

THE MODERATOR ROLE OF WORKPLACE FRIENDSHIP IN THE EFFECT OF RUMINATION ON STRESS

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ABSTRACT

Keywords:

*Rumination,
Workplace,
Friendship,
Work Stress*

The main purpose of this research is to explain whether workplace friendship has a moderating effect on the relationship between rumination and work stress. For this purpose, the academic staff working at Tokat Gaziosmanpaşa University were taken as a sample in the study and the survey technique was used as the data collection technique in the research. The number of teaching staff working at Tokat Gaziosmanpaşa University is 1464, which constitutes the universe of this study. In this study, 242 lecturers, the sample of the research, were reached and the questionnaires were applied by using the face-to-face and online questionnaires sent to the academic staff via e-mail. The questionnaire form has 49 questions in total and consists of four parts. The first part of the questionnaire consists of demographic questions belonging to academicians. The second part of the questionnaire includes the Ruminative Thinking Style Scale, the third part includes the Work Stress Scale, and the fourth part includes the Workplace Friendship Scale. Data were collected by online survey method. Analyzes were made on the collected data. As a result of the analyzes, it was revealed that workplace friendship has a moderating effect between rumination and stress. As a result of the research, it was determined that ruminative behaviors increased the stress even more as the workplace friendship among the employees increased. In this study, 242 lecturers, who constitute the sample of the research, were reached, and face-to-face and online questionnaires were applied.

INTRODUCTION

Stress is a crucial concept that has been commonly experienced nowadays and has adverse effects on human life mainly due to its physiological and psychological effects. Business life is a notable part of human life; therefore, it has been one of the significant factors leading to stress.

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There have been lots of reasons for the causes of in the literature and these are; classified under three headings as individual, organizational and physical factors (Paşa, 2007). On the other hand, external stress have been mentioned as one of the main factor in great majority of the studies; nevertheless, external stress factors that cause perceived stress have been mostly underestimated (Cozens, 1992: 61). In other words, the discipline of organizational behavior generally sought stress factors within the organization. However, the individual characteristics of the employee could also cause stress.

From the point of the research on the subject notifies those ruminative behaviors, which are among employee characteristics, cause stress (Samaie & Farahani, 2011; Cenkseven Önder & Utkan, 2018). It has been revealed that rumination affects friendship relations positively (Rose, 2002) and that ruminative behaviors with friends especially during stressful periods relieve employees (Narayanan et al., 1999).

Studies have demonstrated that the stress caused by ruminative behaviors can lead to organizational problems (Caldweel et al., 2023). Findings associated with the relationship between friendship relations and stress and rumination have suggested that workplace friendship may play a moderator role between the two variables. Within this respect, this study tries to determine whether workplace friendship plays a moderator role in the relationship between rumination and work stress. Thus, this study is going to contribute to the literature on the factors that cause stress in the workplace and the consequences of ruminative behaviors. This study forecasts that the research will assist figuring out the importance of workplace friendship relations for businesses.

LITERATURE REVIEW

Response Patterns Theory

Rumination is a concept introduced by Nolen-Hoeksema (1987-1991) as a "coping strategy". The authors described rumination as a reaction style that aims to cope only with a stressful situation (Anayurt, 2017). Meanwhile, rumination could enable the person to focus on depressive thoughts repeatedly, to give information about the factors that cause depression and what the consequences are. According to the Response Patterns Theory, rumination is a way of reacting to one's problems, and it can also provide a passive focus on the possible causes and consequences of the responses given by repeating (Nolen-Hoeksema, 1991).

Self-Controlled Executive Function Theory

According to this theory, which was developed by Gerald-Matthews and Adrian Wells (1996) on the basis of schema theory and cognitive model, ruminative behavior emerges chiefly due

to the difference between the individual's current situation and the situation he really wants to be. The difference causes the individual to feel distant from himself and as a result, to make a journey from the current situation to the situation he wants to be. During this journey, the self-control mechanism emerges and the individual needs self-regulation. During this journey, he constantly tries to control what he would like to do for what he really wants to be (ideal self) (Wells & Matthews, 1996). According to the theory, rumination is not aimed at negative mood disorders or depressive symptoms, but rather as a naturally occurring construction found in mental disorder (Neziroğlu, 2010).

Rumination Theory About Sadness

Rumination theory about sadness was initially developed by Conway et al. (2000). Although it has been associated with the theory of reaction styles in terms of its emergence, attention has been drawn to the negative and harmful aspects of ruminative behaviors. To sum up, it has been figured out that there is a significant difference between the two theories in that they are not shared with the environment (Conway et al., 2000). It can be assumed that the failure of individuals to share their feelings and thoughts that lead to ruminative behaviors with others may lead to conflicts with their colleagues (Can & Aydın, 2022).

Goal Progression Theory

According to Martin and Tesser (1989); "The concept of rumination is an example of the Zeigarnik effect." Zeigarnik revealed that a knowledge whose current state is not completed tends to stay in the mind for a longer period of time than information about responsibilities whose current state is completed. In the theory of goal progression, an individual who tends to ruminate tends to think over and over again about the goals that they cannot achieve and have difficulty in achieving. According to this concept, it has been revealed that the existence of rumination is an occasion for the individual to achieve his/her goal. (Martin, Shrira, & Startup, 2004).

Rumination

It has been already recognized that studies on the concept of rumination have increased dramatically in recent years. Rumination has been a concept that first emerged during the studies carried out in the field of psychology in the 1960s and has been constantly examined in terms of clarifying the development of negative emotions and their continuation in a renewable way (Can & Aydın, 2022). The origin of the word is Latin, which means "ruminare", that is, "to ruminate". Ingram and McAdam (1960), who conducted research in

the field of psychology, defined rumination obsessively as "mental rumination" (Ingram & McAdam, 1960).

Rumination, which can be defined as persistent, circular and depressive thinking in the literature, is considered to be a relatively more common reaction to negative moods and is a more prominent cognitive feature of dysphoria and major depressive disorder (Papageorgiou & Wells, 2004).

Nolen-Hoeksama (1991), who conducted studies on rumination, argues that rumination is a reaction to depression. According to this explanation, rumination could be regarded as a result. However, rumination also paves the way for the maintenance of depressive mood (Nolen-Hoeksema, 1991). From this point of view, thoughts that cause individuals to feel bad about themselves cause people to focus repeatedly when they are anxious or depressed, and this focus paves the way for rumination (Lyubomirsky & Tkach, 2003).

M. Conway et al. (2000) conducted a study on individuals' deep reflections on their current feelings of sadness. In this study, they pointed out that rumination consists of the individual's repetitive thoughts about the conditions that include his current distress and sadness. These thoughts are; they explained that the negative effect of the individual's emotions is related to its antecedents or nature and does not lead to non-targeted and corrective action plans (Conway, Csank, Holm, & Blake, 2000). As a result, it has been figured out that rumination could be defined as thoughts that occur in negative conditions and are constantly repeated by the individual.

In the literature review on rumination, it has been observed that there are a great many of different theories. Some of those; Those can be listed as Response Style Theory, Goal Progress Theory, Rumination About Sadness, Rumination as a Response to Stress (Can & Aydın, 2022).

Work Stress

The concept of stress, which has been widely used in recent years, can be defined as the ailment of our age by scientists working on it (Aslan & Cengiz, 2015). Stress, which is expressed as the disease of modern society, is actually a part of our daily life and everything surrounding of our daily routine can cause stress (Güçlü, 2001). Stress can be defined as "the effort an individual spends beyond his physical and psychological limits due to incompatible conditions in the physical and social environment" (Cüceloğlu, 1994). In other words, we can define stress as the mental, physiological and mental problems that occur in living beings due to the spiritual and mental effort spent and that limit people, which create psychological and

physical pressures (Çakır et al. 2008). When the definitions taken into consideration, it has been figured out that stress is a concept triggered by internal and external factors.

To achieve organizational goals, it can not be possible to separate the organization and the person (Aslan & Cengiz, 2015). Due to this fact, business life, where people spend most of their life, has an remarkable place among the areas where stress may occur (Güçlü, 2001). Studies have shown that stress mostly occurs in the working environment as a result of excessive noise, light and heat, too much or too little responsibility and too much or too little supervision, and that employees in the same stressful environment do not show the same reaction. shows that it can lead to reactions such as aggression or avoidance of doing the job (Klarreich and Steers 1994).

Organizational stress refers to the stress caused by factors affecting business life (Develi et al., 2017). It has been acknowledged that organizational stress may increase the pressure on employees and causes employees to feel alienated from their work and decrease their performance (Yüksel, 2014). Owing to this reason, employees try to enhance their performance and balance their stress levels at the same time (Paşa, 2007). As a result, in organizations where organizational stress is intense, it becomes incredibly difficult for employees to adopt behaviors that will enable them to be motivated, job satisfaction, work continuity and organizational goals (Aslan & Cengiz, 2015).

Workplace Friendship

There are a great many of definitions in the framework regarding the concept of workplace friendship. Some of these definitions are given below. Berman et al. (2002) “The friendships formed in the working life are the mutual relations that include the interest, trust and values of the employees in the workplace towards each other, and that do not include emotionality rather than feeling close to oneself”. Besides, Huang (2016) defines workplace friendship as “an interaction situation in which at least two or more employees work together or individually on the same or similar transactions in the workplace, and thus, sincere relations are developed with each other”. To sum up it has been made out that workplace friendship in the workplace differs due to its obligation. Therefore, establishing healthy friendship relations among employees is noteworthy in terms of organizational performance (Akyüz, 2020).

Employees working in the same institution or business form workplace friendships over time due to various similar characteristics they have (Lee, 2005). Although employees are

different individuals, they have personal or contextual similarities. Personal similarities can be listed as personality, shared culture, age, gender, education, behavior, interests and background. Contextual similarities are based on common points such as marriage, parenting and health problems (Sias & Cahill, 1998). It has been observed that the similarities between the employees will be effective on the workplace friendship. Özyer et al. (2015), In addition, the factors affecting the friendship relations formed in the workplace can be mentioned as personal and contextual ones. While Personal factors are divided into three sub-dimensions: similarity among employees, personality and gender, intrinsic factors are divided into two sub-dimensions: workplace-related factors and external factors. While the workplace-related factors are division of labor, organizational culture, compatibility, distance between home and workplace, similarity of work done, organizational culture factors; The external factors are the developments in daily life and socialization.

Kram and Isabella (1985) argued that workplace friendship provides people with high social communication skills and gives them spiritual strength. Emotionally strong employees get spiritual strength from the social benefit they create together, beyond doing their job with love (Balaban & Özsoy, 2016). A study by Duck (1983) found that employees who generally get along well work better together. Alparslan et al. (2015) examined the effect of workplace friendship on person-organization fit and determined that workplace friendship had a positive and significant effect on person-organization fit. Unsuccessful and harmonious workplace friendships mutually increase the feelings of "trust, loyalty, cooperation and empathy" after a while (Ingram & Zou, 2008). Absenteeism and workforce turnover rates (Berman et al., 2002), which are accepted as an indicator of workplace friendship, are expected to have a negative interaction with workplace friendship.

The workplace friendship, which has important effects in the workplace, includes both positive and negative aspects. Employees in businesses where workplace friendships are valued may lead to a decrease in working efficiency by turning to excessive conversations or various entertainment games during working hours. Turning the time allotted for work into entertainment can lead to loss of energy and negative results (Morrison & Nolan, 2007). Friendships established in the workplace can cause employees to be in a dilemma between friendship and organizational duties, and this dilemma can have a negative impact on the performance of employees (Bridge & Baxter, 1992). Other employees may experience a dilemma in the decisions to be taken by the management regarding the employees in the workplaces due to friendship relations (Morrison & Nolan, 2007). In addition, secrets

transferred with a sense of trust among colleagues at work bring the risk of being used against friends due to conflicts of interest in the future (Öztürk, 2020). Due to this fact it can be assumed that workplace friendships can not continue for a long time as it will cause conflicts of interest. Sias et al. (2004:322) argues that workplace friendships fail due to five main reasons: problematic personality, distracting life events, conflicting expectations, promotion, and betrayal.

Framework and Hypothesis

This study aims to determine the moderator role of workplace friendship in the relationship between rumination and work stress.

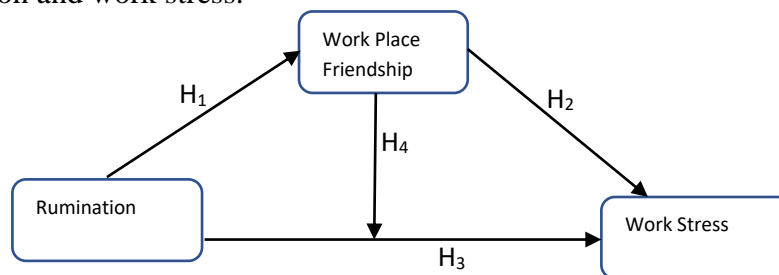


Figure 1: Research Model

In line with the constructed model, the following hypotheses have been put forward.

Although rumination is thought of as an action performed, ruminative behaviors can be performed with the participation of more than one individual (Bugay & Baker, 2015). Research has suggested that rumination may be related to friendship and that rumination can affect friendship positively or negatively. It has been accepted that depressive individuals who ruminate will cause conflict between individuals, and rumination initiated by non-depressed individuals will cause satisfaction in friendship (Calmes, 2008). From the perspective of these explanations, the following hypothesis has been established regarding the relationship between rumination and workplace friendship.

H1: *Rumination affects workplace friendship significantly and positively.*

The relationship between workplace friendship and work stress has been the issue of many studies in the literature. Studies have showed that disruptions in workplace friendships cause work stress (Sias et al., 2004). In addition, studies have also demonstrated that good workplace friendships in a workplace will have positive results such as obtaining internal rewards, reducing and balancing work-related stress, increasing job satisfaction and reducing

the rate of turnover (Kram & Isabella, 1985). Therefore, the H2 hypothesis, which expresses the relationship between workplace friendship and job stress, was established as follows.

H2: *Workplace friendship affects job stress in a significant and negative way.*

According to the previous studies, the relationship between individuals' ruminative behaviors and stress has been clearly explained by the theory of response styles (Can & Aydın, 2022). While the theory introduced by Nolen and Heeksama (1991), ruminative behaviors cause pessimism on individuals and lead to the emergence and maintenance of depressive movements, the response patterns theory, the H3 hypothesis was formed as follows.

H3: *Rumination affects job stress significantly and positively.*

It has been observed in the literature that the relationship between rumination and stress has been supported by various studies (De Lissnyder et al., 2012; Mezo and Baker, 2012; Roger and Hudson, 1995; Smith and Alloy, 2009). Meanwhile, researchers have pointed out the constructive effects of rumination and stated that ruminative thinking can contribute to overcoming traumatic situations (Watkins, 2008). It has been stated that rumination behaviors, which occur when trait anxiety can be controlled, increase behavioral problem-solving motivation, encourage information seeking, and ultimately have a positive effect on workplace performance (Davey et al. 1992). It has been observed that the direction of the relationship between rumination and work stress is not clear. In addition, the relationship is explained by the fact that people can be depressed. However, considering that the factors affecting the relationship may not only be related to the mood of the individuals, it has been suggested in this study related to the friendship relations at work may have a moderating effect on the relationship between rumination and work stress. Thus, this study tries to contribute to the scientific communication.

H4: *Workplace friendship has a moderator effect on the relationship between rumination and work stress.*

METHODOLOGY

Sample of the Research

The sample of this study consists of academic staff working at Tokat Gaziosmanpaşa University. The number of teaching staff working at Tokat Gaziosmanpaşa University is 1464, which constitutes the universe of this study. This study also benefited from face-to-face and online questionnaires sent to academic staff via e-mail. The number of completed and returned questionnaires is 242. Before onset of the analysis, this study tried to test whether there was any questionnaire that was considered as extreme value. However, due to the

absence of an outlier survey, the entire data set was included in the analysis. Table 1 shows the gender, age and marital status distribution of the sample.

Table 1
Demographic Characteristics of Participants (N =242)

		<i>f</i>	%
<i>Gender Distribution</i>	Man	125	48,3
	Woman	117	51,7
<i>Age Range</i>	20-34	90	37,2
	35-49	131	54,1
	50-65	21	8,7
<i>Marital status</i>	Married	151	62,4
	Single	91	37,6
<i>Education</i>	Undergraduate	21	8,7
	MA/MSC	92	38
	PhD	129	53,3
<i>Year</i>	1-5	81	33,5
	6-10	87	36
	10+	74	30,5
<i>Title</i>	Research Assistant	42	17,4
	Instructor	98	40,5
	Assistan Prof	60	24,8
	Assosicate Prof	26	10,7
	Proffesor	16	6,6
<i>Administrative position</i>	Yes	190	75,5
	No	52	25,5
<i>Expertise</i>	Social and Humanities	79	32,6
	Science	62	25,6
	Health Sciences	55	22,7
	educational Sciences	46	19

According to Table 1, 51.7% (n=125) of the academicians participating in the research are female and 48.3% (n=117) are male. 62.4% (n=151) of the individuals were married and 37.6% (n=91) were single. Average age of 37.2% (n=90) of the individuals is 20-34 years old, 54.1% (n=131) are 35-49 years old, 8.7% (n=21) are 50-65 years old . The education level of the individuals was determined as 8.7% (n=21) undergraduate, 38% (n=92) graduate, and 53.3% (n=129) doctorate. The seniority of the individuals was stated as 33.5% (n=81) 1-5 years, 36% (n=87) 6-10 years, and 30.5% (n=74) 10 years and above. . 17.4% (n=42) of the people are research assistants, 40.5% (n=98) are lecturers, 24.8% (n=60) are physician faculty members, 10.7% (n=26) have the title of associate professor and 6.6% (n=16) have the title of professor.

While 78.5% (n=190) of the academicians participating in the research do not have any administrative duties, 25.5% (n=52) have administrative duties. 32.6% (n=79) social and

human sciences, 25.6% (n=62) science, 22.7% (n=55) health sciences, 19% (n=46) work in the fields of educational sciences.

Measurement

This study used questionnaire technique so as to collect data. The questionnaire form consists of 49 statements and four parts. The first part of the questionnaire consists of demographic questions. The second part of the questionnaire includes the Ruminative Thinking Style Scale, the third part includes the Work Stress Scale, and the fourth part includes the Workplace Friendship Scale.

Ruminative Thought Style Scale (RDS): Considered conceptually, as the concept of "rumination" is associated with depression, it was developed by Brinker and Dozois (2009) as a counter objection (Brinker & Dozois, 2009). The Ruminative Thought Style Scale (RDS) consists of 20 items, a 7-point Likert type and a single statement. The high score obtained indicates that ruminative thinking is high. The validity and reliability study of the Turkish form of the scale was carried out by Karatepe, Yavuz, and Türkcan (2013). The Cronbach alpha internal consistency coefficient of the Turkish version of the scale for the whole test is 0.91. As a result of factor analysis, it has been concluded that the scale had a single factor structure that explained 63.43% of the total variance, as in its original form (Karatepe et al. 2013).

Workplace Friendship Scale: This study utilized from The "Workplace Friendship" scale developed by Nielsen et al. (2000) and (Nielsen, Jex, & Adams, 2000). The scale consists of two sub-dimensions, 5-point Likert type, with a total of 12 items and sub-dimensions are distributed with 6 items. With the increase in the scores of scale, the perception of the existence of an environment for making friends at work increases in a positive way as well.

The Work Stress Scale: The Swedish Workload-Control-Support Questionnaire was developed by Sanne, Torp, Mykletun, and Dahl (2005). It was adapted from English to Turkish by Demiral, Ünal, Kılıç, Soysal, Bilgin, Uçku, Theorell (2007), ensuring its validity and reliability (Demiral et al., 2007). Just like its Turkish form, the Work Stress Scale consists of 17 questions and 4 main sub-dimensions. Includes 5 questions for workload, 4 for skill use, 2 for freedom of decision and 6 for social support.

RESULTS

Confirmatory Factor Analysis Findings

In this part of the study, this study benefited from confirmatory factor analysis (CFA) so as to determine whether the observed variables represent latent variables (Hair et al., 2010). CFA

was applied to determine whether the items of the scales were distributed as in the original form, and to determine the factor loads and dimensions of the items. During the analysis process, SPSS AMOS package program was used. The goodness of fit values obtained as a result of CFA and the minimum acceptable fitness values (Aksu et al., 2017: 79; Kocagöz and Dursun, 2010: 145) are shown in Table 2.

According to the DFA outputs performed using Maximum Similarity Estimation (MLE), it has been concluded that the standardized factor loads of the items varied between X and X and were statistically significant. The fact that these loads are greater than 0.5 indicates that convergent validity is provided (Hair et al., 2010; Abubakar et al., 2017; Bentler & Bonett, 1980; Bollen, 1989).

Table 2. Table of First and Second Level DFA Values
Second Degree DFA

Index	Acceptable Values	Values of the Model's Validity Criteria
CMIN	Minimum	1143,475
GFI	$0,85 \leq \text{GFI} < 0,90$,802
CFI	$.90 \leq \text{CFI} \leq .95$,916
NFI	$.90 \leq \text{NFI} \leq .95$,831
TLI	$0,90 \leq \text{NNFI} < 0,95$,906
IFI	$0,90 \leq \text{IFI} < 0,95$,917
RMSEA	$.05 \leq \text{RMSEA} \leq .010$,058
CMIN/DF	$\text{X}^2/\text{DF} \leq 3$	1,806

Source: Karagöz, Y. (2017). SPSS and AMOS Applied Scientific Research Methods and Publication Ethics. Ankara: Nobel Publication Distribution; *p=0.000

It has been observed that the scale structures were confirmed according to the second-level CFA fit values shown in Table 2. However, some modification processes were resorted to obtain these values, taking into account the existing theoretical grounds, which would make the most contribution to the model. Accordingly, R1, R2, R4, R6 items were excluded from the Rumination Scale as they reduced the goodness of fit. Items IA2 and IA12 in the Workplace Friends Scale and items S3,S4,S5,S9 in the Work Stress Scale were also excluded from the analysis because they reduced the goodness of fit values and did not have the necessary factor load.

In the measurement model analysis including control variables, it has been observed that all of the Cronbach's alpha coefficient combined reliability coefficients were higher than 0.70, so it was concluded that internal consistency reliability was achieved (Hair, Hult, Ringle, & Sarstedt, 2017; Henseler, Hubona, & Ray, 2016). As a result, it can be mentioned that the data set of this study is distributed around the mean, the factor structure is confirmed and it has the desired reliability values.

Table 3 Central Tendency and Variability Measures and Reliability Analysis Results for the Working Proficiency Index

	Cronbach's alfa
Rumination	,939
Work stress	,940
Business Friendship	,908

Correlation analysis was applied to determine whether there is a significant relationship between the variables determined as a result of CFA and the direction of this relationship. The obtained findings are also shown in Table 3.

Correlations

In this part of the study, correlation analysis between variables was carried out, and it is explained that the analysis results of the variables are shown in Table 4.

Table 4. Correlation Table for Variables

	1	2	3	4	5	6	7	8	9
1-Rumination	r 1								
	p								
2- Stress 1	r -,240**	1							
	p ,000								
3- Stress 2	r ,774**	-,240**	1						
	p ,000	,000							
4- Stress 3	r -,432**	,203**	-,293**	1					
	p ,000	,002	,000						
5- Stress 4	r -,486**	,150*	-,372**	,678**	1				
	p ,000	,020	,000	,000					
6- Stress Total	r -,530**	,436**	-,405**	,804**	,913**	1			
	p ,000	,000	,000	,000	,000				
7- Friendship Total	r ,438**	-,436**	,338**	-,202**	-,059	-,271**	1		
	p ,000	,000	,000	,002	,362	,000			
8- Friendship opportunity —	r ,342**	-,391**	,270**	-,123	,067	-,135*	,940**	1	
	p ,000	,000	,000	,056	,300	,036	,000		
9 - Friendship prevalence	r ,380**	-,387**	,294**	-,148*	-,097	-,284**	,872**	,705**	1
	p ,000	,000	,000	,022	,134	,000	,000	,000	

** The correlation is meaningful at the 0.01 level (2-way).

* The correlation is meaningful at the 0.05 level (2-way).

Regulatory Effect Findings

The Process Macro developed by Andrew F. Hayes was used to reveal whether there is a regulatory effect among the variables of this study (Hayes 2013: 16). regulatory effect; It has revealed in which situations and how the effect of the independent variable will increase or decrease. Slope test is applied to determine in which situations (low, medium, high) the

significant regulatory effect obtained changes and the relevant findings can be shown graphically (Gürbüz, 2019: 81-87).

This study analyzes were applied on the data set consisting of 242 participants and with a 95% confidence interval in order to determine the moderator effect. Models were tested by applying the 1000's bootstrap method in order to clear the data set from bias error. With this method, meaningless results are prevented and the representativeness of the sample is strengthened. In order to determine whether the results are meaningful, instead of the significant (p) value, the method of lower (LLCI) and upper (ULCI) limits of the confidence level is either less than or greater than zero (Hayes, 2013: 105-113; Gürbüz, 2019; Arslan and Yener 2015: 297).

Table 5. Results of Regulatory Impact Analysis

VARIABLES	β	S.H.	t	p	LLCI	ULCI
Stable	-,8192	,8608	-,9517	,3422	,25151	,8766
Rumination(X)	1,2549	,2527	4,9664	,0000	,7571	1,7526
Workplace Friendship (W)	1,5734	,2300	6,8412	,0000	1,1203	2,0264
Interactive Effect (X.W)	-,4608	,0648	-7,1087	,0000	-,5885	-,3331
Workplace friendship						
Low	-,2380	,0638	-3,7307	0002	-,3637	-,1123
Medium	-,6650	,0565	-11,7616	,0000	-,7764	-,5536
High	-,8232	,0686	-12,0011	,0000	-,9583	-,6881
Summary of model	R	R2	F	p		
	,6430	,4135	55,9331	,0000		

When the findings in Table 5 are taken into consideration, it has been observed that the modulating effect model is meaningful ($F=55.9331$; $p<.01$). Within this perspective, it has been figured out that the estimation variables (X and W) included in the regression analysis explained approximately 41% ($R^2=.4135$) of the change on job stress. Due to this fact, the interactional effect (regulatory effect) of the rumination and coworker variables on work stress has been assessed meaningful ($\beta=.4608$; (LLCI=-.5885; ULCI=-.3331); $t=-7.1087$; $p<.01$). The real essence of the regulatory effect has been defined both from the significant p value and from the positive (outside the zero value) of both LLCI and ULCI values.

To figure out how the regulatory effect changes situationally, the results of the slope analysis, which reveals the low, medium and high states of the regulatory variable, should be examined. Besides, it has been found out that the negative relationship between rumination and work stress was meaningful in cases where co-worker friendship was low ($\beta=-.2380$; (LLCI=-.3637; ULCI=-.1123); $t=-3.7303$; $p<.01$). Similarly, moderate ($\beta=-.6650$; (LLCI=-

.7764; ULCI=-.5536); $t=-11.7616$; $p<.01$) and high ($\beta=-.8232$; (LLCI=-, 9583; ULCI=.6681); $t=-12.0012$ $p<.01$) was also found to be significant.

To attain better framework of these results obtained as a result of the slope analysis, the findings are graphically in Figure 2.

Figure 2: Graphical Representation of Regulatory Variable Effects (N=242)



According to the findings in Table 5 and the graph in Figure 2, it has been observed that the effect of rumination on work stress increases in cases where co-worker friendship is medium or high. However, rumination appears to reduce work stress more when coworker is low. From this point of view, it has been figured out that hypothesis 4 is notified.

CONCLUSION AND DISCUSSION

This study tries to determine whether workplace friendship has a moderator role in the relationship between rumination and work stress. Within this context, a survey was conducted with the academicians working at Tokat Gaziosmanpaşa University.

This study has reached out a conclusion that there was a significant, positive and significant effect between rumination and workplace friendship (H1 Accepted). The results of the research are in line with other studies. It has been predicted that rumination begins with the concern of getting better at work, but it has been acknowledged that relatively talented employees are worried about their performance (Perkins & Corr, 2005; Watkins, 2008). Studies have displayed that the effect of rumination on workplace friendship is higher in

social support groups with low social support and lower in environments with high stress and social support (Calmes, 2008). In the workplace relationship of rumination, the quality of workplace friendship is likely to be impressive as well. Pratscher, et al. (2018) determined in their research that rumination may have an effect on the quality of workplace friendship. As a result, it has been observed that ruminative behaviors of academicians increase friendship relations at work.

The second hypothesis (H2) is reinforced. According to H2 hypothesis workplace friendship affects work stress in a meaningful and negative way. The result is similar to previous studies. When the previous studies are taken into consideration, it has been observed that friendship reduces stress (Bakan, 2020; Ardiç vd. ,2021). There are also claims in the literature that coworkers increase stress. Develi et al. (2017) argued that the main reason for this was people's negative thoughts towards their colleagues. Özyer et al.(2019) has been speculations that weakening among employees in workplaces behaviors that cause stress. As a result, it shows that the stress effect of workplace friendship does not have a negative perception towards colleagues.

In the other proposed H3 hypothesis, it has been concluded that rumination had a significant and positive effect on work stress. It has been figured that the gathered findings are partially compatible with the previous studies. There are many studies in the literature on the positive effects of rumination on stress (De Lissnyder et al., 2012; Mezo and Baker, 2012; Roger and Hudson, 1995; Smith and Alloy, 2009). It has also been mentioned in some studies that rumination has positive effects (Watkins, 2008; Davey et al. 1992). As far as the other studies concerned, ruminative behaviors generally cause stress, but depending on the situation, it can lead to positive results.

The third, fourth and final hypothesis of the study, the moderator effect of workplace friendship on the relationship between rumination and work stress (H4), was confirmed ($\beta=.4608$; (LLCI=-.5885; ULCI=-.3331); $t=-7.1087$; $p <.01$) was found to be meaningful. It has been clearly observed that when rumination is high, work stress increases and this situation reduces workplace friendship. This finding has showned that ruminative behaviors occur among coworkers rather than an action performed by the employees themselves. Rose (2002) explained this situation with the concept of rumination together. According to Rose (2002), co-rumination means excessively and constantly discussing personal problems. Co-rumination entails a dual process between relationship partners, which refers to reworking

problems, speculating about problems, mutual encouragement of problem talk, and dwelling on negative influence (Rose et al. 2014). It can be also evaluated that usual for the decisions taken by the managers within the organization to create a constant agenda among colleagues. The researcher who first introduced the concept of collective rumination, Marmenout (2011) defined it as repetitive and excessive discussion of negative situations among organizational members focusing on negative and uncontrollable aspects. In other words, employees can evaluate developments outside their control, which they evaluate negatively, with each other. As a result, the research has suggested that ruminative behaviors are carried out together and the content of the speech that is the subject of rumination consists of problems related to academic life.

There may be numerous actors that lead to ruminative behavior in the workplace. For instance, there is a significant relationship between gender and rumination. Haggard et al. (2011) revealed in their study with adults that women exhibit more ruminative behaviors and experience more severe effects than men. However, the same research shows that when it comes to ruminative behaviors revealed by supervisory supervision, male employees increase ruminative behaviors and negative consequences more than females (Haggard et al., 2011).

Recommendations

Research findings have revealed the relationship between rumination and stress and the moderator effect of workplace friendship in academics. However, it is essential to increase researches on individual, organizational and relational reasons that lead to ruminative behaviors in academicians. In addition, it is extremely noteworthy to make the model of the research with different occupational groups in terms of conceptualizing the subject. In addition, it has been suggested to investigate the subject in depth by considering the concepts of collective rumination, co-rumination and the quality of workplace friendship.

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