

“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.”

“Women are mostly employed in the education and health sector”

According to YÖK data, the number of female academicians increased by 13% from 67 thousand 578 to 76 thousand 668 in five years. President Recep Tayyip Erdoğan stated that the ratio of female academics in the Turkish higher education system is approximately 5 points above the average of 40 percent in the European Union. Emphasizing that health and education sectors are the leading sectors where women are employed at the highest rate, Prof. Dr. Şükran Güzin Ilıcak Aydınalp said: “The employment rate of women in the health sector is 70.4% in the world, while this rate is 61.8% in the education sector.”

“WOMEN'S EMPLOYMENT RATE IN THE EDUCATION SECTOR 61.8%”

Making a special statement on March 8, International Women's Day, Istanbul Gelişim University (IGU) Fine Arts Faculty Dean Prof. Dr. Şükran Güzin Ilıcak Aydınalp emphasized that the ratio of female academic staff to the total number of academic staff at universities is 48%. Aydınalp said, “Health and education sectors are at the top of the sectors in which women are employed at the highest rate. In the world, the employment rate of women in the health sector is 70.4%, while this rate is 61.8% in the education sector. The majority of women in Turkey mostly employed in in community services, such as education, health, food and retail, elderly and disabled care.”

Indicating that women experience more problems due to sexist approaches in working life in Turkey Prof. Dr. Aydınalp said: “Throughout the coronavirus epidemic process, the burden of housework and childcare has also increased due to the gender stereotypes of women working remotely. Women academics are also going through this difficult process. Research shows that while the rate of scientific publications of female academics decreased by 50% during the distance working period, that of men increased at the same rate.

Statement on March 8 event: "25% of women are still illiterate”

Prof. Dr. Ayşe Yüksel, Chairman of the Association in Support of Contemporary Life (ÇYDD), met with university students and academicians at the 8 March International Women's Day Event. Hoping that March 8 would be a hope for a more equal life for all women exposed to inequality, Yüksel said, "25% of women in our country are still illiterate.”

ÇYDD Chairman Prof. Dr. Ayşe Yüksel was the guest of the 8 March International Women's Day Interview organized by Istanbul Gelisim University (IGU) Faculty of Fine Arts and Faculty of

Economics, Administrative and Social Sciences. Speaking at the event moderated by Asst. Prof. Dr. Esra Tunçay, Yüksel said: “25% of women in our country are still illiterate.”

“WE ARE MENTORING WOMEN”

Giving information about the “Hand in Hand with Women” project carried out by ÇYDD, Yüksel said: “We hold online meetings with Anatolian women. We mentor primary school graduates to finish secondary school and high school with the “Hand in Hand with Women” project, a 6-week-long project that includes getting to know themselves, expressing themselves and acquiring hobbies.”

“COMPUTERS AND TABLETS GIVEN TO 3 THOUSAND STUDENTS”

Stating that ÇYDD mostly provides scholarships to medical, nursing, teaching and engineering students, Yüksel said: “During the pandemic process, students received requests for their computer and tablet needs. In this sense, computers were purchased for 55 students at first. We set the goal of purchasing computers and tablets for 6 thousand students, and currently, computers and tablets are given to about 3 thousand students.”

The event ended with Prof. Dr. Ayşe Yüksel's talk about the work they carried out to reduce women's inequality in health, education, business life and in the parliament.

Made it to the finals with a short documentary about the package service employees

The short documentary film "Aman Delivery", in which the problems of package service employees are told, made it to the finals in the 27th IFSAK Short Film Festival. The director of the film Asst. Prof. Dr. Emrah Tüncer said: “We tried to explain the problems and working conditions of individuals working in the service sector through the motto of ‘speed and uncertainty’”.

The preliminaries for the 27th IFSAK Short Film Festival have been announced. Among the 374 films that applied to the competition, 47 films determined by the pre-jury will meet with the audience within the scope of the festival until March 14 in the titles of fiction, documentary, experimental and animation.

The short documentary "Aman Delivery", which was scripted and directed by Asst. Prof. Dr. Emrah Tüncer from the Social Service Department of Istanbul Gelisim University (IGU), was among 47 films. Stating that the majority of those who do delivery service work are made up of insecure immigrants and want to draw attention to the discrimination they face, Tüncer said: “We recorded this situation with participatory observation and turned it into a

documentary, and in this way we tried to explain the problems and working conditions of individuals working in the service sector through the motto of 'speed and uncertainty'".

The winners of the competition films that have passed the pre-selection will be announced on the last day of the festival.

Those who are considering starting a family early find it difficult to succeed in young adulthood

Stating that starting a family very early makes it difficult to be successful in young adulthood, Psychologist Asst. Prof. Dr. Aman Sado Elemo said: "Early parenting carries a high risk of divorce and low full-time employment. It prevents post-secondary education and completing the university. Affects the mother's well-being and has bad consequences for the child."

"YOUNG ADULTHOOD IS THE PERIOD OF CHOOSING A LIFE STYLE"

Stating that adulthood consists of three main developmental stages, Asst. Prof. Dr. Aman Sado Elemo, a psychologist from Istanbul Gelisim University, said: "These are young adulthood, middle adulthood and final adulthood. Young adulthood is a period of establishing long-term close relationships with other people, choosing and following a lifestyle, choosing a profession, and managing a home and family."

"YOUNG PEOPLE DISCOVER WHO THEY ARE"

Emphasizing that adolescents have entered a period of development and growth as they prepare for the difficulties of adulthood, Dr. Elemo said: "In these times, young people discover who they are and what they want to do. This is a period of frequent change in aspects that affect their lives: home, family, work, school, resources and roles. All these decisions make changes in young adults' lives that can be a source of stress. That's why, questions such as 'who am I and where am I going' are overwhelming for many young adults."

"THEY MAY NOT WANT TO BE A HOUSE OWNER"

Stating that previous generations had to do in a certain order to become an adult, Dr. Elemo said: "University graduation, career, marriage, buying a house, having children. For today's young adults, these are no longer predictable. Young adults may marry early or late, or even never, have or may not have children, and may not want to own a house. In addition, there are adults who follow two different paths in areas such as education, employment, marriage, parenting, housing."

Dr. Elemo concluded as follows:

“The first major group is those who leave early to start their own families and those who invest little in post-secondary education. The second main group is those who invest in their education, job and career development and postpone starting a family. These two pathways differ significantly by gender. Women tend to start a family earlier than men”