

“Negligence does more harm than physical abuse”

Speaking about the effect of the relationship with babies on the baby's brain, Prof. Dr. William Mosier said that chronic exposure to the stress hormone in infancy will bring life-long physical and mental health problems. “Chronic negligence harms the developing human brain more than physical abuse,” says Prof. Mosier.

“NEGATIVE EFFECTS ON EMOTIONAL DEVELOPMENT”

Emphasizing that the effect of stress on the human brain has been documented for more than seventy-five years, Mosier said: “The human brain contains pre-programmed neural circuits for the development of a bonding relationship between the baby and at least one important adult in the first six months of life. This initial attachment (typically with a mother figure) prepares neurons to establish synaptic connections with other neurons. This process strengthens the formation of nerve clusters that increase brain development.”

Stating that when healthy social and emotional bonds are not formed, synapses are removed by a process called pruning, Mosier said: “When a baby's neglect is permanent, cortisol, the stress hormone, is released into the brain. Chronic exposure to stress hormone during infancy brings life-long physical and mental health problems. In addition, it creates a more sensitive brain by negatively affecting cognitive, language, social and emotional development. In fact, chronic neglect causes more damage to the developing human brain than physical abuse.”

Stating that early intervention can reduce the negative effects of chronic stress and neglect in infants, Prof. Dr. William Mosier, faculty member of Department of Child Development, Faculty of Health Sciences, Istanbul Gelisim University said: “Therefore, Child Development Specialists can support families by teaching parents the mutual interactions (service and return) between babies and adults that support brain development and foster healthy emotional attachment. This includes responding quickly and appropriately to the baby's responses such as crying, crying, chirping, making eye contact with the baby, hugging, reflecting the baby's expression on him, and giving him time to “respond”.

“BABIES CAN DIFFERENTIATE A SMILING AND FEAR FACE EXPRESSION”

Emphasizing that eye contact and face perception in babies are essential for the development of social competence, Prof. Dr. Mosier said: “Newborns prefer a human face over any toy object. Babies prefer direct eye contact. Three-month-old babies prefer smiling faces to neutral expressions, and five to seven-month-old babies can distinguish between a smiling and a fearful facial expression. At five months of age, babies can understand and follow a gaze that is directed towards the direction of an object.”

Prof. Mosier concluded his speech as follows:

“Being aware that babies can perceive and understand social interaction at such an early age, Child Development Specialists can provide suggestions to families that support healthy brain development and teach them how to support babies' emotional and social development. It can be listed as making direct eye contact when interacting with a baby, smiling when eye

contact is established with the baby, reflecting the baby's words during routine times such as changing diapers and feeding, smiling, making eye contact and playing, and being aware when the gaze diverts from the baby. Because the baby may perceive it negatively when they see that you are more interested in something other than interaction.”

“Human resource management is changing with technology”

Stating that artificial intelligence technologies and applications have started to change the job description of the human resources field, Asst. Prof. Dr. Canan Tiftik said: “Video interviews, augmented reality, chat applications and social media tools have started to benefit the human resources field.”

Asst. Prof. Dr. Canan Tiftik from Istanbul Gelisim University, who mentioned that artificial intelligence products that enter our lives through applications on tablets and smart phones take their place in business and human resources life, said: “In the field of human resources, artificial intelligence is increasing its influence day by day in many fields, from design to analysis, recruitment and placement of personnel, performance and training.”

“ACCESS TO EVALUATION DATA”

Stating that the information of those who work with artificial intelligence can be displayed and updated, Tiftik said: “For example, the employee; individual address, company information, vacation days, approval status of holiday requests and business data. Managers or human resources personnel can also access business and employee evaluation data, such as an employee's job history, team information, or performance rating. On the other hand, they can also provide analytical and key performance indicator information such as those who perform the best among the employees and pending transaction requests through speech artificial intelligence.”

Asst. Prof. Dr. Canan Tiftik continued her words as follows:

“Artificial intelligence and machine language can be used in the human resources function components of artificial intelligence, which have an integrated function in recruitment, personnel selection, performance analysis, personnel data collection, real-time information provision and accurate information provision. It has been observed in the literature that the HR Management function equipped with artificial intelligence has the potential and abilities to produce effective results in process improvement, prediction processes, diagnosis processes, problem detection, trend analysis and environmental analysis in enterprises.”

“CREATE USER ORIENTED EMPLOYEE EXPERIENCE”

Stating that the use of artificial intelligence in businesses can create a more smooth, flexible and user-oriented employee experience, Tiftik said: “Artificial intelligence-based HRM practices have a strong potential to increase the productivity of employees employed in enterprises and to support the efficiency of personnel employed in HRM positions. Noting that

the use of artificial intelligence may bring some risks with it, Tiftik said, “It can harm employees whose jobs or positions may change or be in vain. The lack of participation and opinions of employees in the application of new technology can lead to mistrust. The quality of work and the peace of the employees may be disturbed. For example, over tracking and monitoring can result in dulling people's skills or an increase in workload and stress.”

A project for Supporting Women with Physical Disability and Female Caregivers of Disabled Person at Home

The "project for Supporting Women with Physical Disability and Female Caregivers of Disabled Person at Home" was awarded a support of 197,762.00 Euros by the European Union Directorate. Prepared by Melike Çetin, Research Support Coordinator of Istanbul Gelisim University (IGU), the project aims to offer a variety of opportunities to create an environment that will help to eliminate the psychological and sociological barriers experienced by both women with physical disabilities and their family member caregivers at home, increasing their well-being and providing them with economic freedom.

Emphasizing that the COVID-19 pandemic has economic, sociological and psychological consequences on humanity, Vice Rector of Istanbul Gelisim University Prof. Dr. Nail Öztaş said: “Before the pandemic, some groups with multiple disadvantages faced many more difficult problems with the pandemic.”

“BOTH GROUPS HAVE A DOUBLE DISADVANTAGE”

Stating that the other most affected group is family members who have to take care of their disabled individuals, Öztaş said: “In the family where a disabled person lives, women take care of them and this situation prevents women from participating in social life and employment. This causes women to be more socio-economically dependent. Although women in this group do not have any physical disability, they do not differ from women with social and economic disabilities and physical disabilities in accessing some opportunities in society. Both groups experience a double disadvantage. In addition, we have to say that women in this group experience some mental health problems such as extreme stress, depression, anxiety disorder and chronic unhappiness.”

“IT WILL CONTRIBUTE TO THE DEVELOPMENT OF INDIVIDUAL WELFARE”

Reminding that women have a very important potential especially for the innovation economy, Vice Rector of Istanbul Gelisim University Prof. Dr. Nail Öztaş said: “Turning this

potential into real values will contribute to the development of individual welfare as well as the development of the welfare of countries and increase the inclusion of societies.”

Öztaş continued his speech as follows:

“With the project, we want to improve the well-being of both women with physical disabilities and female caregivers who are family members who care for disabled individuals at home, to eliminate barriers to access to education with new methods and innovative tools offered in adult education, and to improve the qualifications of the target audience and thus increase their level of participation in employment. We are going to encourage innovative production and marketing by improving the design thinking skills and creativity of the target audience. We will improve the knowledge and skills of the target audience on digital entrepreneurship; contribute to the efficient use of world resources and sustainability goals, and contribute to the smart, sustainable and inclusive economies of societies.”

Speaking about the reason why the project was put forward with a transnational effort, Öztaş said: “The struggle against this problem continues all over the world, especially in developed countries. The situation is thus exacerbated by women with disabilities who face double discrimination, as they are left in a more vulnerable situation due to health-work balance, limited access to education and resources, other social barriers and prejudices, and cultural codes.”

Warning from the expert: “Look at an object away for at least 20 seconds”

Complaints such as redness, stinging, burning, itching, dryness, watering, focusing problem, eye fatigue and headache that occur in the eyes following the use of phones, tablets and computers are defined as digital eyestrain. Pointing out that one cause of digital eye strain is focus fatigue, Ophthalmologist Dr. Erkan Bulut said: “To reduce the risk of straining your eyes by constantly focusing on the screen, look elsewhere from your computer at least every 20 minutes and look at an object far away for at least 20 seconds. Looking away relaxes the focus muscle inside the eye to reduce fatigue.”

Speaking about what needs to be done to reduce the risk of digital eye strain or related complaints, Dr. Erkan Bulut, Ophthalmology Specialist from Istanbul Gelisim University, said: “Mechanisms that may cause fatigue should be determined and eliminated. The measures that can be taken here can be grouped as changing environmental factors and measures to be taken by the reader with eye care. The first factor that needs to be regulated from environmental factors is lighting. Bright lights, direct sunlight from the screen, and overhead fluorescent lamps often cause glare and eye discomfort. Studies have shown that eye fatigue

is more common in people who use digital screens in a room that is too bright or dark, and that people who use darker screen colors have more complaints of dry eyes. The brightness of the screen should be similar to the ambient lighting and the contrast should be increased as much as possible to minimize eye strain and discomfort.”

“GIVE SCREEN BREAKS TO REDUCE YOUR VISUAL SYNDROME RISK”

Stating that it is important that the digital screens are approximately 90 cm from the eyes and that the center point of the screen is positioned approximately 15 cm below eye level, Bulut said: “The use of computers, tablets or mobile phones very close to the eyes causes an increased need for accommodation and causes the ciliary muscles to overwork. This leads to symptoms such as eye fatigue, temples and headaches. To reduce your risk of vision syndrome due to digital display use, take screen breaks (at least a 10-minute break every hour). Also, keep in mind that standing up, moving, doing physical movements during these breaks will reduce the tension and muscle fatigue in your body. It should not be forgotten that dirt and dust on the digital screen are factors that increase glare, and the importance of keeping all kinds of digital screens and eyeglass lenses clean should be kept in mind.”

Noting that an individual who normally blinks 12 to 16 times a minute will blink 6-8 times in front of the screen, Dr. Bulut said: “As a result, the use of digital screens also disrupts the frequency of blinking and the quality of vision. The use of screen filters both prevents the reduction in blinking and reduces reflection and glare. In addition to the dry eye screen filters, which may develop due to reduced blink frequency, the use of moisturizing eye drops is also recommended.”

Stating that care should be taken to have regular eye examinations every year, Dr. Bulut said: “It is important to check the glasses numbers of the employees correctly and to prescribe the appropriate glasses numbers for the patients in the presbyopic age group. It has been proven by some studies that special filters (blue filter) and anti-reflective coatings to be applied to glasses to be worn on people who spend a long time in front of the screen are useful.”

Emphasizing that adequate water consumption is also very important, Dr. Bulut said: “The liquid taken from tea and coffee does not replace water. Eating a diet rich in omega-3 and essential fatty acids such as hazelnuts, almonds, walnuts and fish increases the quality of tears. Eye dryness increases, especially in workplaces and shopping malls ventilated with air conditioning. Humidifiers can be used to prevent dryness in workplaces and homes. As I mentioned at the beginning, if we think that the use of digital screens is an important part of our life, we should be aware that deciding the time we will spend in front of these screens without forgetting to protect our eye health will increase our quality of life.”