational health and safety dimensions. Between the managerial measures and measures dimension regarding occupational health and safety and the working dimension according to the criteria ( $r = 0.928$ ); between the level of consciousness dimension ( $r = 0.852$ );

Among the educational practices dimension ( $r = 0.814$ ); There is a high strength relationship between the communication and cooperation dimension ( $r = 0.820$ ). These results can be evaluated as the increase in the dimensions of worker health and safety causes an increase in all dimensions of worker health and safety. When looking at the relationship between trust in the organization and

occupational health and safety dimensions, the dimension of administrative measures and measures regarding the trust in the organization and occupational health safety ( $r = 0.838$ ); study size by criteria ( $r = 0.834$ ); level of consciousness ( $r = 0.855$ ); educational practices dimension ( $r = 0.843$ ); There is a positive high-strength relationship between communication and cooperation dimension ( $r = 0.863$ ). These results can be evaluated as an increase in the perception of occupational health and safety of hotel business employees, causing an

increase in their perception of trust in the organization. *The Effect of Occupational Health and Trust Perceptions of Hotel Business Employees on Perceptions of Trust in Organization* In this study, multiple regression analysis was conducted to examine the effect of more than one independent variable on a variable. Multiple regression analysis is given below to examine the effects of occupational health and safety practices of hotel enterprises on perceptions of trust in the organization.

**Table 5. Regression Analysis Results**

Variables	Unstandardized		Standard	T	P
	B	S.H.	Beta		
Constant	1.039	0.159		6.616	0.00
Managerial Measures and Measures on Occupational Health and Safety	1.024	0.64	0.838	15.80	0.00
Working of Employees According to Occupational Health and Safety Criteria	0.705	0.76	0.834	9.30	0.00
Awareness Levels of Employees on Occupational Health and Safety	0.831	0.61	0.855	14.0	0.00
Occupational Health and Safety Training Practices	0.842	0.62	0.843	11.3	0.00
Cooperation and Communication among Employees on Occupational Health and Safety	1.020	0.78	0.863	13.3	0.00

**Note:  $R^2 = 0.843$ ;  $F(4.18) = 78.738$ .  $p < 0.001$   $p < 0.05$**

The findings of the multiple regression analysis made regarding the effect of occupational health and trust perceptions on perceptions of trust in the organization are given in the Table 5. According to the table, it was determined that the variance of the organization's trust in the independent variable, which is the dependent variable of worker health and safety, explains 84%, and the dependent variable is shaped depending on the independent variables at a rate of 84%. The results of the multiple regression analysis are statistically significant ( $F = (4.18) = 78.738$ ,  $p < 0.001$ ). According to these values, the variance of 84% of the employees' perception of trust in the organization plays a decisive role in the perceptions of worker health and safety. The table containing the coefficients shows the significance value (sig) of the coefficients used for the regression equation. Accordingly, in explaining the perceptions of worker health and safety; Managerial Measures and Measures on Occupational Health and Safety Dimension (Beta = 0.83,  $p < 0.001$ ) Employees 'Work According to Occupational Health and Safety Criteria, (Beta = 0.83,  $p < 0.001$ ), Employees' Awareness on Occupational Health and Safety Levels Dimension (Beta = 0.85,  $p < 0.001$ ), Occupational Health and Safety Training Practices Dimension (Beta = 0.84,  $p < 0.001$ ), Dimension of Cooperation and Communication among Employees on Occupational Health and Safety (Beta = 0.86,  $p < 0.001$ ). Therefore, these results show that any increase in worker health and safety perceptions affects perceptions of trust in the organization.

## 5. DISCUSSION

This research aims to shed light on organizational trust in the context of hotel businesses by determining the relationship between occupational health and safety practices and organizational trust. In the research, firstly the concept of occupational health and safety was explained, then the concept of organizational trust was emphasized. Here, the focus is on organizational trust perceptions arising from the impact of occupational health and safety practices on

employees.<sup>6</sup> In addition, a relationship was established with social exchange theory<sup>13</sup>, which is consistent with the hygiene factors of study<sup>8</sup> and used to explain perceptions of trust in the organization. Then, the effects of occupational health and safety practices on trust in the organization were evaluated and the theoretical basis was revealed. As a result of the research, it has been confirmed that the occupational health and safety practices of the hotel businesses control the trust in the organization. The main theoretical inference that should be emphasized in this study is that the occupational health and safety practices of hotel businesses positively affect the trust in the organization. Empirical studies on the relationship between occupational health and safety practices and perceptions of trust in the organization are limited in the literature. However, a limited number of studies show that there is a relationship between occupational health and safety practices and trust in the organization.<sup>28-29</sup> Therefore, our research results support the basic idea in the literature. In addition, in our research, it has been concluded that occupational health and safety practices increase the positive attitudes of the employees towards the organization and enable them to trust the organization. Similar studies in the literature support our research.<sup>7-34</sup> Changes in working life also affect occupational health and safety, and changing working conditions bring new risks and dangers. For this reason, with new regulations, employers, and employees need to keep occupational health and safety up to date. Occupational health and safety are gaining more importance day by day and play a decisive role in terms of development for both developed and developing countries. The main purpose of the expenditures made to maintain occupational safety activities is effectively to prevent the occurrence of occupational accidents.<sup>35</sup> Therefore, such expenditures should be seen as investment expenditures to prevent occupational accidents. The effect of occupational safety on productivity and production is obvious for businesses.

## 6. CONCLUSION

This research aimed to determine the effect of occupational health and safety practices in hotel businesses in Nevşehir

province on the perceptions of employees' trust in the organization. For this purpose, data were collected by survey technique with 383 employees working in hotel enterprises in Nevşehir province in February - May of 2021. In the research, correlation analysis between the occupational health and safety practices of hotel businesses and their perceptions of trust in the organization, and regression analysis were applied to determine the effect of occupational health and safety practices on trust in the organization. In this research carried out in Nevşehir province, it has been determined that the perception of trust in the organization of the employees of hotel enterprises is affected by occupational health and safety practices. Therefore, the hypothesis of "HI Hotel businesses' occupational health and safety practices are effective on trust in the organization" was accepted. Businesses should consider the expenditures made for the prevention of occupational accidents within the normal operating cost. Businesses that see the expenditures made for the prevention of occupational accidents as a financial burden experience significant losses in the long run. Occupational health and safety in the tourism sector, which has a labor-intensive feature that provides employment to many people, is an issue that should be emphasized. Because, compared to other sectors, the tourism sector is a sector where employees work without insurance and have long

working hours during seasonal periods such as holidays and summer months. The practices of the enterprises in the tourism sector in terms of working conditions, employment contracts, working methods (probationary, part-time, seasonal, unregistered employment, etc.) are important for the sector employees. Therefore, businesses should minimize the work environment regulations, protective equipment, accidents, diseases, and injuries and put their employees under legal supervision and protection. In addition, it is thought that the confidence provided by the measures and measures taken in the field of occupational health and safety at the point of personnel needs of the sector is important in finding qualified personnel.

## 7. AUTHORS CONTRIBUTION STATEMENT

Dr. Kemer E guided this study, data analysis of the result and drafted the manuscript and evaluated the result. Çilkaya B carried out the research study. Topal A contributed to the research to the drafting manuscript. All the authors read and approved the final version of the manuscript.

## 8. CONFLICT OF INTEREST

Conflict of interest declared none.

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