



THE RELATION OF BLUE-COLLAR HOMESICKNESS AND LONELINESS WITH ALTRUISM, CONSCIENTIOUSNESS, AND PERFORMANCE: THE MODERATING EFFECT OF RELATIVES' PRESENCE

DOI: 10.17261/Pressacademia.2015312980

F. Ceyda Suer¹, Alev Torun²

¹ Marmara University. ceydasuer@marun.edu.tr

² Marmara University. atorun@marmara.edu.tr

Keywords

Homesickness, blue-collar employees, relatives' presence, loneliness, performance .

ABSTRACT

This paper has focused on an uncared issue on the part of human resource management that of homesickness and loneliness. This research emphasizes the importance of addressing blue-collar employees' homesickness and loneliness at work in terms of their possible effects for work behaviors. Better understanding of these effects is expected to contribute to the organizational behavior literature on a rather neglected topic about expats. The research presents evidence from research on blue-collar employees in Turkey, who are working in an Istanbul based electrical contracting company and coming from other cities. In the study, the relationship among the variables of homesickness, loneliness, performance, and two dimensions of organizational citizenship behavior (altruism and conscientiousness) are examined. Survey method was used to gather data from 150 participants and the analysis was conducted with SPSS 20. According to the results of the study, homesickness and loneliness are positively related and they have been found to negatively affect performance and the two dimensions of organizational citizenship behavior. The moderating role of relatives' presence in the construction yard was also searched and partial support was obtained. Although employees experienced homesickness in terms of difficulty to adapt to their new environment, they could still demonstrate conscientiousness if they had a relative at workplace. The overall aim of this research was to investigate the concept of homesickness and loneliness in the workplace. Study results are hoped to shed light on issues related to training, and management of stress for employees and developing a supportive network in the organization.

JEL Classification

D23, J61, M1

1. INTRODUCTION

Moving away from home to another city, willingly as in the case of tourists, expatriates, soldiers, workers or students, or by force as in the case of strained migrants and refugees has generally led individuals to feel homesick. Homesickness as a psychological situation formed by the prospect or the certainty of missing home and close ones is an under-researched topic. Most of the studies are about students, expatriates, and international employees who are away from their home and are trying to adapt to their new life. Expatriate literature seems to be insufficient about blue-collar employees who are working away from their homes. Therefore, this research has been conducted to fill this

gap in the literature. Loneliness, defined as an unpleasant emotional state where a human being feels alienated from or discarded by others and feels depressed of secure and shut relationships in his/her social environment (Rook, 1984), is an emotion that is also related to work. This is because loneliness is an essentially interpersonal and relational emotion (Weiss, 1989) and the quality of employees' interpersonal relationships has been shown to create a considerable impact on how they recognize and connect with their organizations (Carmeli, 2009). In spite of the frequency of loneliness in work life and its possible linkages with essential organizational outcomes, the existing research in organizational behavior provides little theoretical or empirical insights about why and how employees' feelings of loneliness could influence their job attitudes and job related performance. Black, Mendenhall, and Oddou (1991) suggested a typology of integration difficulties of expatriates involving four major elements: individual factors, non-work factors, organizational factors, and job factors. On the other hand, while issues of culture and the family occupy a central place, homesickness is not mentioned. For expatriates, deep homesickness and loneliness is mostly problematic. It can worsen the preexisting disposition and anxiety disorders, generate new psychological and physical health troubles, and sometimes lead to resign from work. The present study argues that homesickness and loneliness frequently ignored in the expatriate literature is an important issue that has to be addressed. Likewise, homesickness is not discussed in Hechanova et al.'s (2003) model of expatriate adjustment and Briscoe and Schuler's (2009) reputed text in the field, does not address the concept. Given that homesickness is supposed to reveal an extremely stressful experience, studies on homesickness is unfortunately feasible about measuring the anticipations derived from models of stress and coping (Pennebaker, Colder, & Sharp, 1990). On the other hand, in economy, organizations struggle to improve both employees' and organizations' performance to get competitive advantages. Employees are the core and the most critical assets of the organizations to infinite success. For that reason, homesickness and loneliness are important issues in the area of human resource management because homesickness and loneliness has negative effects. These effects vary from mental distortions to physical indications that influence the health and wellbeing of employees and impact on work performance. The study considering homesickness and loneliness are the predictors of self-rated performance, conscientiousness and altruism and also uses work related frameworks to elaborate the significance of the topic. The first part of the research provides a definition of the term homesickness and loneliness which are both negative feelings affecting each other; the second part examines the relations of the loneliness and homesickness feelings of the expatriate blue-collar workers with performance and organizational citizenship behavior. In the Turkish literature, it is the first study about homesickness of a blue-collar employee as an expatriate in his own country. The unique contribution of this research to the literature resides in its complementary approach to homesickness and loneliness, emphasis on the effects of the variables to the performance, and shedding light on this important yet unfamiliar workplace phenomenon.

2. LITERATURE SURVEY

2.1. Homesickness

Homesickness is defined as “the commonly experienced state of distress among those who have left their home and find themselves in a new and unfamiliar environment” by Van Tilburg, Vingerhoets & Van Heck (1996: 899). Johannes Hofer (1994) emphasized that homesickness was an illness of younger people, who were socially lonely in unfamiliar countries, whereas Scheuchzer (1731) concluded that the cause of homesick feelings among Swiss soldiers in France was the defect of the refined Swiss air mercenaries (see Rosen, 1975). Jaspers’ doctoral dissertation in 1909 named “Heimweh und Verbrechen” (Homesickness and Crime) brought up new impulses. After 1909, homesickness was a symptom mostly described for child-minders, maids, and emigrants. It was supposed that it caused criminal behaviors like fire-raising. In one case, in order to be sent her home, a 16 years old maid raised fire in four places (Jaspers, 1909). Unfortunately, the current literature about homesickness is inadequate. This is surprising since these days international business is widespread and most people have to travel abroad for business. Commonness rates are limited to specific periods and institutions like holidays, universities, hospitals, army, and school camps. Also these feelings are not stabilized. Besides, these feelings are not stable and only intense homesickness experiences produce negative consequences. A research conducted with boarding school kids revealed an unexpected frequency as 18 %. However, after a thorough analysis, it became clear that 60-70 % of the kids reported that they had adaptation difficulties (Fisher et al. 1984). This is because homesickness experiences are usually unsteady, only in severe circumstances these feelings become permanent. Fisher (1989) suggested that 50-75 % of the overall population has experienced homesickness feeling at least once; however, serious emotional breakdown is expected to occur in 10 to 15 % of these cases.

2.2. Loneliness

Wright (2005) explains Loneliness as “Loneliness is connected to developmental, cognitive, behavioral, social, biological and abnormal psychology”. However, the mainstream of the research captures studies on migrants, expatriates, homesick blue collar employees expected to be lonely. Fromm-Reichmann (1959) and Weiss (1973) argued that loneliness is fiercely a negative emotion that people’s memory is rejecting the situation. When people forced to remember the loneliness time, they are unwilling to remember the negative feeling (Weiss, 1973).

Weiss (1973) determined two types of loneliness; emotional and social. Social loneliness is frequently experienced by college age students. When adjusting to college life, several students frequently find it complicated to make friends. They go through a process when they feel disconnected from the social network (Neto & Barros, 2003). Emotional loneliness frequently occurs after the loss of a close relationship such as that of a parent and child (Neto & Barros, 2003). It seems that this type of loneliness may show itself as homesickness when students go to college. While students do not lastingly lose their friends and family, they can experience an unexpected decrease in communication. When students make the change to college they lack a friend to share their day to day life with. This lack of close friendship can direct to emotional and social loneliness (Roux & Conners,

2001). Based on these findings on students, similar effects for employees are hypothesized and it is suggested that;

H1: Blue Collar homesickness is positively associated with loneliness.

2.3. Organizational Citizenship Behavior

Organ (1988) describes organizational citizenship behavior as: "Individual behavior that is discretionary, not directly or explicitly recognized by the formal reward system and that in the aggregate promotes the effective functioning of the organization". OCB has been mentioned as productive and supportive extra-role movements which are neither compulsory nor directly rewarded by a formal organizational reward system (Organ, 1988, 1990). In summary, these kinds of behaviors have been mentioned as having an accumulative positive impact on organizational functioning (Organ, 1988a, 1990).

Altruism is linked with going beyond job requirements to help others. It is one of the important components of Organizational Citizenship Behavior (OCB). Paré and Tremblay (2000) describe altruism as behaviors such as helping a colleague who has been absent from work, helping others who have work overloads, and providing support for new employees trying to adapt to the work environment. Review of the literature indicated that altruism has not been studied in relation to homesickness. Since homesickness was found to display relationships with several individual characteristics it was assumed to be related with altruism. It is argued that homesickness and altruism have a negative relationship because altruism arises in group harmony but people experiencing homesickness can not easily adapt to the new environment and demonstrate some difficulties in communicating with others (Van Tilburg, Vingerhoets, & Van Heck, 1999). Review of the literature indicated that conscientiousness and homesickness do not have a clear relationship. There is not enough study about the relation's direction. I assumed that homesickness is a difficult experience and lead people into a depressive mood. Outcomes of homesickness have been identified that depression, drug use, and dangerous sexual behaviors (Fisher, Murray & Frazer, 1985; Zaleski, Levey-Thors, & Schiaffino, 1998 for a review) and conscientiousness is negatively associated with depressive symptoms (Wang et al., 2014). Therefore it was assumed that Homesickness and Conscientiousness has a negative relationship.

Likewise, studies have shown that, conscientiousness is negatively associated with loneliness; individuals lose their presence in social networks just because of the lack of communication. Therefore, losing social support increases the risk of anxiety, depression and suicide (Velting, 1999). Furthermore, relating is motivated by an emotion that launches and develops an altruistic partnership; reciprocal altruism is a type of willingness to suggest someone help or support who appears willing to offer favors in return. Friendship is built on reciprocal altruism (Given, 2002). Wright (1994, 29-141) mentioned that "without bonding or belonging to a group that practices productive reciprocal altruism in school settings, children and adolescents can quickly experience a sense of isolation, loneliness, and even panic". Therefore, it may be suggested that providing assistance to others may decrease feelings of isolation. The hypotheses are as follows:

H2: Blue Collar homesickness is negatively associated with the OCB's dimension of conscientiousness.

H3: Blue Collar homesickness is negatively associated with the OCB's dimension of altruism.

H4: Loneliness is negatively associated with the OCB's dimension of conscientiousness.

H5: Loneliness is negatively associated with the OCB's dimension of altruism.

2.4. Job Performance

To compete in today's business world, companies try to make a difference especially to increase employee's performance. Rising worker performance means higher organizational performance and therefore an advantage in competition is gained. Presenting good performance when completing missions results in fulfillment, feelings of self-efficacy and mastery (Bandura, 1997; Kanfer et al, 2005). Performance means "the level of the accomplishment of a task under certain circumstances and the behavior of employee" (Bingöl, 2003, p.273).

In the literature, it was observed that the relation between homesickness and performance was studied on samples of college students in relation to academic performance. The professional performance about homesickness was only studied on expatriates and migrants. Homesickness has been found to negatively affect the academic performance of college students (Stroebe et al., 2002; Willis et al., 2003). In terms of the cognitive effects of homesickness, Fisher (1989) revealed that people who have obsessive thoughts about home usually displayed negative judgments about the new place. The behavioral symptoms include "lack of interest, indolence, lack of inventiveness, and little interest in the new environment" (Van Tilburg et al., 1996, p. 903). The business consequences of such mental, physiological, and social anomalies are various and involve lack of motivation, lack of team spirit, and poor performance (Deresky, 2006). Such effects range from psychological outage to physical manifestations that influence the health and well-being of individuals and impact on work performance (Hack-Polay, 2012). Thus, it is recommended that in professional life, the discourse of successful expatriate tasks has to incorporate issues of homesickness which can result in lower performance. The potential influence of homesickness on expatriate performance is presented as an issue that should not be overlooked. Based on these evidences, it is suggested that;

H6: Blue Collar homesickness is negatively associated with self-reported performance.

Perlman and Joshi (1989) argued that lonely people can not state their sense of isolation because they believe others will be incapable of helping them reduce their anxiety. From this point of view; employees first experience workplace loneliness and then they probably develop feelings of shame related with loneliness at work and become more defensive in their relations with other coworkers. Through these defensive behaviors, they can hide their real thoughts and feelings, and mask their emotions (Hochschild, 1983). Previous research suggests that self-regulation of emotions can divert an employee's thoughts away from task achievement and relational contributions to the team (e.g., Muraven & Baumeister, 2000). Based on these evidences, it is suggested that;

H7: Loneliness is negatively associated with self-reported performance.

2.5. Relatives' Presence

Having a relative in the construction yard means acquiring social support from one of your family members. A social support group is a group made up of close friends and family members that are constantly there to help a person. There are several descriptions of social support (Veiel & Baumann, 1992) and significant evidence suggests that people who identify their relationships as supportive, experience constructive outcomes (Cohen & Wills, 1985). Social support is the most effective strategy to cope with homesickness and loneliness. Diminishing troubles by social support, thinking positively about the new situation, looking for deviation from homesick beliefs, and turning to spiritual beliefs are hypothesized to be quite helpful in maintaining the homesick feelings at bay. Besides, Eurelings-Bontekoe, Vingerhoets, and Fontijn (1994) found that homesick people have a strong need for social support since supportive sources protected individuals against homesickness. Low social support and high psychological distress, on the other hand, was associated with homesickness (Newland & Furnham, 1999). Peer social support and attachment in the native land was found to reduce employee's homesickness more than did close affective relationships with long-awaited family members; without strong peer support in the native land, homesickness feeling went worse (Brewin et al., 1989; Takahashi & Majima, 1994). Another negative feeling; loneliness has also been conceptualized as an adverse equilibrium between actual and preferred social contact (Ernst & Cacioppo, 1998). Feeling lonely or not reflects an individual's awareness about being part of a social network or being excluded from it. Thus, social support is the natural complement to loneliness. In studies by Cohen-Mansfield and Parpura-Gill (2007) and Cacioppo, Hughes, Waite, Hawkey, and Thisted (2006), social support correlated negatively with loneliness. Besides, Tiikkainen and Heikkinen (2004) mentioned that social integration was negatively related with loneliness. Organizational citizenship behavior (OCB) is described as an employee's behavior that is not directly rewarded but can be helpful to the organization (Smith, Organ, & Near, 1983). OCB can develop the organization's resource utilization, efficiency, performance, success, productivity, and ability to provide environmental changes (Podsakoff, MacKenzie, Paine, & Bachrach, 2000). It is proposed in the literature that social support in the organization may be a premise that can encourage employees to perform OCBs (Moorman, Blakely, & Niehoff, 1998; Smith et al., 1983). In the present study, homesickness and loneliness are hypothesized to display negative relationships with self-reported performance, altruism, and conscientiousness. Having a relative in the construction yard, thus getting support from a familiar person is expected to interact with negative emotions derived by the experiences of being away from home and being lonely. Therefore, it may be asserted that social support provided by a relative may decrease the negative effects of homesickness and loneliness on performance and OCB. So, it was assumed that;

H8: The relation between homesickness and self-reported performance is moderated by relatives' presence in the construction yard. Specifically, the negative effect of homesickness on self-reported performance is reduced due to the presence of a relative.

H9: The relation between homesickness and altruism is moderated by relatives' presence in the construction yard. Specifically, the negative effect of homesickness on altruism is reduced due to the presence of a relative.

H10: The relation between homesickness and conscientiousness is moderated by relatives' presence in the construction yard. Specifically, the negative effect of homesickness on conscientiousness is reduced due to the presence of a relative.

H11: The relation between loneliness and self-reported performance is moderated by relatives' presence in the construction yard. Specifically, the negative effect of loneliness on self-reported performance is reduced due to the presence of a relative.

H12: The relation between loneliness and altruism is moderated by relatives' presence in the construction yard. Specifically, the negative effect of loneliness on altruism is reduced due to the presence of a relative.

H13: The relation between loneliness and conscientiousness is moderated by relatives' presence in the construction yard. Specifically, the negative effect of loneliness on conscientiousness is reduced due to the presence of a relative.

3. DATA AND METHODOLOGY

The hypotheses of the study involve two independent variables; the first one is Homesickness measured with three dimensions; "Attachment to home", "not get into job-city", "regret"; the second independent variable is Workplace Loneliness. Workplace Loneliness is measured with only one dimension. The dependent variables related to the two independent variables are self-reported performance and OCB's two dimensions: altruism and conscientiousness. The moderating variable is having a relative in the construction yard. The model of the study is presented below in Figure 1.

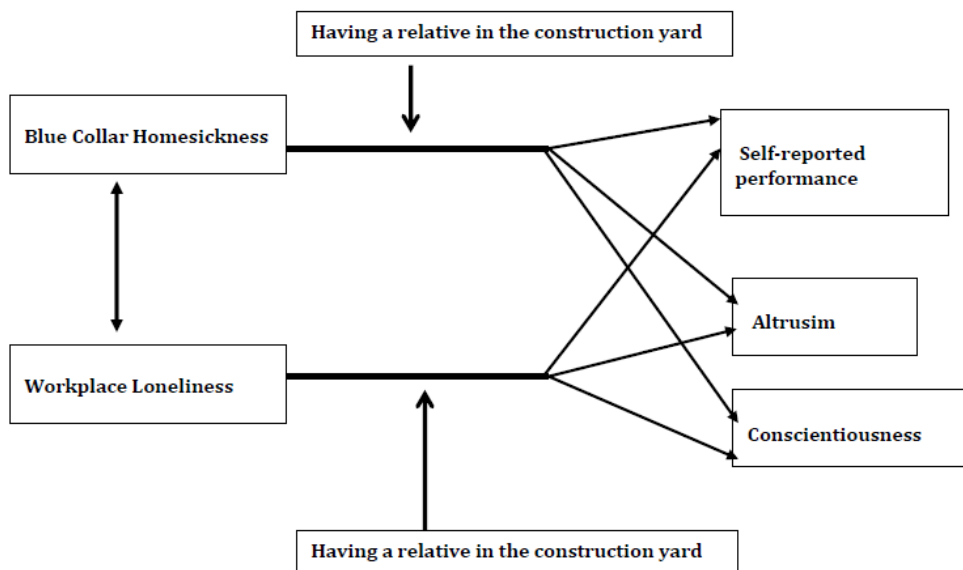


Figure 1: Research Model

In order to examine the relationships among the above mentioned variables, data, including self-reported performance was collected from a purposeful sample of 150 employees from an electrical contracting company in İstanbul. For measuring employees' perceptions about the variables, a carefully designed questionnaire of totally 60 questions was used where each item was accompanied by a 6-point Likert-type interval rating scale except the self-reported performance which is a 7-point scale.

The sample of the study includes employees working in private sector; an electrical contracting company in İstanbul, Turkey. Employee demographics of age, gender, marital status, number of children, level of education, position, tenure in terms of total work experience, work experience in the current organization, country of origin, the period of separation from the family, the presence of a relative and/or a countryman in the yard, and place of residence were expected to be responded by the participants. All of the respondents are blue-collar employees. The sample consists of 150 male participants who were employed in five construction yards (30 respondents from each) in İstanbul. The respondents' age range changes from 19 to 57 and their average age is 29.59. Most of the participants graduated from vocational high-school (62, 7 %) and 37,3 % from vocational school (2 years university degree). The participants' positions in the workplace change from foreman to technician. The most authorized position in the yard is the foreman following white-collar employees. The sample includes one foreman for each yard, totally 5 foremen, 20 pit bosses, 52 constructors, and 73 technicians. All the foremen and pit bosses, and some constructors are graduates of vocational school whereas all the technicians and some of the constructors are graduates of high school. When the total work experiences of employees are taken into account, it is observed that the range is between 1 to 39 years. Work experience in the current organization, on the other hand, ranges between 1 to 5 years. Majority of the participants are from Adıyaman and Karadeniz (40 %), followed by those from Adana (18 %), Elazığ (17,3 %), Mersin (12 %), Ağrı (6,7 %), and İstanbul (6 %). Questionnaires were conveyed to the participants by a male specialist from the head office during February-April 2013.

3.1. Measurement Instruments

Four measurement instruments were used in this study to measure the relevant concepts. One of the independent variables, homesickness was measured by Archer et al.'s (1998) **Homesickness Scale**; developed to measure college students' homesickness. The original scale consists of 33 items and has been found to contain two main dimensions, (1) dislike of the university and (2) attachment to home. In the original study, Chronbach's alphas were .85 for the first factor, and .83 for the second (Archer et al., 1998). In the current study, 11 items were not found relevant for our culture and sector conditions and thus removed from the scale, resulting in 22 items. Since the study sample was composed of employees, the term "dislike of the university" was converted to "dislike of the job". Each item was scored on a 6-point Likert scale, with 1 being "completely disagree" and 6 being "completely agree." High scores indicate a high level of homesickness. Bozkurt and Ercan (2007) have developed **Individual Performance at Work Scale** in order to evaluate the two dimensions of performance: in-role and extra-role performance. Three pretests were conducted in order to give the final form to the scale. In the current study, only in-role performance was taken into account to evaluate the technical performance of

employees. The participants evaluated their in-role performance on 7-point scales by comparing themselves to their colleagues with better performance (score 7), worse performance (score 1), and average performance (score 4). Then, on another 7-point scale, they evaluated themselves without making a comparison. **Loneliness at Work** was measured using Wright, Burt, and Strongman's (2006) 16-item two factor scale labeled as emotional deprivation and lack of social companionship. The original scale used a 7-point Likert scale. The Cronbach alpha coefficients as reported by Wright, Burt, and Strongman (2006) was $\alpha = .93$ for the emotional deprivation factor, and $\alpha = .87$ for the social companionship factor. Since one item was not found relevant for the culture and sector conditions, it was dropped and the scale resulted in 15 items. The reverse items in the original scale were adjusted to be scored in the same direction as other items. Each item was scored on a 6-point Likert scale, with 1 being "completely disagree" and 6 being "completely agree." High scores indicate a high level of loneliness. The original 24-item **Organizational Citizenship Behavior Scale** was developed by Podsakoff et al. (1990). There are five dimensions in the scale: altruism, conscientiousness, sportsmanship, courtesy, and civic virtue. The internal consistency reliabilities reported by the authors for the dimensions ranged from 0.70 to 0.85. In the current study, altruism and conscientiousness dimensions taken from Dilek's (2005) adaptation of OCB scale were used. Each dimension is represented by 4 items resulting in an 8 item scale. Each item was scored on a 6-point Likert scale, with 1 being "never" and 6 being "always." High scores indicate a high level of organizational citizenship behavior.

4. EMPIRICAL FINDINGS

Factor analyses have been conducted for all the variables including the variables of Homesickness, Loneliness, OCB for examining their factor structures prior to hypotheses testing. All the analyses were performed using original data with SPSS 20. The general process for conducting factor analyses and evaluating the results is described in the following paragraphs. The factor analysis results for Homesickness items are displayed in Table 1. Twenty-two items accounted for 83.40% of the variance in Homesickness and were gathered under three factors. No item was deleted due to high loadings on more than one factor. The reliability scores were .96 for Attachment to Home, .95 for Not get into job-city, and .91 for Regret. The factor analysis results for Workplace Loneliness items are displayed in Table 2. Fifteen items accounted for 77.604% of the variance in Loneliness and they were all gathered under one factor. No item was deleted due to high loadings on more than one factor. The reliability score was .98 for Loneliness. The factor analysis results for OCB items are displayed in Table 3. Eight items accounted for 73.45% of the variance in OCB and all the items were gathered under the two factors (Conscientiousness and Altruism) as expected. No item was deleted due to high loadings on more than one factor. The reliability scores were .86 for Conscientiousness and .84 for Altruism.

Table 1: Factor Analysis and Reliability Results of Homesickness

HOMESICKNESS	Loadings	Variance Exp (%)	Cr. Alfa (%)
Factor 1: Attachment to home		33.126	.966
I can't concentrate on my work because I'm always thinking about home	.851		
I can't help thinking about my home	.847		
There is so much going on here but home runs in my head.	.809		
I feel anxious for being away from home	.780		
I can't concentrate on my work because I miss my home and family	.775		
I dream about my friends at home	.751		
I blame myself for leaving my family and come here	.699		
I am really unhappy to leave my home country	.675		
I can't seem to settle here	.666		
Thinking about home makes me upset	.636		
I am drawn towards people who come from my hometown	.493		
Factor 2: Not get into job-city		29.285	.954
If I ever went home for holiday I wouldn't want to come back	.925		
I feel empty inside	.883		
I wish I had never left my home country	.827		
I put things around that reminds my home (pictures)	.806		
I can't get used to this country	.750		
I hate working way from home	.695		
When I'm thinking about nothing in particular my thoughts always come back to home	.692		
Factor 3: Regret		20.989	.912
I feel as if I've left part of me at home	.847		
It upsets me if I am unable to phone home each week	.829		
I do every thing to visit my home	.674		
If I didn't need money, I would never come to work here	.608		
Total Explained		83.400	
KMO Measure of sampling adequacy: .929	Bartlett's test of sphericity: 5043.612		
Sd: 231	p value: 0,000		

Table 2: Factor Analysis and Reliability Results of Workplace Loneliness

WORKPLACE LONELINESS	Loadings	Variance Exp (%)	Cr. Alfa (%)
I often feel abandoned by my co-workers when I am unders pressure at work, I feel alone	.890		
I often feel alienated from my co-workers	.882		
I feel myself withdrawing from the people I work with	.871		
I often feel emotionally distant from the people I work with	.891		
I am not satisfied with the relationships I have work with	.892		
There is not a sense of camaraderie in my workplace	.865		
I often feel isolated when I am with my co-workers	.860		
I often feel disconnected from others at work	.593		
I have no social companionship at work	.897		
I keep away from social activities at work	.860		
There is no one at work I can talk about my day to day work problems if I need to	.867		
There is no one at work I can share personal thoughts with if I want to	.875		
I have no one at work I can spend time with on my breaks if I want to	.885		
I don't feel part of a group of friends at work	.872		
No one in the yard listen to me	.897		
		77.604	.979
Total Explained		77.604	
KMO Measure of sampling adequacy: .975 Sd: 105	Bartlett's test of sphericity : 665.520 p value: 0.000		

Table 3: Factor Analysis and Reliability Results of OCB

OCB	Loadings	Variance Exp (%)	Cr. Alfa (%)
Factor 1: Conscientiousness		41.249	.866
I do not waste time even when no one is watching me	.801		
I respect company rules and policies even when no one is watching me	.922		
I am mindful of how my behaviour affects other people's jobs	.660		
I do not take extra breaks	.848		
Factor 2: Altruism		32.197	.844
I am always ready to give a helping hand to those around me	.830		
I help others who have heavy work load	.874		
I guide new people even though it is not required	.655		
I willingly help others who have work related problems .	.708		
Total Explained		73.446	
KMO Measure of sampling adequacy: .824 Sd: 28	Bartlett's test of sphericity : 795.514 p value: 0.000		

Table 4: Pearson Correlations between the Study Variables (N=150)

	P	Attch to Home	Not get in to job	Regret	Loneliness	Consc	Altruism
Performans	1						
Attch to Home	-.888**	1					
Not get in to job	-.628**	.719**	1				
Regret	-.699**	.801**	.713**	1			
Loneliness	-.826*	.862**	.529**	.550**	1		
Conscientiousness	.672**	-.734**	-.751**	-.842**	-.482**	1	
Altruism	.438**	-.431**	-.400**	-.653**	-.241**	.589**	1

* p<.05, two-tailed. ** p<.01, two-tailed.

Correlations between the study variables are reported in Table 4. According to the Correlation Analysis Hypothesis 1 is accepted. Loneliness had significant, positive and moderate correlations with the Not Get into the job and Regret dimensions of Homesickness ($r_{\text{not-get-into}} = .529$; $p:0.000$) ($r_{\text{regret}} = .550$; $p:0.000$) and had a significant, strong and positive correlation with Attachment to Home ($r_{\text{attachment}} = .862$; $p:0.000$).

People feel lonely when their interpersonal needs are not being met. When people feel homesickness also their social needs and interpersonal needs are not met. In the current study, the sample is composed of employees who are away from their home town, social environment, and friends. As suggested by Roux and Connors (2001), this lack of close friendship and separation from family members might direct to emotional and social loneliness in their new surroundings.

Regression analyses performed for testing the hypotheses of the study. First, regression analyses for the test of hypotheses relating homesickness and loneliness are presented. These are followed by the tests of hypotheses relating positive and negative effect of homesickness and loneliness to performance and OCB. Next, hypotheses 8, 9,10,11,12 and 13 are tested with regression analyses to look for the moderation of relatives' presence between homesickness, loneliness, self reported performance and citizenship behaviors of conscientiousness and altruism.

Table 5: Multiple Regression Analysis of Conscientiousness with Homesickness

Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
Not get into	0.756	0.753	227.5	.000	-0.306	-5.273	.000
Regret					-0.624	-10.739	.000

Dependent Variable:Conscientiousness

The hypotheses (H2) searching the relationships between conscientiousness and Homesickness dimensions are tested with linear multiple regression analysis. All three

dimensions of homesickness are entered in regression for Conscientiousness. The results of this analysis are reported in Table 5. H2 is partially supported since not all three types of homesickness (i.e. Attachment to home) predicted Conscientiousness at the same time. Not get into the job and regret predicted conscientiousness in a negative direction ($R^2=.756$, $F=227.5$, $p<.001$). The most important predictor of conscientiousness appears as regret ($\beta= -.624$, $p<.001$), followed by not get into the job ($\beta= -.306$, $p<.001$).

Table 6: Multiple Regression Analysis of Altruism with Homesickness

Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
Attach Home	0.451	0.443	60.311	.000	.258	2.525	.013
Regret					-.860	-8.427	.000

Dependent Variable: Altruism

The hypotheses (H3) searching the relationships between Altruism and Homesickness dimensions are tested with linear multiple regression analysis. All three dimensions of homesickness are entered in regression for Altruism. The results of this analysis are reported in Table 6. Altruism is predicted with Attachment to Home in a positive direction and Regret in a negative direction. ($R^2=.451$, $F=60.311$, $p<.001$). As expected, Attachment to Home and Regret as part of homesickness values and these values explain Altruism. H3 is partially supported since not all three types of homesickness (i.e. Not get into job) predicted Altruism at the same time. "Attachment to Home" and "Regret" predicted Altruism but "Not get into the job". In the correlation analysis altruism had significant, negative and weak correlation with Attachment to Home ($r_{attachment}= -.431$; $p:0.000$ but when the relationship between Altruism and Attachment to home was analyzed by using multiple regression analysis, the direction of the relationship change to positive. There is no doubt about the regression assumptions. So for further studies this direction change could not be overestimated and be examined.

The results imply that when employees feel that it was not a good idea to work away from their home, they are not inclined to behave in a responsible manner and are not likely to help others. Being unable to adapt to the new environment also constrains them from behaving accountably. Their engagement to the home and close figures in their lives, however, seems to foster behaviors supportive of others.

Table 7: Simple Linear Regression between Conscientiousness and Loneliness

Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
Loneliness	0.232	0.227	44.76	.000	-0.482	-6.67	.000

Dependent Variable: Conscientiousness

Loneliness is entered in regression for Conscientiousness. The results of this analysis are reported in Table 7. Loneliness explained Conscientiousness by 23 %. Conscientiousness is predicted with Loneliness in a negative direction. ($R^2=.232$, $F=44.76$, $p<.001$). The

predictor of Conscientiousness appears as Loneliness ($\beta = -.482, p < .001$). H4 is supported. "Loneliness" predicted Conscientiousness.

Table 8: Simple Linear Regression between Altruism and Loneliness

Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
Loneliness	0.058	0.052	9.14	.003	-0.241	-3.02	.003

Dependent Variable: Altruism

The hypotheses (H5) searching the relationships between Altruism and Loneliness. Loneliness is entered in regression for Altruism. The results of this analysis are reported in Table 8. Loneliness explained Altruism by 5.9 %. Altruism is predicted with Loneliness in a negative direction. ($R^2 = .058, F = 9.14, p < .05$). The predictor of Altruism appears as Loneliness ($\beta = -.241, p < .001$). H5 is supported. "Loneliness" predicted Altruism.

Review of literature indicates that loneliness is due to lack of social skills and is connected with negative and depressive symptoms like; low self-esteem, cynicism, low conscientiousness, and disagreeableness (Peplau & Perlman, 1982). Thus, the negative association between loneliness and organizational citizenship behaviors obtained from a blue-collar employee sample reveals that weak social ties, inability to form friendships, and feeling isolated hinders the demonstration of behaviors for the benefit of others.

Table 9: Simple Linear Regression between Performance and Homesickness

Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
Attach Home	0.789	0.787	552.975	.000	-0.888	-23.515	.000

Dependent Variable: Performance

The hypotheses (H6) searching the relationships between Performance and Homesickness dimensions are tested with linear multiple regression analysis in Table 9. Performance is predicted with Attachment to Home in a negative direction. ($R^2 = .789, F = 552.975, p < .001$). The only predictor of Performance appears as Attachment to Home ($\beta = -.888, p < .001$). As expected, Attachment to Home as part of homesickness value and this value explain Performance. H6 is partially supported since not all three types of homesickness (i.e. Not get into job and Regret) predicted Performance at the same time. "Attachment to Home" predicted Performance but "Not get into the job" and "Regret".

In the literature, it is observed that the relation between homesickness and performance has generally been studied on expatriates and college students. The present study which has been conducted on blue-collar employees also revealed that missing home, family, and friends may be related to negative effects on performance. Experiencing negative emotions seems to interfere with carrying out the task effectively. Therefore, in business life, it may be asserted that the discourse of successful expatriate tasks has to incorporate issues of homesickness which can lead to lower performance.

Table 10: Simple Linear Regression between Performance and Loneliness

Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
Loneliness	0.683	0.680	318.206	.000	-0.826	-17.838	.000

Dependent Variable: Performans

The hypotheses (H7) searching the relationships between Performance and Loneliness. The results of this analysis are reported in Table 10. Loneliness explained Performance by 68 %. Performance is predicted with Loneliness in a negative direction. (R²=.683, F=318.206, p<.001). The predictor of Performance appears as Loneliness (β=. -826, p<.001). H7 is supported. “Loneliness” predicted Performance. Like homesickness, feeling lonely at work causes people to experience negative emotions. Lonely people can not state their sense of loneliness because they suppose others will be incompetent in terms of helping them to reduce their anxiety (reviewed in Marangoni & Ickes, 1989). As employees go through these senses at work, they display social difficulties which may influence both relationships and implementation of tasks. Thus, feeling distant from others appears to affect their work performance in a negative way.

In order to analyze the moderating role of relatives’ presence, hierarchical regression analysis was conducted. As a result of this analysis, in accordance with research hypotheses, it was expected that the relatives’ presence variable would weaken the relationship between the independent variables (homesickness and loneliness) and the dependent variables (conscientiousness, altruism, and self-reported performance).

In Hypothesis 8, it is assumed that the negative relationship between homesickness and self-reported performance is moderated by the relative’s presence. In the first model; three dimensions of homesickness had significant effects on self-reported performance (beta not-get-into-the-job = -.76549, p<0.001, beta regret = -.722, p<0.001, beta attachment-to-home = -.872, p<0.001). But in the other two models no moderating effect over self-reported performance occurred (betanotgetintojob x moderator= .098, p> 0.05; betaattachment to home x moderator= -.020, p> 0.05; betaregret x moderator= .062, p> 0.05). Due to these results, it can be said that having a relative in the construction yard does not moderate the relationship between homesickness and self-reported performance and therefore Hypothesis 8 is rejected.

In Hypothesis 9, it is assumed that there is a negative relationship between homesickness and altruism and this relationship is moderated by the relative’s presence. In the first model; three dimensions of homesickness had significant effects on altruism (beta not-get-into-the-job = -.534, p<0.001, beta regret = -.646, p<0.001, beta attachment-to-home = -.361, p<0.001). But in the other two models, no moderating effect over altruism occurred (betanotgetintojob x moderator= .141, p> 0.05; betaattachment to home x moderator= -.106, p> 0.05; betaregret x moderator= .002, p> 0.05). Due to these results, it can be said that having a relative in the construction yard does not moderate the relationship between homesickness and altruism and therefore Hypothesis 9 is rejected.

In Hypothesis 10, it is assumed that there is a negative relationship between homesickness and conscientiousness and this relationship is moderated by the relative’s presence. In the first model; three dimensions of homesickness had significant effects on conscientiousness (beta not-get-into-the-job = $-.908$, $p < 0.001$, beta regret = $-.926$, $p < 0.001$, beta attachment-to-home = $-.754$, $p < 0.001$). In the second model, when their mutual effect was analyzed together with relative’s presence, a significant result was obtained for not get into the job but no significant results for the other two dimensions of homesickness was found (beta dummy(not-get-into-the-job) = $-.166$, $p < 0.05$; beta dummy(attachment-to-home) = $.153$, $p > 0.05$; beta dummy(regret) = $.104$, $p > 0.05$). In the third model, when not get into the job, attachment to home, and regret interacted with the relative’s presence, a moderating effect occurred, however, it was only significant for the not get into the job and conscientiousness relationship (betaattachment to home x moderator= $-.022$, $p > 0.05$; betaregret x moderator= $.105$, $p > 0.05$). Due to these results, it can be said that having a relative in the construction yard only moderates the relationship between not get into the job and conscientiousness and therefore Hypothesis 10 is partially supported (see Table 11).

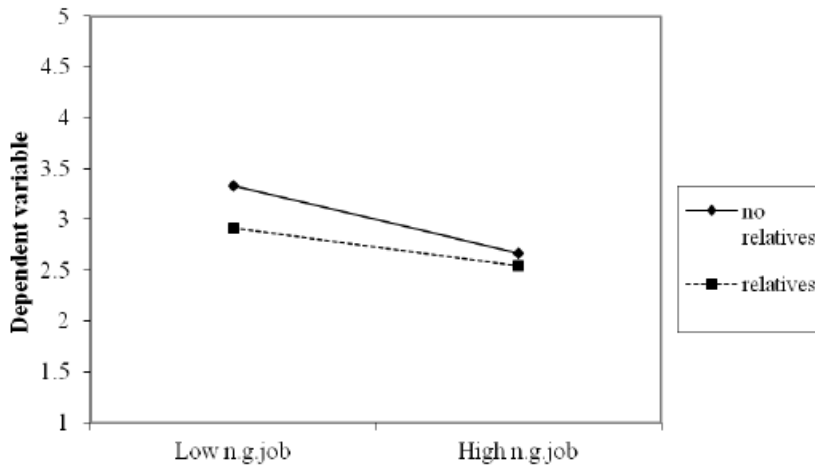
Table 11: The Moderating Role of Relatives’ Presence

Model	Independent Variable	R ²	Adjusted R ²	F	Pf	Beta	t	P
1	Not get into the job	0.564	0.561	191.699	.000	-.751	-13.846	.000
2	Not Get into the job	0.595	0.590	108.101	.000	-.789	-14.701	.000
	Relative’s presence					-.180	-3.353	.000
3	Not Get into the job	0.618	0.610	78.650	.000	-.908	-13.694	.000
	Relative’s presence Interaction					-.166	-3.152	.002
						.194	2.930	.004

Dependent Variable: Conscientiousness

According to Figure 2, employees who have no relatives have high conscientiousness when they can not get into the job on the other hand employees who have relatives have high conscientiousness when they can get into the job. The moderator in this relationship is a partial one.

Figure 2: Moderator Role of Relative’s Presence on the “not get into job” and “conscientiousness” Relationship



In Hypothesis 11, it is assumed that there is a negative relationship between loneliness and self-reported performance and this relationship is moderated by the relative’s presence. When loneliness interacted with the relative’s presence, no moderating effect over self-reported performance occurred (beta loneliness x moderator = -.070, $p > 0.05$). Due to these results, it can be said that having a relative in the construction yard does not moderate the relationship between loneliness and self-reported performance and therefore Hypothesis 11 is rejected.

In Hypothesis 12, it is assumed that there is a negative relationship between loneliness and altruism and this relationship is moderated by the relative’s presence. In three analyses, no significant effects on altruism was found (beta loneliness = -.194, $p > 0.05$; beta moderator = -.073, $p > 0.05$; beta interaction = -.044 $p > 0.05$). Due to these results, it can be said that having a relative in the construction yard does not moderate the relationship between loneliness and altruism and therefore Hypothesis 12 is not supported.

In Hypothesis 13, it is assumed that there is a negative relationship between loneliness and conscientiousness and this relationship is moderated by the relative’s presence. When loneliness interacted with the relative’s presence, no moderating effect over conscientiousness occurred (beta = .107, $p > 0.05$). Due to these results, it can be said that having a relative in the construction yard does not moderate the relationship between loneliness and conscientiousness and therefore Hypothesis 13 is not supported.

The purpose of this study is to put forward the relationships between homesickness and loneliness; examine the contributions of homesickness and loneliness to conscientiousness, altruism, and self-reported performance; and investigate whether the

relatives' presence plays a role over the relationship between the independent and dependent variables.

The results of the study indicated that the moderator effect was found only for the relationship between not get into the job dimension of homesickness and conscientiousness. Having a relative in the construction yard moderated the relationship between the two mentioned variables. When employees obtained support from a person from the family, although they experienced adaptation difficulties, they still displayed an initiative in terms of behaving in a responsible manner.

5. CONCLUSION

This study has shown that just like expatriates, students who are way from their homes, and other displaced people; homesickness and loneliness are important issues for blue-collar employees working in a construction yard far from their homes. It became apparent that homesickness and loneliness are seen together and the negative emotions related to these phenomena negatively influence employees' organizational citizenship behaviors and performance. Therefore, effects on blue-collar employees in particular and organizations in general need to be taken into consideration. Not many studies have been conducted on homesickness and loneliness but some of the little evidence (Deresky, 2006) suggests that these are important subjects with potentially serious negative impacts if they are not remedied. Homesickness is a state that many psychologists identify as an illness (Fisher, 1989; Van Tilburg, Vingerhoets, and Van Heck, 1996) with significant indicators that have influences on performance. Homesick persons could be bad-tempered, depressing, unhelpful, and lacking initiative and drive. Loneliness, on the other hand, involves feelings of being alone emotionally, socially or geographically (Wright, 2005). Besides, greater loneliness has been found to be related with poorer task, team role, and relational performance (Özçelik and Barsade, 2011) and decreased well-being (Erdil and Ertosun, 2011). Therefore, in work environments, the communication of successful expatriate tasks must integrate issues of homesickness and loneliness which may lead to lower performance, efficiency, and negative affect. The need to take homesickness and loneliness issues into account also emerges due to the fact that all the blue-collar employees make numerous references to the term 'home' and the sense of missing home in their narrations. As performance management is suggested to be a vital area for research (Harris, Brewster, and Sparrow, 2004), undertaking this task may be assumed to be important within the framework of homesickness and loneliness' impact on blue-collar employees' performance.

Further research has to establish the influence of homesickness in blue-collar employees' failure. This means attempting to establish whether an employee working as an expat who does not feel homesickness will have better performance and, if so, how to set the labor relations so as to free blue-collar employees from homesickness and loneliness. Feeling homesick and lonely may be significant factors affecting adaptation and adjustment and may need better awareness than they receive now. This study has also revealed that besides performance; homesickness and loneliness produce negative influences on organizational citizenship behaviors, namely, conscientiousness and altruism. The social

isolation at work seems to discourage employees from displaying extra-role behaviors. There seems to be inadequate research on the effects of being away from home on desirable behaviors at work. Considering the significance attached to prosocial behaviors in today's work life, this issue seems to deserve more research attention.

REFERENCES

Archer, J., Ireland, J., Amos, S., Broad, H. and Currind, L. (1998), Derivation of a homesickness scale, *British Journal of Psychology*, 89.2, p. 205-222.

Bingol, D. (2003), *İnsan Kaynakları Yönetimi (Beşinci Baskı)*, İstanbul: Beta Basım Yayım.

Black, J. S., Mendenhall, M. and Oddou, G. (1991), Towards a comprehensive model of international adjustment: an integration of multiple theoretical perspectives, *Academy of Management Review*, 16, p. 291-317.

Bozkurt, T. A. and Ercan, S. N. (2007), Teknik performans ölçeği ve çevre ile ilgili performans ölçeği, *Kişisel İletişim*.

Brewin, C. R., Furnham, A. and Howes, M. (1989), Demographic and psychological determinants of homesickness and confiding among students, *British Journal of Psychology*, 80.4, p. 467-477.

Briscoe, D. R., Schuler, R. S. and Claus, L. (2009), *International Human Resource Management: policies and practices for multinational enterprises*, New York: Routledge.

Cacioppo, T. J., Hughes, M. E., Waite, L. J., Hawkey, L. C. and Thisted, R.A. (2006), Loneliness as a specific factor of depressive symptoms: Cross sectional and longitudinal study, *Journal of Psychology and Aging*, 21, p. 141-151.

Carmeli A. (2009), High-quality relationships, individual aliveness and vitality, and job performance at work, In N. Ashkanasy, W.J. Zerbe, and C.E.J. Hartel (eds), *Research on Emotion in Organizations*, Oxford, UK: Elsevier JAI Press.

Cohen, S. and Wills, T. A. (1985), Stress, social support and the buffering hypothesis, *Psychological Bulletin*, 98, p. 310-357.

Cohen, S., Mansfield, J. and Parpura-Gill, A. (2007), Loneliness in older persons a theoretical model and empirical findings, *Journal of International Psychogeriatrics*, 19, p.279-294.

Deresky. (2006), *International management: managing across borders and cultures*, New Jersey: Pearson/Prentice Hall.

Dilek, H. (2005), *Liderlik Tarzlarının ve Adalet Algısının; Örgütsel Bağlılık, İş Tatmini ve Örgütsel Vatandaşlık Davranışı Üzerine Etkilerine Yönelik Bir Araştırma*, Yayınlanmamış doktora tezi, Kocaeli: Gebze Yüksek Teknoloji Enstitüsü Sosyal Bilimler Enstitüsü.

Erdil, O. and Ertosun, Ö. G. (2011), The relationship between social climate and loneliness in the workplace and effects on employee well-being, *Procedia Social and Behavioral Sciences*, 24, p. 505-525.

Ernst, J. M. and Cacioppo, J. (1998), Lonely hearts: Psychological perspectives on loneliness, *Applied & Preventative Psychology*, 8, p. 1-22.

- Eurelings-Bontekoe, E. H. M., Vingerhoets, A. J. J. M. and Fontijn, T. (1994), Personality and behavioral antecedents of homesickness, *Personality and Individual Differences*, 16, p. 229-235.
- Fisher, S., Frazer, N. and Murray, K. (1984), The transition from home to boarding school: A diary-style analysis of the problems and worries of boarding school pupils, *Journal of Environmental Psychology*, 4, p. 211-221.
- Fisher, S., Murray, K. and Frazer, N. (1985), Homesickness, health, and efficiency in first year students, *Journal of Environmental Psychology*, 5, p.181-195.
- Fisher, S. (1989), *Homesickness, cognition and health*, East Sussex: Lawrence Erlbaum.
- Fromm-Reichmann, F. (1959), Loneliness. *Psychiatry*, 22, p. 1-15. George, J. M., and Jones, G. R, 1997, "Organizational Spontaneity in Context", *Human Performance*, 10, p. 153-170.
- Given, Barbara K. (2002), *Teaching to the brain's natural learning systems*, Washington, DC: Association of Supervision and Curriculum Development.
- Hack-Polay, D. (2012), When Home Isn't Home: A Study of Homesickness and Coping Strategies among Migrant, *International Journal of Psychological Studies*, 4, 3, p.62-72.
- Harris, H., Brewster, C. and Sparrow, P. (2004), *International Human Resource Management*, London: CIPD.
- Hechanova, R., Beehr, T. A. and Christiansen, N. D. (2003), Antecedents and consequences of employees' adjustment to overseas assignment: a meta-analytic review, *Applied Psychology*, 52, 2, p. 213-236.
- Hochschild, A. (1983), *The Managed Heart*, Berkeley, CA: University of California Press.
- Hofer, M. A. (1994), Hidden regulators in attachment, separation, and loss, In: N. A. Fox (Ed.), *The development of emotion regulation*, p. 192-207, Chicago: University of Chicago.
- Jaspers, K. (1909), *Heimweh und Verbrechen [Homesickness and crime]*, Unpublished doctoral dissertation, University of Heidelberg, Leipzig, Germany.
- Kanfer, R. and Ackerman, P. L. (2005), Work competence: A Person-Oriented Perspective, In A. J. Elliot and C. S. Dweck (eds), *Handbook of Competence and Motivation*, Guilford Publications, p. 336-353.
- Marangoni, C. and Ickes, W. (1989), Loneliness: A theoretical review with implications for measurement, *Journal of Social and Personal Relationships*, 6, p.93-128.
- Moorman, R., Blakely, G. and Neihoff, B. (1998), Does Received Organizational Support Mediate the Relationship Between Procedural Justice And Organizational Citizenship Behavior, *Academy of Management Journal*, 41,3, p. 351-371.
- Muraven, M. and Baumeister, R. (2000), Self-regulation and depletion of limited resources: Does self-control resemble a muscle?, *Psychological Bulletin*, 126,2, p. 247-259.
- Neto, F. and Barros, J. (2003), Predictors of loneliness among students and nuns in Angola and Portugal, *The Journal of Psychology*, 137,4, p. 351-362.
- Newland, J. and Furnham, A. (1999), Perceived availability of social support, *Personality and Individual Differences*, 27, p. 659-663.
- Organ, D. W. (1988), *Organizational citizenship behavior: The Good Soldier Syndrome*, Lexington, MA: Lexington.

- Organ, D. W. (1990), "The Motivational Basis of Organizational Citizenship Behavior", In B.M. Staw and L. L. Cummings (Eds.), *Research in Organizational Behavior*, Vol.12. JA Press, Greenwich, CT, 43-72.
- Paré, G. and Tremblay, M. (2000), The measurement and antecedents of turnover intentions among IT professionals. *Scientific Series*, 33, p. 1-34.
- Pennebaker, J. W., Colder, W. and Sharp, L. K. (1990), Accelerating the coping process, *Journal of Personality and Social Psychology*, 58, p. 528–537.
- Peplau, L. and Perlman, D. (1982), Perspectives on loneliness, In L. Peplau & D. Perlman (Eds.), *Loneliness: A source book of current theory, research and therapy*, New York: John Wiley & Sons.
- Perlman, D. and Joshi, P. (1989), The revelation of loneliness, In M. Hojat & R. Crandall (Eds.), *Loneliness: Theory, Research and Application*, p. 63-76, Newbury Park, CA: Sage Publications.
- Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H. and Fetter, R. (1990), Transformational Leader Behaviors and Their Effects on Followers, Trust in Leader, Satisfaction, and Organizational Citizenship Behaviors, *Leadership Quarterly*, 1,p. 107–142.
- Podsakoff, P.M., MacKenzie, S.B., Paine, J.B. and Bachrach, D.G. (2000), Organizational citizenship behaviors: A critical review of the theoretical and empirical literature and suggestions for future research, *Journal of Management*, 26, p. 513-563.
- Rook, K. (1984), Promoting social bonding: Strategies for helping the lonely and social isolated, *American Psychologist*, 39, 2, p. 1389-1407.
- Rosen, G. (1975), Nostalgia: A 'forgotten' psychological disorder, *Psychological Medicine*, 5, p. 340-354.
- Roux, A. L. and Connors, J. (2001), A cross-cultural study into loneliness amongst university students, *South African Journal of Psychology*, 31, 2, p.46-52.
- Smith, C.A., Organ, D.W. and Near, J.P. (1983), Organizational citizenship behavior: Its nature and antecedents, *Journal of Applied Psychology*, 68, p.653-663.
- Stroebe, M., van Vliet, T., Hewstone, M. and Willis, H. (2002), Homesickness among students in two cultures: Antecedents and consequences, *British Journal of Psychology*, 93, 2, p.147-168.
- Takahashi, K. and Majima, N. (1994), Transition from home to college dormitory: The role of preestablished affective relationships in adjustment to a new life, *Journal of Research on Adolescence*, 4, p.367-384.
- Van Tilburg, M. A., Vingerhoets, A. J. and Van Heck, G. L. (1996), Homesickness: a review of the literature, *Psychological Medicine*, 26, p. 899-912.
- Van Tilburg, M. A. L., Vingerhoets, A. J. J. M. and Van Heck, G. L. (1999), Homesickness, mood and self-reported health, *Stress Medicine*, 15, 3, p. 189-196.
- Veiel, H. O. F. and Baumann, U. (1992), The many meanings of social support, In H.O. F. Veiel & U. Baumann (Eds.), *The meaning and measurement of social support*, p. 1-9. New York: Hemisphere.
- Velting, DM. (1999), Suicidal ideation and the five-factor model of personality, *Individ Differ Res*, 27, 5, p. 943–52.

Wang, Y., Yao, L., Liu, L., Yang, X., Wu, H., Wang, J. and Wang, L. (2014), The mediating role of self-efficacy in the relationship between Big five personality and depressive symptoms among Chinese unemployed population: a cross-sectional study, *BMC Psychiatry*, 14, p.61, 2-8.

Weiss, R. (1973), *Loneliness: The experience of emotional and social isolation*, Cambridge, MA: The MIT Press.

Weiss, R. (1989), Reflections on the present state of loneliness research, In M. Hojat & R. Crandall (Eds.), *Loneliness: Theory, research and applications*, p.51-56. Newbury Park, California: Sage Publications.

Willis, H., Stroebe, M. and Hewstone, M. (2003), Homesick blues, *The Psychologist*, 16, p.526-528.

Wright, R. (1994), *The moral animal: Why we are the way we are: The new science of evolutionary psychology*, New York: Vintage Books.

Wright, S. (2005), *Loneliness in the Workplace*, Unpublished doctoral thesis, New Zealand: University of Canterbury.

Wright, S., Burt, C. and Strongman, K. (2006), Loneliness in the workplace: Construct definition and scale development, *New Zealand Journal of Psychology*, 35, 2, p. 59-68.

Zaleski, E. H., Levey-Thors, C. and Schiaffino, K. M. (1998), Coping mechanisms, stress, social support, and health problems in college students, *Applied Developmental Science*, 2, p.127-137.