Analysing Revanchist Behaviors in Academic Institutions: Rationales, Means, Purposes and Results

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Özet

It has been known that employees in the workplace, develop revanchist behaviours when they believe that they won't get what they deserve in other ways or in situations in which they purpose to create a re-balance. It can be claimed that even though there are various studies on the purpose, means and results of revanchist actions, there aren't a lot of studies that focus on spesific professional groups as a sample and examine their revanchist behaviours. In this context this study focuses on examining academicians who have a lesser likelihood to show revanchist behaviors because of the qualities of their group, and to the purpose/cause, means, reasons for letting it go and results of revanchist behaviors of academicians. The research was conducted by interviewing 10 academic staff with different titles from various public universities. According to the findings "participants know what is revenge and how it is going to be realized, mostly more than 5 revanchist behaviors are shown or intended by participants, the party subjected to revanchist behaviors are mostly academic superiors". On the other hand when the causes of revanchist behaviors are examined it is found that "protection against harm, balancing the status, personel satisfaction/establishing oneself, not trusting the official mecha-

nisms, seeking justice, teaching a lesson, being appreciated socially" are the main topics of reasons of revanchist behaviors. People abondon or give up revanchist behaviors because of "believing in divine retribution/leaving punishment to God and wishing somebody ill, not believing in accomplishing a result with revanchist behavior, leaving revenge for another time /forgetting in time, not associating revanchist behavior with oneself/discrepancy with personel values, disengagement, having scruples/pitying, not liking disproportionate force usage, not being able to find appropriate oppurtunity and means, keeping move(s) own hands". For the purpose of revenge legal, semi-legal and illegal means are used and as a result of revanchist behaviors "personel relief, increased friction and tension in workplace, decrease of job satisfaction and job commitment, causing a negative mood on the other side/disappointment or humiliation, other side coming the thier senses, others justifying one's behaviour, senior management stepping in" are found as outcomes. Additionally it is also found that participants tend to address revenge in workplaces as "game with no winners".

Keywords: Workplace, Antiproductive Behaviours, Revenge, Revanchist Behaviours, Academic Staff.