

# Understanding the Linkage between Social Capital and Work Alienation: A Mediation Model of Self-Efficacy

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## Abstract

In this study, it was aimed to determine the effect of social capital and self-efficacy on work alienation and the mediation role of self-efficacy in the relation between social capital and work alienation. Depending on the purpose of the research, first a large literature search was made on concepts and theoretical background was given. Then, the first-hand data collection technique was preferred and the survey technique was applied to the employees of public hospitals operating in the health sector in Turkey. The data collected from 462 participants was used in the analysis of the study. As a result of the study, it was found that social capital and self-efficacy have a negative and significant relationship on work alienation. In addition, it was found that the relationship between social capital and work alienation was influenced by the self-efficacy variable, and self-efficacy had a partial mediation role in this relationship.

**Keywords:** Social capital, Self-efficacy, Work alienation, Health sector, Mediation Effect.

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## Introduction

Alienation is a fact that affects many activities and behaviors both individually and organizationally. Considering the continuous change in the new world order, it is seen that it is important to understand the alienation and alienation to work feelings of the individuals who are under the influence of all experienced development and progression. Identifying the factors that can play a role in preventing alienation behavior of individuals, which is the most valuable resource of an organization, is considered as an important success factor that increases the performance of the employees and therefore the organizations.

Social environment, social networks and inter-individual relations -in other words- social capital have a strong influence on the changes experienced by individuals who have a direct impact on the organization. Social capital is composed of various social relations and networks such as family, friends, neighborhood and business relations. In terms of hosting social relations, social capital has been on the agenda as a subject of sociological research for many years. Social capital, which is a social concept, focuses on the resources that individuals have through their social relations and networks, and the

ability to transform these resources into benefits. The creation of new, strong and trust based networks by individuals for themselves by developing resources with various relations like family, friendship, neighborhood and business relations is called social capital. Through these networks, the individual creates a personal and social space and shapes his / her work life and private life.

It is thought that social capital may have an impact on the employees' alienation feelings, as the positively created working environment, social environment and business relations can lead the desired and expected behaviors of the employees. However, it is thought that the concept of social capital alone may not be sufficient in explaining and directing a proactive attitude like alienation. In this context, it can be said that some variables that are thought to increase the effect of social capital may be effective in employees' alienation feelings. According to these considerations, the reduction of employees' alienation of work has been seen as a problem area for both individuals and business organizations and the necessity to examine some of the variables that are thought to have an effect on reducing these alienation feelings came up. It is considered that self-efficacy is one of these variables as it represents the belief that events or situations can easily be overcome by developing different ways of thinking by the individual.

### **Conceptual Framework**

#### **Social Capital**

Social capital has begun to be regarded as a very important resource in social relations and a remarkably rising concept in the social science. The concept of social capital has been a common study subject between many disciplines to the present day and has been expressed with different definitions in each discipline. Kristensen, Hasle, Pejtersen and Olesen (2007) defined social capital in three dimensions as trust, cooperation and justice. Suzuki, Takao, Subramanian, Komatsu and Kawachi (2010) measured and functionalized social capital with being based on mutual relationships and trust components. However, in all these differences, the concept of social capital is explained with common terms as a general expression. These terms include expressions such as links, networks, social relations and interaction. Human beings involve in a wide range of activities such as communicating, interacting, finding common links. The underlying idea of social capital is that individuals' network is a wealth, so that the most important capital that they possess is social capital. Every human being has a potential source. The individual uses and develops this resource to strengthen the connection with social life. Onyx and Bullen (2000) pointed to eight important indicators in

the scale they developed for use in the measurement of social capital. These indicators are participation in the local committee, the feeling of trust and security, business relations, tolerance to others, neighborly relations, value of life, family and friendship relations and social representation. In this study, the scale developed by these researchers was used.

#### **Self-Efficacy**

The concept of self-efficacy was first discussed and developed by Albert Bandura in 1977 within the concept of "Social Learning Theory". People, with the brain mechanism that they have, are not the ones driven by events and confine themselves by just watching the environmental events; on the contrary, they are the ones who have control of their lives and use the affective, cognitive, motor and brain related systems as a tool to guide their lives (Bandura, 1999). People are gaining various competencies by using their mechanisms as a tool to achieve their goal or to survive. An individual's belief in how to successfully use these competencies has revealed the concept of self-efficacy (Bandura, 1997). Self-sufficiency continues from infancy, which is the beginning of an individual's life and first experiences, to adulthood and further ages. The individual will have the power to change his or her perspective of life in the direction he wants through the self-efficacy, which lasts lifelong and represents a person's self-belief (Bandura, 1997). Self-efficacy is defined as the beliefs of individuals in organizing the necessary activities to perform the performance required for a particular job and their belief in the capacity to do this successfully (Senemoğlu, Demirel, Yağcı and Üstündağ, 2009). Self-efficacy belief explains how the individual feels, how he thinks and motivates himself and how he behaves as a result (Bandura, 1994; Schwarzer, 1998). Considering all the definitions related to self-efficacy, it is seen that the self-efficacy is defined as the self-belief that the individual can achieve a specific task. In the base of the concept, it would not be wrong to say that researchers agree that self-efficacy is a personal belief.

#### **Work Alienation**

The concept of alienation has been examined by many classical and modern theorists and has come from the past to the present. In this respect, it would not be wrong to say that this concept has a history as old as the history of mankind.

Alienation was first put forward by the theorists of the time such as Spinoza, Hegel, Karl Marx, Erich Fromm, Emile Durkheim, George Simmel and Melvin Seeman. Alienation refers to the state of social relationship in which the individual moves away from his/her ego or decrease of

the values between the individual and the society. In this respect, alienation was born with the meaning of both individual and social divergence (Ankony and Kelley, 1999).

It is known that there are many different and meaningfully different definitions related to the concept of alienation. In the concept of alienation to work, it can be said that there are similar characteristics in many definitions and the meaning confusion in the concept of alienation is not observed in this concept.

Work alienation is the indifference of the individual to his/her own career development and estrangement to himself and his profession by the disappointment of cannot applying professional rules in business life (Aiken and Hage, 1966).

Work alienation corresponds to the situation as a result of the individual's conflict with himself because of the nature of the work and incompatibility of the individual with the work (Mottaz, 1981).

According to another definition, work alienation is explained as the psychological situation of the individual as a result of the loss of the enthusiasm, interest and loyalty to work because of various reasons (Hirschfeld, Feild and Bedeian, 2000).

When the definitions related to the work alienation are examined, it is possible to see the emphasis of the individual and work mismatch. It is an extremely important matter to see the value and rewards of the behaviors of the individual who has spent most of his life in business life, which he intensified, struggled and made efforts for his own professional development.

The fact that individuals increase their work efficiency and do not alienate against their businesses and organizations depends on many individual and environmental factors. The individual will experience work alienation if he/she has managerial problems by the organization and feels that he does not have the responsibility and control of his job (Tutar, 2010; Özbek, 2011). An individual who is faced with work alienation will lose his ties with the environment and feel lonely, weak and dependent on others in his job and in his business environment (Halaçoğlu, 2008).

## Methodology

### Sample and Data Collection

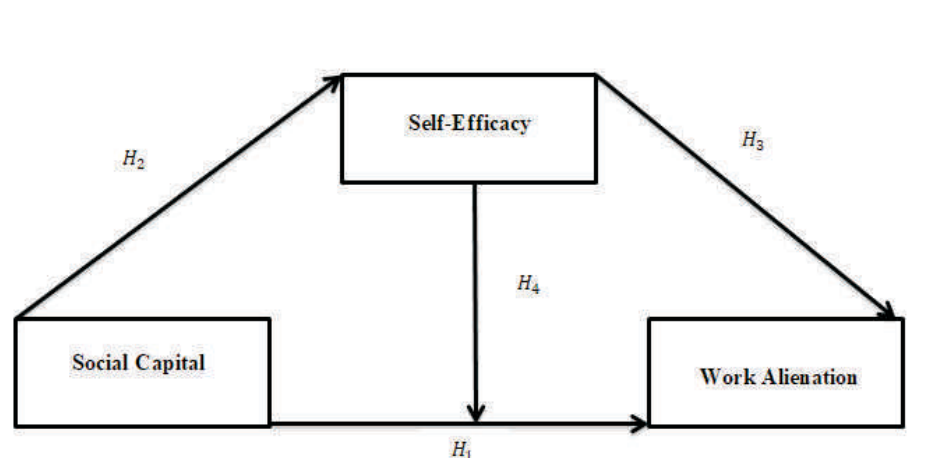
The main purpose of this study is to examine the relationship between social capital, self-efficacy and work alienation. In addition to this, it is aimed to specify the

methods and suggestions that may be appropriate for both individuals and business organizations in order to increase the level of social capital and self-efficacy which is thought to be effective in the sense of alienation of employees. Consequently; the relationship between the concepts of social capital, self-efficacy and work alienation has been demonstrated by a field study to be applied in the population of employees working in public hospitals in Adana, Turkey. The study was performed in the population of employees of public hospitals operating in the health sector in Adana, Turkey. There are 10000 people in this research universe. The sample size was calculated as 383 people considering a 5% error margin within 95% confidence limits from the main body (Sekaran, 1992). The sample of the study included hospitals that were randomly selected by convenience sampling method and agreed to participate in the study. A total of 900 administrative and health personnel (excluding doctors) were surveyed. Of the questionnaires sent, 490 were returned and 462 were eligible for analysis. 59.3% of the participants who answered the survey questionnaire were female (n=274) and the remaining 40.7% were male (n=188). The majority of participants are in the age range of 25-31 (27.9%; n=129). 39.8% of respondents have university degree (n=184) and 34% have high schools' degree (n=157).

The data obtained were analyzed through statistical package programs. Descriptive statistical (frequency, percentage, arithmetic mean) analyzes; validity and reliability analyzes were performed to evaluate the research findings. Then, T-test and Anova analysis were performed to determine the differences of social capital, self-efficacy and work alienation concepts between demographic groups. Correlation analysis was performed to determine the relationships between the variables. Finally; In order to determine the mediating role of self-efficacy in the relationship between social capital and alienation, simple mediation test was performed with hierarchical regression analysis and results and recommendations were put forward according to the findings.

The hypotheses based on the results of the research and theoretical information are presented below.

Figure-1 The Research Model of The Study



### Scales

To measure the social capital of employees the Social Capital Scale (SCS) developed by Onyx and Bullen (2000) and made Turkish validation by Ardahan (2012) was used. The scale consists of 34 items and 8 dimensions which are participation in local committees (7 items), social representation (7 items), trust and security sentiments (5 items), neighborhood relations (5 items), family and friends relations (3 items), tolerance to diversity (2 items), value of life (2 items), working relations (3 items). The total variance of the scale, which is explained in 8 dimensions, is .54 and factor loads vary between .41 and .79. As a result of the factor analysis, it was found that the data were compatible with the 8-factor structure of the scale. The Cronbach alpha value of social capital scale was calculated 0.86.

The Generalized Self-Efficacy Scale, which was developed by Schwarzer and Jerusalem (1995) and made Turkish validation by Çelikkaleli and Çapri (2008) was used to measure the perception of employees' self efficacy. The scale consists of 10 items and 1 dimension. The total variance of the scale explained in one dimension is .53 and factor loads ranged from .65 to .78. As a result of the factor analysis, it was found that the data were compatible with the single factor structure of the scale. The Cronbach alpha

value of self-efficacy scale was calculated 0.90.

The Work Alienation Scale, which was developed by Mottaz (1981) and made Turkish validation by Uysaler (2010). The scale consists of 21 items and 3 dimensions which are powerlessness (7 items), meaninglessness (7 items) and self-estrangement (7 items). The total variance of the scale explained in 3 dimensions was .43 and factor loads ranged from .47 to .76. As a result of the factor analysis, it was found that the data were compatible with the three factor structure of the scale. The Cronbach alpha value of work alienation scale was calculated 0.84. The scales are evaluated with the Likert-type scale from 1-strictly disagree to 5-strictly agree. In order to determine the demographic characteristics of the employees in the introduction of the survey; questions such as gender, age, education level, working time in the current institution and total working time in health sector are included.

### Findings

#### Confirmatory factor analysis

In this study, confirmatory factor analysis was performed to test the construct validity of the scales. As the scales were used in local literature, exploratory factor analysis was not performed and confirmatory factor analysis (CFA) was performed directly with AMOS program.

**Table-1**  
Confirmatory Factor Analysis Results

Variables	CMIN/DF	p	GFI	AGFI	CFI	RMSEA
1 Social Capital	2.8	.000	0.89	0.84	0.92	0.06
2 Self-Efficacy	3.5	.000	0.95	0.91	0.96	0.07
3 Work Alienation	4.3	.000	0.87	0.82	0.91	0.08

**Note:** Goodness-of-fit ranges are based on "acceptable" standards (Meydan & Şeşen, 2011).

As seen in the Table 1, goodness of fit values of all scales are in acceptable standards.

### Descriptive Statistics and Correlation Analysis

Descriptive statistics analysis was performed to reveal the

structure of the sample in terms of the variables examined in the research. When the average values of the descriptive statistics analysis are taken into consideration, it is seen that the employees have a perception of social

capital ( $\bar{x}=3.44$ ), self-efficacy ( $\bar{x}=3.83$ ) and work alienation ( $\bar{x}=3.28$ ).

In this study, which is aimed to determine the effect of social capital and self-efficacy levels on work alienation and the mediation role of self-efficacy in this relationship, the correlations between variables were examined. The results are shown in Table 2 below.

**Table-2**

Means, Standard Deviations, Reliability and Correlations of Variables

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1SC	1	.40**	.63**	.61**	.58**	.59**	.62**	.62**	.71**	.53**	-.39**	-.30**	-.32**	-.36**
2 PLC		1	.18**	.18**	.16**	.43**	.12**	.07	.16**	.05	-.03	-.18	-.19	-.26
3 SR			1	.31**	.35**	.43**	.30**	.42**	.41**	.41**	-.23**	-.19**	-.17**	-.22**
4 TSS				1	.44**	.14**	.20**	.37**	.28**	.18**	-.14**	-.13**	-.10*	-.13**
5 NR					1	.33**	.06	.15**	.37**	.29**	.09	.03	.07	-.15**
6 FFR						1	.44**	.13**	.37**	.44**	-.21**	-.15**	-.19**	-.18**
7 TD							1	.36**	.33**	.35**	-.23**	-.24**	-.22**	-.15**
8 VL								1	.45**	.29**	-.41**	-.33**	-.34**	-.37**
9 WR									1	.49**	-.44**	-.30**	-.35**	-.44**
10SEy										1	-.40**	-.34**	-.35**	-.32**
11WA											1	.55**	.62**	.66**
12 P												1	.51**	.58**
13 M													1	.63**
14 SEt														1
$\bar{x}$	3.44	2.63	3.84	2.98	3.57	4.08	3.63	3.12	3.68	3.83	3.28	3.11	3.31	3.38
s	.52	.86	.65	.82	.86	.83	1.03	1.07	.89	.66	.55	.60	.64	.73

Note: SC: Social Capital, PLC: Participation in local community, SR: Social representation, TSS: Trust and security sent., NR: Neighborhood relations, FFR: Family and friends relations, TD: Tolerance to diversity, VL: Value of life, WR: Working relations, SEy: Self-Efficacy, WA: Work Alienation, P: Powerlessness, M: Meaninglessness, SEt: Self-estrangement, x: Sample mean, s: Sample standard deviation.

\* p < .05, \*\* p < .01

Pearson correlation analysis results indicate that there are statistically significant relationships among all variables ( $p < .01$ ,  $r < .30$ ). (Ratner, 2017). As a result of the analysis made to determine the relations between the variables; it has been determined that, social capital has positive and significant relationships between self-efficacy and its all sub-dimensions except participation in local committee.

Along with that, negative and significant relations were found between the social capital's all sub-dimensions except participation in the local committee and neighborhood relations and weakness and meaninglessness sub-dimensions of work alienation. Therefore, significant effects can be predicted among the variables. Within the scope of the analysis, collinearity was also examined in

order to determine whether there are multiple linear regression problems in the model. The obtained tolerance and VIF values gave results confirming the absence of multiple linear regression between independent variables (Tolerans > .2, VIF < 10).

### Regression Analysis

Multiple regression analysis was performed between dependent and independent variables to test the accuracy of the three main hypotheses (H1, H2, H3) predicted in the research model. Finally, the last hypothesis (H4) of the model was tested with the help of hierarchical regression

analysis in order to determine the moderator role of self-efficacy in the relationship between social capital and work alienation based on the mediation test results.

Multiple regression analyzes were performed to reveal the explanatory power of the independent variables on the dependent variable. The direct relationships between variables, in other words, the relationships between the independent variables (social capital and sub-dimensions) and the dependent variable (work alienation) and the interaction between them are presented in Table 3.

**Table 3.**

Regression Analysis Results (n=462)

<i>Dependent Variables</i>	<i>Independent Variables</i>	<i>.</i>	<i>p</i>	<i>F</i>	<i>R</i>	<i>R<sup>2</sup></i>
<i>Work Alienation</i>	<i>Social Capital</i>	-,395	,000**			
	<i>PLC</i>	-,039	,272			
	<i>SR</i>	-,231	,000**			
	<i>TSS</i>	-,145	,000**			
	<i>NR</i>	-,098	,224	81,23**	,159	,150
	<i>FFR</i>	-,211	,000**			
	<i>TD</i>	-,237	,000**			
	<i>VL</i>	-,415	,000**			
	<i>WR</i>	-,449	,000**			
<i>Powerlessness</i>	<i>Social Capital</i>	-,303	,000**			
	<i>PLC</i>	,034	,449			
	<i>SR</i>	,075	,145			
	<i>TSS</i>	,030	,561			
	<i>NR</i>	-,149	,005**	11,38**	,167	,153
	<i>FFR</i>	,026	,626			
	<i>TD</i>	,073	,163			
	<i>VL</i>	-,209	,000**			
	<i>WR</i>	-,198	,000**			
<i>Meaninglessness</i>	<i>Social Capital</i>	-,325	,000**			
	<i>PLC</i>	,028	,527			
	<i>SR</i>	,024	,639			
	<i>TSS</i>	,040	,443			
	<i>NR</i>	,072	,173	12,28**	,179	,164
	<i>FFR</i>	,080	,137			
	<i>TD</i>	,034	,515			
	<i>VL</i>	-,228	,000**			
	<i>WR</i>	-,239	,000**			
<i>Self-estrangement</i>	<i>Social Capital</i>	-,368	,000**			
	<i>PLC</i>	,037	,389			
	<i>SR</i>	,063	,204			
	<i>TSS</i>	,057	,251			
	<i>NR</i>	,018	,725	17,99**	,241	,228
	<i>FFR</i>	,040	,440			
	<i>TD</i>	,071	,150			
	<i>VL</i>	-,249	,000**			
	<i>WR</i>	-,339	,000**			

\*p<0.05 \*\*p<0.01



Regression analysis was performed to reveal the severity of the effects of the variables on each other. It has been determined that, all other sub-dimensions of the social capital (social representation, trust and security sentiments, neighborhood relations, family and friends relations, tolerans to diversity, value of life and working relations) excluding the participation in local committee sub-dimension, affect the perception of self-efficacy positively; social capital's value of life and working relationships sub-dimensions affect the weakness, meaninglessness and self-alienation sub-dimensions of work-alienation negative and significantly; social capital's neighborhood relations sub-

dimension affects weakness sub-dimension of work-alienation negative and significantly.

Three-stage regression analysis proposed by Baron and Kenny (1986) was used to explain the effect of social capital (SC) on work alienation (WA) and the mediating role of self-efficacy (SE) in this effect. In this context, in order to determine the mediating role of the self-efficacy level of employees, the relations between social capital and work alienation were examined through hierarchical regression analysis. Then Sobel tests were conducted to verify the mediation effects between the variables. Findings are given in Table 4 below.

**Table-4**

Moderating Effect Analysis Results ( $n= 462$ )

$\beta$			
		<i>Self-Efficacy</i>	<i>Work Alienation</i>
<i>SC</i>	<b>Step 1</b>		
	Gender		,02
	Age		-,10**
	Working Time		-,01
	Education Level		,05
	<b>Social Capital</b>		<b>-0,39**</b>
	<i>F</i>		173,46**
	$\Delta R^2$		0,27
	<b>Step 2</b>		<b>SE WA</b>
	Gender	0,00	,001
	Age	-0,18**	-,02
	Working Time	-0,10*	<b>-,40**</b>
	Education Level	0,08*	,47
	<b>Social Capital</b>	<b>0,53**</b>	,47
	<i>F</i>	173,43**	( $F=85,09**$ )
	$\Delta R^2$	0,27	16
	<b>Step 3</b>		
	Gender		,01
	Age		-,04
	Working Time		,02
	Education Level		,03
	<b>Social Capital</b>		<b>-0,27**</b>
	<b>Self-Efficacy</b>		<b>-0,32**</b>
	<i>F</i>		64,1**
	$\Delta R^2$		0,34
	<i>Z</i>		<b>3,1**</b>

\* $p < 0.05$  \*\* $p < 0.01$

The relationship between independent variable Social Capital (SC) and Work Alienation (WA) was examined as the first step within the scope of mediation test. Some descriptive variables (gender, age, working time and education level) were taken under control while examining the relationships. In this first step, it was seen that social capital significantly affected work alienation ( $\beta = -.39$ ;  $p < .001$ ). Hypothesis 1 is supported.

In the second step, the effect of social capital on self-efficacy was investigated. As a result of the analysis, it was found that social capital had a significant effect on self-efficacy ( $\beta = .53$ ;  $p < .001$ ). Hypothesis 2 is supported. Also, in this step, the effect of intermediary variable self-efficacy on work alienation was reported. It was found that self-efficacy significantly affected alienation ( $\beta = -.40$ ;  $p < .001$ ). Hypothesis 3 is supported.

In the final stage of the analysis, the social capital and the self-efficacy were included in the analysis and their effects on work alienation were examined. As a result of this analysis, with inclusion of self-efficacy, the effect of social capital on work alienation decreased and continued ( $\beta = -.27$ ;  $p < .001$ ), and the effect of self-efficacy on alienation of work continued ( $\beta = -.32$ ;  $p = 0.001$ ). This shows that three basic mediation conditions are met. Sobel test was performed to confirm this finding. As a result of validation, Sobel test yielded significant results ( $z = 3.1$ ;  $p < .001$ ). It has been determined that self-efficacy has a PARTIAL mediator role in the relationship between social capital and work alienation variables. In this context, mediation hypothesis 4 is supported.

## Discussion and Conclusions

In this study, which focuses on social capital, self-efficacy and work alienation, the relationships and effects between these concepts are examined both theoretically and empirically. In this direction, the purpose of this study is to determine whether self-efficacy variable has a mediator role between social capital independent variable and work alienation dependent variable in the research model by examining the existence of the relationship between social capital, self-efficacy and work alienation and determining the effect, severity and direction of this relationship. Analyses have been performed in order to test the relationships between the variables and to determine the direction of the relationships that have emerged according to the aim of the study. As a result of these analyzes, it was found that there is a significant and positive relationship between social capital and self-efficacy. From this point of view, it can be said that self-efficacy beliefs of the employees will increase as their social capital levels

increase. These findings support similar study results (Wu etc., 2012; Han etc., 2015; Lee and Jeong, 2015; Yuasa etc., 2015; Hussin and Khan, 2016; Ramos etc., 2018). According to the other findings; there is a significant and negative relationship between social capital and feelings of work alienation. Based on these findings, it can be stated that if the social capital levels of the employees increase or decrease, their feelings of work alienation will increase or decrease in the opposite direction. In the literature, it has been observed that the number of studies examining social capital and work alienation variables together is very low. The results of these studies are similar to the findings (Hasan etc., 2014; Tabrizi, 2015). And, the results of the analysis reveal a significant and negative relationship between self-efficacy belief and work alienation. With these results, it shows that the self-efficacy beliefs of the employees have a negative effect on the feelings of work alienation and accordingly, work alienation feelings behave in the opposite direction depending of the direction of self-efficacy beliefs. These findings support similar study results (Satjkovic, 1998; Singh, 2015; Özyaydınlık etc., 2016; Üngüren etc., 2016; Zhang etc., 2017).

At the same time, it was found that self-efficacy had a mediating variable role in the relationship between social capital and work alienation variables. The results of this study are thought to be important in terms of knowing the factors that affect employees' feelings of work alienation and creating awareness against these factors. In this context, it is foreseen that some situations may be effective in reducing or eliminating employees' feelings of work alienation. Examples of these situations are being aware of their own values in the society they live in, developing social relations networks, improving working relationships, showing presence in the working environment and trusting their own knowledge, skills and abilities, increasing their awareness and taking risks.

The development of the sense of belonging in individuals is necessary in order to feel themselves belong to their environment, society and the institution they work. For this, the relationship distances between individuals should be removed, a clear approach should be performed both in social relations and working relations within the organization and sincerity should be developed against each other. Individuals need to take more responsibility for the development of individual and social sense of belonging. Managers and leaders have important roles in improving the sense of belonging within the organization. Managers should consider the necessity of employing individuals who have high self-efficacy in their recruitment processes, trust in their knowledge and skills, have strong social relations, are enterprising, can take risks, are



members of professional organizations or committees and actively participate in these organizations. Individual-job adaptation should be prioritized in all recruitment processes, and selection and evaluation should be made accordingly.

The theoretical contribution of the study is obvious, because of the relationship between social capital and work alienation has been examined for the first time. In the study, the reason why social capital will affect work alienation via self-efficacy is explained in detail.

This study has originality in terms of practical implications due to contributing to business life. It has been determined that social capital and self-efficacy are important in work alienation. Therefore, it has emerged that social capital and self-efficacy should be seen as an personal and organizational gain. In this sense, taking into account the levels of social capital and self-efficacy of the employees in the practices to be realized in order to realize the work alienation, will be a profitable approach for the organization and all stakeholders.

This study has some limitations. The implementation phase of the study was conducted on employees working in a single province and a single sector. It should be remembered that the researches on the relationships between the concepts of social capital, self-efficacy and work alienation, which are subjects of this study, can be applied in different sectors, different scales and different sample sizes. Thus, it will be possible to test and compare the findings obtained with the research results with other research findings.

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