



Examining the relationship between internet addiction, psychological resilience, social isolation and organisational citizenship behaviour

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Abstract

The purpose of this study is to examine the relationships between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour in physical education teachers. For this purpose, a hypothetical model was developed based on the relevant literature. The research was conducted with 840 physical education teachers working in schools affiliated to the Ministry of National Education between 2020-2021 academic years. Young Internet Addiction Scale, Nottingham Health Profile (NSP), Psychological Resilience Scale for Adults, Organisational Citizenship Behaviour Scale and Personal Information Form were used in the study. Descriptive statistics and structural equation modelling (SEM) were used to analyse the data. The significance level was determined as 0.05. According to the results obtained from the analyses, the proposed hypothetical model was confirmed. Accordingly, internet addiction positively affects social isolation. On the other hand, internet addiction affects psychological resilience negatively. The effect of social isolation on psychological resilience is negative. Psychological resilience has a positive effect on organisational citizenship behaviour. In the proposed model, it was found that there are direct effects between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour, but there are no indirect effects.

Keywords: Internet addiction, organizational citizenship behavior, psychological resilience, social isolation

İnternet bağımlılığı, psikolojik dayanıklılık, sosyal izolasyon ve örgütsel vatandaşlık davranışı ilişkisinin incelenmesi

Öz

Bu araştırmanın amacı, beden eğitimi öğretmenlerinde internet bağımlılığı, sosyal izolasyon ve psikolojik dayanıklılık ile örgütsel vatandaşlık davranışı arasındaki ilişkilerin incelenmesidir. Bu amaç doğrultusunda, ilgili literatüre dayalı olarak bir hipotetik model geliştirilmiştir. Araştırma, 2020-2021 eğitim öğretim yılları arasında Millî Eğitim Bakanlığına bağlı okullarda görev yapan 840 beden eğitimi öğretmeni ile yapılmıştır. Araştırmada, Young İnternet Bağımlılık Ölçeği, Nottingham Sağlık Profili (NSP), Yetişkinler için Psikolojik Dayanıklılık Ölçeği, Örgütsel Vatandaşlık Davranışı Ölçeği ve Kişisel Bilgi Formu kullanılmıştır. Verilerin analizinde, betimsel istatistikler ve yapısal eşitlik modellemesi (YEM) kullanılmıştır. Anlamlılık düzeyi 0,05 olarak belirlenmiştir. Analizlerden elde edilen sonuçlara göre önerilen hipotetik model doğrulanmıştır. Buna göre internet bağımlılığı, sosyal izolasyonu olumlu yönde etkilemektedir. Buna karşın internet bağımlılığı, psikolojik dayanıklılığı olumsuz yönde etkilemektedir. Sosyal izolasyonun psikolojik dayanıklılık üzerindeki etkisi olumsuz yöndedir. Psikolojik dayanıklılık örgütsel vatandaşlık davranışı üzerinde olumlu yönde bir etkiye sahiptir. Önerilen modelde internet bağımlılığı, sosyal izolasyon, psikolojik dayanıklılık ve örgütsel vatandaşlık davranışı arasında doğrudan etkilerin söz konusu olduğu ancak dolaylı etkilerin bulunmadığı saptanmıştır.

Anahtar Kelimeler İnternet bağımlılığı, örgütsel vatandaşlık davranışı, psikolojik dayanıklılık, sosyal izolasyon

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INTRODUCTION

Internet addiction has become a widespread problem today and can affect individuals' psychological health. The Internet, the most important innovation of our age, maintains its importance due to its ease of access on a global scale and allows millions of people to communicate at the same time (Yalçın, 2003; Castells, 2008; Tatar, 2009). The Internet, which has become a part of our daily lives, is gradually changing our lifestyle and the way we do business (Chebbi et al., 2020). The Internet offers convenience in many areas such as communication, entertainment, research, news, social media and trade. In addition to the benefits it offers, the internet can cause addiction in case of excessive use (Taş, 2018; Karaca, 2019). Internet addiction is when a person loses control while using the internet, uses the internet excessively, this use negatively affects the person's life and negative consequences occur (Young, 2010). The development of the Internet has triggered individualism in modern societies, which stands out both in daily life and in terms of social relations (Çaycı & Çaycı, 2017). Social isolation, which is one of the negative consequences of individualism, means that the person does not communicate with others, has no relationship with other individuals or has very few meaningful ties (De Jong Gierveld et al., 2006). Social isolation is a situation in which a person lives alone without any contact with other people (Korkmaz, 2018). In addition, social isolation affects people's moods. People use psychological resilience to protect themselves adequately, especially against the negative situations they face in life. Psychological resilience is the power of individuals to recover themselves after negative emotional experiences, severe difficulty or trauma; the ability to show a flexible and healthy adaptation after stressful experiences and a dynamic process (Luthar et al., 2000). Studies on organisations in the literature also show that social isolation leads to negative situations. Because in case of isolation, healthy communication cannot be established due to insufficient social ties (Erbaşı & Zganjori, 2017). Similarly, misuse of the internet in the workplace leads to many negative consequences. However, it is seen that there is confusion in the literature on this issue. It has been determined that concepts such as cyberloafing, cyberloafing, cyber blindness, online loafing, internet addiction and problematic internet use (PIU) are used for similar meanings without clear distinctions between them (Kim & Bryne, 2011). In this study, the concepts of using the Internet for personal purposes at the workplace or misusing the Internet at the workplace were preferred. The time spent for using the internet for personal purposes in the workplace can turn into a financial loss for businesses.

In addition, the performance of organisations can be considered as an indicator of the level of work performance of employees. Therefore, if the behaviours exhibited within the organisation such as personal internet use at the workplace cannot be well controlled, they may damage the service quality and reputation of the organisation in terms of service. Behaviours that aim to ensure continuity in the organisation, contribute to its effective functioning and depend on the employee's discretion are called organisational citizenship behaviours (Griffiths, 2003). The aim of this study is to investigate the relationships between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour among physical education and sports teachers. In addition, it is aimed to eliminate the deficiency in the literature by examining these relationships with Structural Equation Modelling (SEM). In SEM, a two-stage approach is proposed to test the models. In this approach, first, the measurement model is tested to define the relationships between latent variables and observed variables, and then the structural model in which endogenous and exogenous latent variables are associated is tested (Anderson & Gerbing, 1988; James et al., 1982; Kline, 2015). In the measurement model, internet addiction, social isolation, psychological resilience and organizational citizenship behavior variables were tested separately.

Internet addiction, which occurs as a result of the problematic use of the internet in educational institutions and many fields worldwide, and many concepts that affect this problem and may be related to this problem come to the agenda. This situation is especially important for physical education and sports teachers working in educational institutions. In this study, it is considered that examining the relationship between the concepts related to many fields such as internet addiction, social isolation and psychological resilience and organizational citizenship behavior of physical education and sports teachers through the structural model, addressing direct and indirect relationships will contribute to the literature and in this sense, the study is original.

The results to be obtained from this study will both reveal the current situation in physical education and sports teachers and the suggestions to be made in line with the results obtained will contribute to the literature. In this study, we tried to reveal the relationship between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour in physical education teachers. In this context, the results of this study will contribute to the related literature.

METHOD

Research model

In this study, correlational survey model, one of the quantitative research methods, was used. Relational researches are researches in which the relationships between two or more variables are analysed without intervening in these variables in any way (Karasar, 2010).

Research group

The population of this study consists of physical education and sports teachers working in schools affiliated to the Ministry of National Education in the 2020-2021 academic year. According to the official statistics of the Ministry of National Education Strategy Development Directorate, there are a total of 1,112,305 contracted / permanent teachers in the 2020-2021 academic year. The number of physical education and sports teachers among these teachers is 35,925 (URL-1, 2020). The sample of this study consists of a total of 840 physical education and sports teachers, 263 of whom are female and 577 of whom are male, selected by convenience sampling, which is one of the non-probability-based sampling methods, working in schools affiliated to the Ministry of National Education in the 2020-2021 academic year. This number constitutes 2.3% of the total number of physical education and sports teachers and the findings obtained from this sample are generalizable (Field, 2005; Karasar, 2010).

Data collection tools

Young internet addiction scale

The scale was developed by Dr Kimberly Young (1996), adapted from the DSM-V criteria for “Pathological Gambling”. Consisting of 20 questions, the scale is a 6-point Likert-type (“0 Never”, “1 Rarely”, “2 Occasionally”, “3 Often”, “4 Very often” and “5 Continuously”) measurement tool. The scores that can be obtained from the scale vary between 0-100, and as the scores increase, the level of Internet addiction increases. Bayraktar (2001) conducted the adaptation, validity and reliability study of Young Internet Addiction Scale into Turkish. Cronbach Alpha value was found 0.91.

Nottingham health profile (NSP) scale

The scale was developed by Hunt, McEwen and McKenna (1985). It consists of 38 items and sub-dimensions are energy (3 items), pain (8 items), emotional reactions (9 items), sleep (5 items), social isolation (5 items) and physical activity (8 items). Responses are yes/no. Each question has a different score weight. Each domain is scored between 0-100. “0” indicates the best health status and “100” indicates the worst health status. The adaptation of the scale into

Turkish and its psychometric properties were carried out by Küçükdeveci et al on rheumatism patients (Küçükdeveci et al., 2000). Cronbach Alpha internal reliability coefficient was calculated as 0.85.

Psychological resilience scale for adults

The scale was developed by Friborg et al. The scale consists of 6 sub-dimensions. In the scale, “structural style” and “future perception” are measured with 4 items each; “family cohesion”, “self-perception” and “social competence” are measured with 6 items each and “social resources” is measured with 7 items. The score that can be obtained from the scale varies between 33 and 165. In the scale, in order to avoid biased evaluations in the preference of items, a format in which positive and negative characteristics are on different sides and five separate boxes are used for responses is used. In the schematic evaluation, the scoring method was left free to measure high or low psychological resilience. The validity and reliability study of the scale was conducted by Basım and Çetin (2011). Cronbach Alpha internal consistency coefficient was found to be 0.92.

Organisational citizenship behaviour scale

The scale consists of five basic dimensions compatible with the dimensions of organisational citizenship behaviour found in Organ’s (1988) studies. In the scale, there are 19 items to measure the dimensions of organisational citizenship behaviour, altruism (5 items), conscientiousness (3 items), courtesy (3 items), chivalry (4 items) and civic virtue (4 items). The scale is a 5-point Likert-type scale (1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree). The validity and reliability study of the scale was conducted by Basım and Şeşen (2006). While Cronbach Alpha value ranged between 0.77 and 0.87, the total reliability of the scale was found to be 0.94.

Analysing the data

IBM SPSS Statistics 21.00 and AMOS 22.00 statistical package programmes were used for data analysis. Firstly, descriptive statistics of the physical education and sports teachers participating in the study were analysed. In addition, Pearson Product Moment Correlation Coefficient was used to determine the direction and level of the relationship between the variables. Finally, Structural Equation Modelling (SEM) analyses were conducted. In SEM, a two-stage approach is proposed to test the models. In this approach, firstly, the measurement model is tested to define the relationships between latent variables and observed variables, and

then the structural model in which internal and external latent variables are associated is tested (James et al., 1982; Anderson & Gerbing, 1988; Kline, 2015). In the measurement model, internet addiction, social isolation, psychological resilience and organisational citizenship behaviour variables were tested separately. In the second stage of SEM, path analysis test was performed on the hypothetical structural model (Figure1) developed based on the literature. In the process of testing the measurement models and the structural model, the covariance matrix and maximum likelihood method were used. $\alpha=0.05$ was chosen for significance level. The significance of the model established in SEM is examined by goodness of fit values (Schumacher & Lomax, 2004).

CMIN/df (Chi-Square Goodness of Fit Index- χ^2 /sd); RMSEA (Root Mean Square Error of Approximation); SRMR (Root Mean Square of Standardised Error Squares); IFI (Incremental Fit Index); NFI (Normalised Fit Index); CFI (Comparative Fit Index) and GFI (Goodness of Fit Index) were used as fit indices. Acceptable goodness-of-fit indices of these values are suggested to be ≤ 5 for χ^2 /sd, ≥ 0.90 for CFI, NFI and IFI, ≥ 0.85 for GFI, and ≤ 0.10 (Hu & Bentler, 1999; Marcoulides & Schumacher, 2001; Schermelleh-Engel & Moosbrugger, 2003; Schumacher & Lomax, 2004; Maydeu-Olivares et al., 2018). Since multicollinearity in SEM leads to deviation from predictivity, analyses for the multicollinearity relationship between variables, which is one of the prerequisites of SEM, were performed before testing the proposed hypothetical model. For this purpose, both the correlation relationship between the variables and the Variance Inflation Factor (VIF) and tolerance values of the independent variables were calculated. The correlation values obtained were found to be below the level of 0.80 (Field, 2005), which indicates multicollinearity between variables.

FINDINGS

VIF values and tolerance values of independent variables are presented in Table 1.

Table 1. VIF values and tolerance values of independent variables

Variables	VIF values	Tolerance values
Internet Addiction	1.94	0.51
Social Isolation	1.89	0.52
Psychological Resilience	1.25	0.79

When Table 1 was examined, it was determined that the VIF values of the independent variables were 1.94 for internet addiction, 1.89 for social isolation and 1.25 for psychological resilience. Since these values are less than 10, it can be said that there is no linearity problem.

The tolerance values of the independent variables are 0.51 for internet addiction, 0.52 for social isolation and 0.79 for psychological resilience. It was determined that the tolerance values of the independent variables were above 0.20 and there was no linearity problem.

Table 2. Descriptive statistics of the observed variables in the hypothetical model

	Average	Standard Deviation	Skewness	Kurtosis
Young Internet Addiction Scale Scale Items				
1	3.18	1.19	0.17	0.33
2	2.08	1.06	0.82	0.17
3	1.53	0.65	0.84	-0.39
4	1.88	0.92	0.85	0.15
7	1.59	0.69	0.73	-0.64
8	2.03	1.13	1.08	0.67
9	1.44	0.60	0.99	-0.03
10	2.80	1.16	0.32	-0.38
11	2.10	1.11	0.86	0.12
12	2.35	1.28	0.77	-0.11
13	1.50	0.64	0.88	-0.28
14	2.04	1.15	1.05	0.49
15	1.58	0.68	0.74	-0.60
16	2.11	1.10	0.94	0.50
17	2.09	1.17	0.99	0.36
18	1.47	0.68	1.10	-0.06
19	1.31	0.50	1.0	0.32
20	1.32	0.47	0.87	-0.88
Items of Social Isolation Subdimension				
1	1.86	1.11	1.08	0.11
2	1.48	0.80	1.59	1.68
3	1.59	0.90	1.50	1.56
4	1.27	0.65	1.46	2.86
5	1.32	0.65	1.18	2.42
Psychological Resilience Scale for Adults Subscale Scores				
Structural Style	15.65	3.05	-0.29	-0.58
Perception of Self	24.31	4.59	-0.66	-0.09
Social Competence	20.02	3.60	-0.38	-0.52
Social Resources	25.19	4.38	-0.90	0.01
Family Harmony	23.85	4.40	-0.46	-0.34
Future Perception	16.26	3.06	-0.68	0.14
Organisational Citizenship Behaviour Scale Subscale Scores				
Altruism	17.88	1.97	-0.85	0.21
Conscientiousness	8.27	1.28	-0.44	-0.24
Civil Virtue	16.77	2.24	-0.41	-0.45
Chivalry	16.55	2.27	-0.32	-0.40
Courtesy	13.89	1.28	-1.03	0.26

Table 2 shows the descriptive statistics of the scale items of the latent variables of internet addiction and social isolation and the subscale scores of the latent variables of psychological resilience and organisational citizenship behaviour. In addition, when Table 2 is examined, it is seen that the kurtosis and skewness values of all indicators in the model are within acceptable limits.

Huck (2012) stated that kurtosis and skewness values should be less than ± 1 in a normal distribution, and George and Mallery (2010) stated that although ± 1 is perfect for skewness and kurtosis, ± 2 is acceptable for some psychometric measurements. Some researchers reported that univariate normality would be sufficient for skewness to be ± 2 and kurtosis to be ± 7 or less (Finney & DiStefano, 2006; Kim, 2013).

Testing measurement models

In the first stage of the study, a confirmatory measurement model was established and tested for each of the variables of internet addiction, social isolation, psychological resilience and organisational citizenship behaviour. The fit values of Young Internet Addiction Scale obtained after the modification of the measurement model based on the modification suggestions were determined as $\chi^2(132) = 566.647$, $\chi^2/sd = 4.29$, $p < 0.05$; GFI = 0.90; CFI = 0.91; NFI = 0.89; IFI = 0.91; SRMR = 0.046; RMSEA = 0.076. In line with the CFA results of the socialisation sub-dimension of the Nottingham Health Profile scale consisting of 5 items, modification was made between item 4 and item 5 and the obtained fit index values were determined as $\chi^2(4) = 15.543$, $\chi^2/sd = 3.88$, $p < 0.05$; GFI = 0.98; CFI = 0.98; NFI = 0.98; IFI = 0.98; SRMR = .031; RMSEA = 0.59.

The second level multifactor confirmatory factor analysis fit values of the Psychological Resilience Scale for Adults were determined as $\chi^2(359) = 1735.408$, $\chi^2/sd = 4.83$, $p < 0.05$; CFI = 0.90; IFI = 0.90; SRMR = 0.079; RMSEA = 0.903. The fit index values of the confirmatory measurement model of the Organisational Citizenship Behaviour Scale were found to be significant. Accordingly, the fit index values of the scale were determined as $\chi^2(124) = 611.425$, $\chi^2/sd = 4.93$, $p < 0.05$; GFI = 0.90; CFI = 0.90; IFI = 0.90; SRMR = 0.056; RMSEA = 0.078. When all these values are analysed, it is seen that the measurement model of the scales has an acceptable fit.

Findings related to hypothetical model

In this study, the relationships between Internet addiction, social isolation, psychological resilience and organisational citizenship behaviour were examined and a hypothetical model was developed to explain the relationships between these variables. Young Internet Addiction Scale, one of the variables in the proposed model, has a single-factor structure consisting of 18 items. This structure of the scale was confirmed by first level confirmatory factor analysis and each of the 18 items was accepted as an indicator and included in the model. The social isolation sub-dimension of the Nottingham Health Profile- NSP Scale consists of 5 items. The results obtained from the first level confirmatory factor analysis performed on these 5 items were significant and each of the 5 items was considered as an indicator in the model. The six-dimensional structure of the Psychological Resilience Scale consisting of 29 items was confirmed by the second level confirmatory factor analysis.

In this model, the total scores obtained from each sub-dimension of the Psychological Resilience Scale were taken as indicators and the latent variable of psychological resilience was represented by 6 indicators.

Finally, the Organisational Citizenship Behaviour Scale was used in the model in the study. Consisting of 18 items and five sub-dimensions, the scale was validated by second level confirmatory factor analysis. In the model tested within the scope of this research, the total scores obtained from the sub-dimensions of the Organisational Citizenship Behaviour Scale were accepted as indicators. Accordingly, the scale was represented by five indicators in the model. As a result, internet addiction, social isolation, psychological resilience, psychological resilience, and organisational citizenship behaviour are composed of 18, 5, 6, and 5 indicators, respectively. Thus, the whole model includes 34 indicators. The findings related to the correlations between latent variables are presented in Table 3.

Table 3. Correlations of latent variables of the hypothetical model

	Internet Addiction	Social Isolation	Psychological Resilience
Social Isolation	0.67**		
Psychological Resilience	-0.42**	-0.40**	
Organisational Citizenship Behaviour	-0.11**	-0.25**	0.14**

**=p<0.01

According to Table 3, the correlation coefficients of all latent variables are significant at .01 level. The highest correlation between the variables is between internet addiction and social isolation, and the lowest correlation is between internet addiction and organisational citizenship behaviour.

Findings related to testing the hypothetical model

The structural model proposed in the study was tested by maximum likelihood estimation method and the covariance matrix was utilised in this process. Before testing the hypothetical model, the error covariances that were added to the Internet addiction and social isolation variables during the validation of the measurement models were added. In addition, error covariances were added between social resources and family cohesion, which are sub-dimensions of the Psychological Resilience Scale, and between conscientiousness and civic virtue, which are sub-dimensions of the Organisational Citizenship Behaviour Scale.

Firstly, whether all paths in the path analysis were statistically significant or not was examined by t- test, and then fit indices were used to evaluate whether the whole model was compatible with the data or not. As a result of the analysis performed to reveal the path analyses between the latent variables in the model; $\chi^2(517) = 2256.617$, $\chi^2/sd = 4.36$, $p < 0.05$; CFI = 0.90; IFI = 0.90; SRMR = 0.062; RMSEA = 0.063.

When these fit indices of the model are examined, it is seen that the model is validated and there is a fit between the model and the data. The obtained structural model is presented in Figure 1.

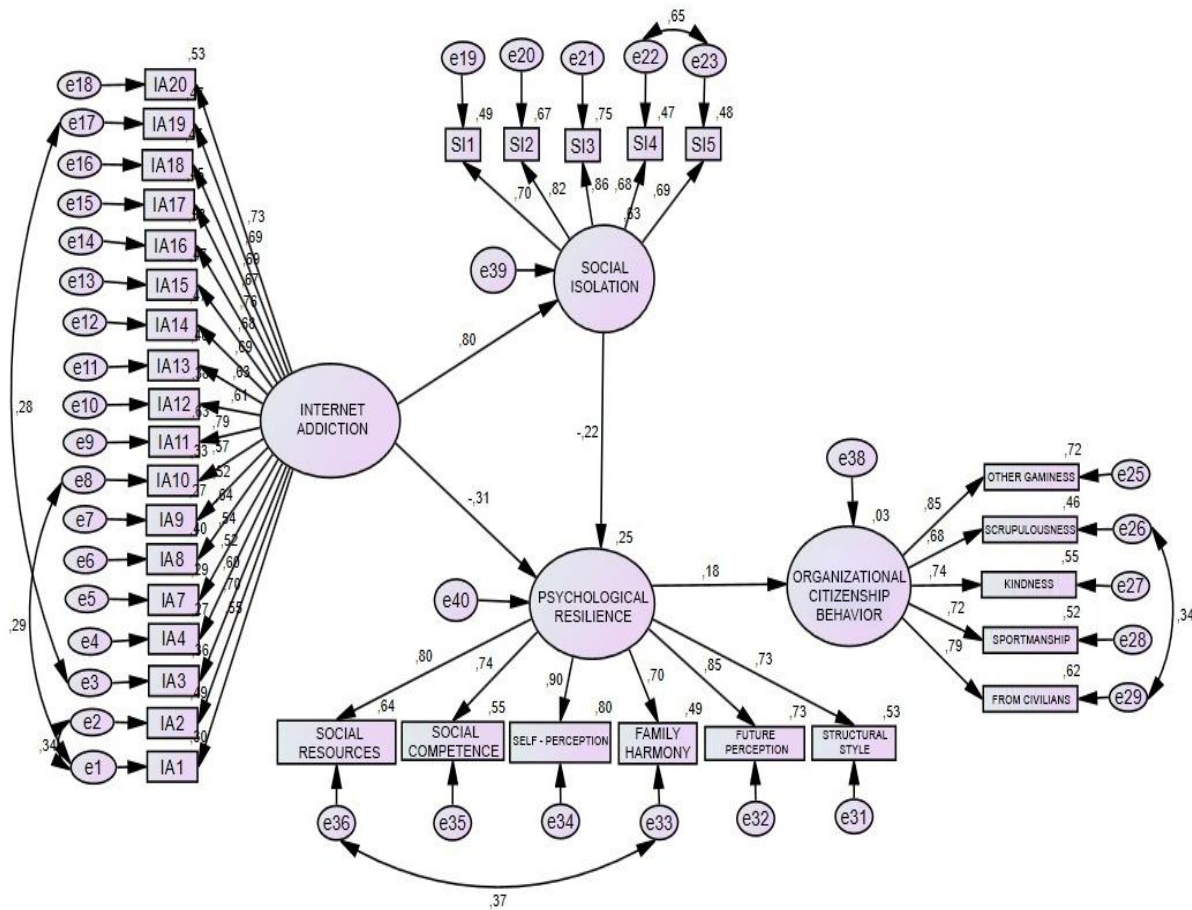


Figure 1. Structural equation model

The path coefficients between internet addiction, social isolation and psychological resilience in the first part of the model presented in Figure 1 and the path coefficient between psychological resilience and organisational citizenship behaviour were found to be significant. According to the results of the analyses, the regression coefficient between internet addiction and social isolation was 0.80; the regression coefficient between internet addiction and psychological resilience was -0.31; and the regression coefficient between social isolation and psychological resilience was -0.22.

The regression coefficient between psychological resilience and organisational citizenship behaviour in the second part of the model was found to be 0.18 and significant at 0.01 level. The results of the indicators in the model are presented in Table 6. It was determined that all path coefficients in the table were significant at 0.01 level.

Table 4. Values obtained for the structural model

Structural Model			Standardised Estimate	Standardize Tahmin (Estimate)	Standart Error (S.E)	Critical Ratio (C.R)	Significance Value (p)
Social Isolation	<---	Internet Addiction	0.797	0.948	0.068	13.865	<0.001
Psychologic Resilience	<---	Internet Addiction	-0.312	-1.062	0.226	-4.695	<0.001
Psychologic Resilience	<---	Social Isolation	-0.215	-0.614	0.188	-3.265	.001
Organisational Vat. Behaviour.	<---	Psychologic Resilience	0.183	0.138	0.029	4.740	<0.001
IB1	<---	Internet Addiction	0.551	1.000			
IB2	<---	Internet Addiction	0.704	1.139	0.062	18.502	<0.001
IB3	<---	Internet Addiction	0.602	0.600	0.043	13.864	<0.001
IB4	<---	Internet Addiction	0.519	0.732	0.059	12.488	<0.001
IB7	<---	Internet Addiction	0.541	0.570	0.044	12.878	<0.001
IB8	<---	Internet Addiction	0.636	1.101	0.076	14.400	<0.001
IB9	<---	Internet Addiction	0.519	0.476	0.038	12.493	<0.001
IB10	<---	Internet Addiction	0.572	1.016	0.064	15.944	<0.001
IB11	<---	Internet Addiction	0.792	1.341	0.082	16.418	<0.001
IB12	<---	Internet Addiction	0.614	1.201	0.085	14.059	<0.001
IB13	<---	Internet Addiction	0.631	0.615	0.043	14.316	<0.001
IB14	<---	Internet Addiction	0.687	1.210	0.080	15.115	<0.001
IB15	<---	Internet Addiction	0.685	0.713	0.047	15.085	<0.001
IB16	<---	Internet Addiction	0.761	1.283	0.080	16.056	<0.001
IB17	<---	Internet Addiction	0.669	1.202	0.081	14.874	<0.001
IB18	<---	Internet Addiction	0.686	0.714	0.047	15.097	<0.001
IB19	<---	Internet Addiction	0.686	0.526	0.035	15.103	<0.001
IB20	<---	Internet Addiction	0.730	0.533	0.034	15.677	<0.001
SI1	<---	Social Isolation	0.702	1.000			
SI2	<---	Social Isolation	0.818	0.842	0.039	21.674	<0.001
SI3	<---	Social Isolation	0.864	1.005	0.044	22.654	<0.001
SI4	<---	Social Isolation	0.684	0.571	0.031	18.338	<0.001
SI5	<---	Social Isolation	0.694	0.585	0.031	18.595	<0.001
Altruism	<---	Organisational Vat. Behaviour	0.847	1.000			
Conscientio Usness	<---	Organisational Vat. Behaviour	0.678	0.521	0.026	20.004	<0.001
Courtesy	<---	Organisational Vat. Behaviour	0.744	0.568	0.025	22.986	<0.001
Chivalry	<---	Organisational Vat. Behaviour	0.722	0.978	0.044	22.156	<0.001
Civil Virtue	<---	Organisational Vat. Behaviour	0.785	1.052	0.043	24.258	<0.001
Structural Style	<---	Psychologic Resilience	0.730	1.000			
Future Perception	<---	Psychologic Resilience	0.855	1.176	0.048	24.484	<0.001
Social Competence	<---	Psychologic Resilience	0.744	1.202	0.057	21.199	<0.001
Social Resources	<---	Psychologic Resilience	0.798	1.566	0.069	22.775	<0.001
Family Harmony	<---	Psychologic Resilience	0.697	1.376	0.070	19.732	<0.001
Perception of Self	<---	Psychologic Resilience	0.897	1.846	0.072	25.630	<0.001

When Figure 1 and Table 4 are analysed, it can be said that the proposed model has an acceptable fit and the model is verified as a whole.

Findings related to direct effects

In path analysis studies, when it is revealed that the model fits the data, the path coefficients determined by the model should be reported. When interpreting the effect sizes of path coefficients, it is stated that values less than 0.10 indicate small effects, values around 0.30 indicate medium-sized effects, and values of 0.50 and above indicate high level effects (Kline, 2015). Accordingly, the direct effects between the variables within the scope of this research were analysed. In the structural model tested within the scope of the research, the t value between internet addiction and social isolation is significant at .01 level. Internet addiction predicts social isolation at the level of 0.80 and the increase in internet addiction increases social isolation. When the predictive coefficient (0.80) is analysed, it can be said that the effect of internet addiction on social isolation is very large. The t value between Internet addiction and psychological resilience is significant at .01 level. In this model, internet addiction has -0.31 level of predictive power on psychological resilience.

This value is a moderate effect size and it is possible to say that psychological resilience decreases as internet addiction increases. The t value between social isolation and psychological resilience is significant at 0.01 level. Social isolation predicts psychological resilience at the level of -0.22.

This prediction coefficient shows that social isolation has a moderate effect size on psychological resilience and it can be interpreted as psychological resilience decreases as social isolation increases. The t value between psychological resilience and organisational citizenship behaviour is significant at 0.01 level. Psychological resilience predicts organisational citizenship behaviour at the level of 0.18. This prediction coefficient shows that the effect size of psychological resilience on organisational citizenship behaviour is small. In line with this result, it can be said that as psychological resilience increases, organisational citizenship behaviour also increases.

Findings on indirect effects

Two separate models were established to examine the indirect relationships between latent variables. In the first model, the effect of internet addiction on organisational citizenship behaviour was examined. According to the findings, it was found that internet addiction had a

negative, low and significant effect on organisational citizenship behaviour ($\beta = -0.14$; $p < .05$). Then, psychological resilience was added to the model to determine whether psychological resilience has a mediating effect. After the mediation analysis, the effect of internet addiction on organisational citizenship behaviour was -0.07 and the relationship became insignificant. In the second model, firstly, the effect of social isolation on organisational citizenship behaviour was examined and it was determined that this effect ($\beta = -0.29$; $p < 0.05$) was negative, moderate and significant. Then, psychological resilience variable was added to the model for mediation analyses. After the analysis, the effect of psychological resilience on organisational citizenship behaviour became insignificant. At the same time, the effect of social isolation on organisational citizenship behaviour was ($\beta = -0.27$; $p < 0.05$). The lower value of the mediation effect was found as -0.063 and the upper value as 0.013 . Since this value contains zero, it is possible to say that the mediation effect is insignificant. When the obtained model analyses are evaluated as a whole, it can be said that there are direct effects between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour, but there are no indirect effects.

DISCUSSION AND CONCLUSION

According to the findings of this study, which examined the relationship between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour in physical education and sport teachers, internet addiction significantly and positively affects social isolation. Similar findings were found in the literature.

Internet addiction is expected to increase the social isolation experienced by individuals. It has been proven that there is a relationship between Internet addiction and both emotional and behavioural characteristics (Effatpanah et al., 2020). Agbaria (2020) mentioned the positive relationship between internet addiction and aggressive behaviours in his research. It is also possible to say that social isolation emerged as a sub-dimension in scale development studies on Internet addiction (Günüç & Kayri, 2010; Saraçoğlu & Aküzüm, 2017). Young and Rodgers (1998) stated in their study that individuals with Internet addiction tend to restrict their social outlets. In the continuation of the study, the effect of internet addiction on psychological resilience was examined and it was found that this effect was negative. In his study, Kodaman (2019) examined adolescents' internet addiction both in terms of total psychological resilience levels and in the context of peer support, school support, family support, adaptation, empathy

and determination to struggle, which are sub-dimensions of psychological resilience. According to the results obtained, it was found that there was a statistically significant and negative relationship between internet addiction and total psychological resilience and between the sub-dimensions of psychological resilience. Studies on the relationship between social media use and psychological resilience are also frequently encountered. Soysal (2016) examined facebook addiction and Ünlü (2018) examined social media addiction. In these studies, it was proved that there is a negative relationship between both facebook and social media addiction and psychological resilience. As the psychological resilience level of the participants increases, their facebook and social media addictions decrease. According to the data obtained, social isolation negatively affects the level of psychological resilience. In other words, psychologically strong people experience less social isolation. For example, Çetin et al. (2015) drew attention to the role of social resources in explaining psychological resilience.

In this study, it was revealed that individuals with high psychological resilience are more extraverted and compatible. Jew et al. (1999) found that individuals with high psychological resilience are more task-oriented and can establish good relationships (as cited in Erdoğan, 2014). Psychological resilience is defined as the healthy adaptation of individuals to the negative effects of risky situations through protective factors after being exposed to various risk factors, and it is stated that having close relationships with parents and other adults, having a regular home environment and having friends are the most important among these protective factors (Akkuş, 2015).

In this study, it was also determined that psychological resilience positively affects organisational citizenship behaviour. It has been determined that individuals with high psychological resilience tend to show more organisational citizenship behaviours (Avey et al., 2008; Kanbur et al., 2017). As a result, in our SEM model, Internet addiction positively affects social isolation. On the other hand, Internet addiction affects psychological resilience negatively. The effect of social isolation on psychological resilience is negative. Psychological resilience was found to have a positive effect on organisational citizenship behaviour. According to the results of this study, it is recommended to provide basic trainings for physical education and sports teachers to use the internet effectively and efficiently and to raise awareness. As another suggestion, risk factors should be reduced, competence should be increased and protective factors should be activated in order to reduce social isolation and

strengthen psychological resilience. Administrators have great duties in exhibiting organisational citizenship behaviours in educational institutions. Training and seminar activities can be organised to increase the awareness of administrators on this issue. In the study, the relationships between internet addiction, social isolation, psychological resilience and organisational citizenship behaviour were examined. In this respect, the research has limitations. Similar model studies with different variables will make a great contribution to the field.

Recommendations

Basic trainings should be given to physical education and sports teachers in order to use the internet effectively and efficiently and to raise awareness. Thanks to these trainings, the decrease in internet addiction will contribute to the decrease in social isolation and increase psychological resilience. Administrators have great duties in exhibiting organisational citizenship behaviours in educational institutions. Training and seminar studies can be organised to increase the awareness of administrators on this issue. With the increase in awareness, school administrators' supporting physical education and sports teachers, appreciating them for the successful tasks they complete, using praise expressions, treating all teachers equally and fairly will increase the motivation of teachers. In such an environment, teachers' trust in administrators will increase and they will show more organisational citizenship behaviours.

In addition to these, making necessary arrangements to increase teachers' job satisfaction, positive mood and school loyalty, and improving working conditions in schools will contribute to the emergence of organisational citizenship behaviours. Administrators should be made aware of this issue.

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KATKI ORANI CONTRIBUTION RATE	AÇIKLAMA EXPLANATION	KATKIDA BULUNANLAR CONTRIBUTORS
Fikir ve Kavramsal Örgü <i>Idea or Notion</i>	Araştırma hipotezini veya fikrini oluşturmak <i>Form the research hypothesis or idea</i>	Selman ÇUTUK
Tasarım <i>Design</i>	Yöntem ve araştırma desenini tasarlamak <i>To design the method and research design.</i>	Selman ÇUTUK
Literatür Tarama <i>Literature Review</i>	Çalışma için gerekli literatürü taramak <i>Review the literature required for the study</i>	Selman ÇUTUK
Veri Toplama ve İşleme <i>Data Collecting and Processing</i>	Verileri toplamak, düzenlemek ve raporlaştırmak <i>Collecting, organizing and reporting data</i>	Selman ÇUTUK Fikret SOYER
Tartışma ve Yorum <i>Discussion and Commentary</i>	Elde edilen bulguların değerlendirilmesi <i>Evaluation of the obtained finding</i>	Selman ÇUTUK Fikret SOYER
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