BEHAVIORAL PREFERENCES, FEELINGS, AND SOCIAL IDENTITY LEVEL IN A LOW-STATUS GROUP: THE IMPACTS OF SOCIAL IDENTITY SALIENCE, AND GROUP BOUNDARY PERMEABILITY WITH A NOVEL CONCEPT OF HIERARCHICAL PERMEABILITY

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ABSTRACT

BEHAVIORAL PREFERENCES, FEELINGS, AND SOCIAL IDENTITY LEVEL IN A LOW-STATUS GROUP:
THE IMPACTS OF SOCIAL IDENTITY SALIENCE, AND GROUP BOUNDARY PERMEABILITY WITH A NOVEL CONCEPT OF HIERARCHICAL PERMEABILITY

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The aim of this thesis was to investigate the impacts of both the group boundary permeability (with a novel concept) and the social identity salience on the low-status group members' behavioral preferences, feelings, and social identity level with reference to the social identity theory. The participants were 138 undergraduate students from Abant İzzet Baysal University. All participants completed behavioral alternatives questionnaire, negative feelings of personal treatment questionnaire, and the Organizational Identification Scale. In the experimental design, group boundary permeability (permeable/ hierarchically permeable/ impermeable) and social identity salience (high/ low) were manipulated; and participants were randomly assigned to the conditions. In line with the expectations, the results showed that collective

actions were more preferred in the impermeable and hierarchically permeable group boundary conditions compared with the permeable group boundary condition. In addition, results indicated that being the most disruptive action, collective protest action was the least preferred action regardless of the conditions. Furthermore, although the effect of group boundary permeability on the social identity level was not supported, the results demonstrated in part that participants felt more negative feelings when group boundary condition was impermeable. Finally, the results provided considerable evidence that as the novel concept, hierarchically permeable group boundary condition is viable in the permeability studies.

Keywords: Group boundary permeability, hierarchical permeability, salience, social identity theory, behavioral preferences, feelings, social identity level.

ÖZ

DÜŞÜK STATÜLÜ GRUPTA DAVRANIŞ TERCİHLERİ, DUYGULAR VE SOSYAL KİMLİK DÜZEYİ:
SOSYAL KİMLİK BELİRGİNLİĞİ VE YENİ BİR KAVRAMLA BİRLİKTE GRUP SINIRI GEÇİRGENLİĞİNİN ETKİSİ

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Bu çalışmanın amacı, yeni bir kavramla birlikte ele alınan grup sınırı geçirgenliğinin ve sosyal kimlik belirginliğinin, düşük statülü grup üyelerinin davranış tercihleri, duyguları, ve sosyal kimlik düzeyi üzerindeki etkisini sosyal kimlik kuramına bağlı olarak incelemektir. Çalışmaya, Abant İzzet Baysal Üniversitesi'nden 138 lisans öğrencisi katılmıştır. Tüm katılımcılar, davranış alternatifleri, kişisel muameleden kaynaklanan olumsuz duygular, ve örgütsel kimlik ölçeklerini doldurmuşlardır. Yapılan deneysel çalışmada, grup sınırı geçirgenliği (geçirgen/ hiyerarşik şekilde geçirgen/ geçirgen olmayan) ve sosyal kimlik belirginliği (yüksek/ düşük) değişimlenmiş; ve katılımcılar seçkisiz olarak koşullara atanmışlardır. Beklentiler doğrultusunda, sonuçlar kolektif davranışların, geçirgen olmayan ve hiyerarşik şekilde geçirgen koşullarında geçirgen koşula kıyasla daha fazla tercih edildiğini göstermiştir.

Bununla birlikte, koşullara bakmaksızın, en yıkıcı davranış olan kolektif protesto davranışı, en az tercih edilen davranış olarak bulunmuştur. Ayrıca, grup sınırı geçirgenliğinin, sosyal kimlik düzeyi üzerindeki etkisi desteklenmemesine rağmen; sonuçlar, geçirgen olmayan koşuldaki katılımcıların daha fazla olumsuz duygular hissettiklerini kısmen göstermiştir. Son olarak, sonuçlar yeni bir kavram olarak hiyerarşik şekilde geçirgen grup sınırı durumunun, grup geçirgenliği çalışmalarında uygulanabilirliği ile ilgili önemli bulgular sağlamıştır.

Anahtar Kelimeler: Grup sınırının geçirgenliği, hiyerarşik geçirgenlik, belirginlik, sosyal kimlik kuramı, davranış tercihleri, duygular, sosyal kimlik düzeyi.

To anyone who tries so hard to pursue their dreams

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CHAPTER 1

INTRODUCTION

Uzun ince bir yoldayım (I'm on a long and narrow road)
Gidiyorum gündüz gece (On my way morning and night)
Aşık Veysel ŞATIROĞLU

Maybe no other words could depict Turkey's process of joining the European Union (EU) better than Aşık Veysel's these impressive lines above. That is, although in 1987 Turkey applied to the EU for full membership, Turkey was officially recognized as a candidate for the membership scarcely in 1999, and negotiations were started just in 2005. Furthermore, even some optimists assume that at least a decade is indispensable for the EU membership. Accordingly, Turkey has been knocking with insistence at the gates of Europe for a long time. And whether the European Union will open its gates, in other words the permeability of EU, is of great importance for Turkey considering the actions, feelings, and social identity level of Turks.

As it was previously exemplified within the largest context, the permeability of group boundaries is a significant factor in the intergroup relations. To be precise, permeability of group boundary is an important determinant of low-status group members' actions in the intergroup relations. These actions toward high-status group are ranged between the act of acceptance and act of war. For instance, returning to the Turkey-EU relations example, depending on how the boundary permeability of EU is perceived, reactions toward EU

may include acceptance, asking for revising the EU's decision, political lobbying, or boycotting EU goods. Likewise, social identity salience is naturally another important factor in the intergroup relations, as well.

Consequently, the purpose of this thesis is to investigate the impacts of both the group boundary permeability (with a novel concept) and social identity salience on the low-status group members' behavioral preferences, feelings, and social identity level with reference to the social identity theory.

In this introductory section, firstly, basic concepts and premises of social identity theory are presented. Secondly, permeability and then token permeability are covered. Thirdly, as a novel permeability concept, hierarchical permeability is provided. Following that, social identity salience is discussed. Regarding the social identity theory, Turkish literature that is not very large is briefly presented. Finally, aim of the study and research questions are mentioned with the expectations.

1.1. Social Identity Theory (SIT)

Social Identity Theory (SIT; Tajfel & Turner, 1979, 1986) states that people are motivated to achieve and maintain a positive "social identity" which has been described as important part of an individual's self-concept deriving from his/her knowledge of his/her membership in a social group (or groups), together with the value and emotional significance attached to that membership (Tajfel, 1978b; Tajfel, 1981). According to the theory, SIT provides a general framework for defining the dynamics of group membership and behavior; and the theory attempts to deal with the extensive ranges of behaviors that disadvantaged group members might conduct for trying to improve their individual and group status.

There are four concepts as being central to the social identity theory that shape the actions of individuals in order to belong to a positively evaluated high-status group: (1) social categorization, (2) social identity, (3) social comparison, and (4) psychological group distinctiveness (Tajfel, 1982; see Taylor & Moghaddam, 1994 for a review). Firstly, social categorization is the segmentation of the world in order to impose an order on the environment and provide the self with a locus of identification. Secondly, as mentioned before in detail, social identity is an important part of an individual's self concept. Thirdly, based on Festinger's (1954) social comparison theory, social comparison is the process through which in-group's characteristics are compared with characteristics of the out-group. Finally, psychological group distinctiveness is the group members' desired state for their in-group as being distinct and positive when compared with relevant comparison groups.

As a matter of fact, these four concepts and thus the theory, grew from the minimal group experiments through Tajfel's early research on the categorization of nonsocial stimuli and then of social stimuli; where, the minimal group experiments were designed to isolate social categorization as an independent variable in order to measure its exclusive influence on the intergroup behavior. Both the categorization of nonsocial stimuli (Tajfel, 1957, 1959; Tajfel & Wilkes, 1963) and social stimuli (Tajfel, 1970; Turner, 1975) through the minimal group experiments revealed that categorization leads to the perceived uniformity within individual categories and distinctiveness between them; which in turn, Tajfel and his associates concluded that group formation and discriminatory intergroup behavior develop intrinsically as a result of the social categorization.

What about, how does an individual maintain his/her positive social identity on the base of SIT? Tajfel and Turner (1979) stated that people strive to maintain the positive social identity through three basic strategies on the base

of two belief systems: social mobility belief system and social change belief system. In other words, it may be stated that two belief systems mediate the social behaviors for achieving the positive social identity.

In the first belief system, namely the social mobility belief system, individuals perceive the boundaries between social groups as permeable and flexible; that is, on the base of meritocracy ideology, moving individually from a disadvantaged group to an advantaged group is possible depending on ability, hard work, etc. (Tajfel & Turner, 1979). Consequently, individuals who hold social mobility belief system are more likely to prefer the social mobility strategy. In social mobility strategy, which is also called individual mobility, individuals may prefer to leave (as an actual attempt that brings real change to individual's position, such as individually leaving low-status group to join high-status group), or dissociate (as a psychological attempt that does not bring any real change to individual's position, such as perceiving more variability among members of their own in-group compared with the perceived variability of the out-group; or denying or concealing the membership) themselves from their existing group for achieving positive social identity. Furthermore, since social mobility is an individual strategy, it provides personal solution for achieving positive social identity; thus, individuals' former low status group and the status quo do not change (Branscombe & Ellemers, 1998; Tajfel & Turner, 1979).

In the second belief system, namely the social change belief system, individuals perceive boundaries between social groups as impermeable; that is, moving from one group to another is perceived to be highly difficult or impossible. Therefore, resolving identity problems cannot be undertaken via individual actions, but collective actions. Consequently, when individuals have a social change belief, they are more likely to adopt collective strategies

which include the social change strategy, and the social creativity strategy mentioned in the following paragraphs.

As the former, social change strategy is a group-oriented strategy which includes actual attempts to enhance the status of in-group. In social change strategy, individuals compete directly (direct challenge) with the out-group in order to change the status of both in-group and out-group; thus, the status quo. To exemplify, performing the social change strategy, individuals may either engage in severe forms of the social change strategy such as revolution, terrorism, war, etc., or malleable forms of the strategy such as political lobbying, collective bargaining, voting, etc.

Coming to the latter, social creativity strategy includes psychological attempts to enhance the status of in-group through some cognitive changes or restructurings. In this strategy, positive distinctiveness for the in-group is provided by redefining or changing the elements of the comparative situation in three ways: (1) comparing the in-group to the out-group on some new dimension (e.g., 'We may not be rich, but we are hardworking'); (2) changing the values assigned to the attributes of the group, so that comparisons which were previously negative are now perceived as positive (e.g., 'Black is beautiful' a slogan stated by North American blacks); and (3) changing (or selecting) the out-group that the in-group is compared with (e.g., within a country, an ethnic minority group comparing itself with another ethnic minority group instead of the country's majority group) (Tajfel & Turner, 1979).

In addition, according to SIT**,** social behaviors of people can be placed on the interpersonal-intergroup continuum (Tajfel & Turner, 1979, 1982). At the interpersonal extreme, the interaction between two or more persons is entirely determined by persons' interpersonal relationships and individual

characteristics. On the other hand, at the intergroup extreme, the interaction between two or more persons is entirely determined by persons' membership in various social groups. Accordingly, SIT's social mobility (individual mobility) and social change strategies can also be handled within SIT's interpersonal-intergroup continuum of social behaviors. That is, while individual strategy of social mobility is located on the interpersonal pole of the continuum, collective strategy of social change is located on the intergroup pole of the continuum.

Furthermore, macro-social part of social identity theory (Hogg & Abrams, 1988; Tajfel & Turner, 1979) proposes that which strategy individuals choose in order to achieve the positive social identity is determined by the three structural characteristics of the intergroup relations. These are permeability of group boundaries (the perceived possibility that whether individuals can move from one group to another), stability of the intergroup stratification (the perceived possibility that whether groups can change the intergroup status structure), and legitimacy of that stratification (the perceived justice of the group's status position). Moreover, SIT claims the permeability of group boundary as the primary determinant of low-status group's behavior (Hogg & Abrams, 1988; Tajfel & Turner, 1979). That is, SIT predicts that when the boundaries are perceived as permeable, regardless of stability and legitimacy, group members are expected to pursue the social mobility strategy. In addition to this, SIT claims that stability and legitimacy will only have an effect when group boundaries are perceived as impermeable. More specifically, in such an impermeability situation, while people are assumed to engage in social change strategy when the intergroup stratification is perceived as unstable or illegitimate, they are expected to engage in social creativity strategy when the stratification is perceived as stable and legitimate (see Boen & Vanbeselaere, 2000).

In this study, because of both considering the main purposes of the study –which will be comprehensively explained later in this thesis-, and aiming to conduct a practically manageable experimental design, social creativity strategy and stability were not manipulated. On the other hand, the experimental procedure in this study was designed in a way that the high-status group's action towards the low-status group was presented like it would be interpreted as illegitimate. Consequently, the impact of permeability is the main subject matter examined in this study. Therefore, in the following section I discuss the permeability of group boundary in detail.

1.2. Group Boundary Permeability

The group boundary permeability is a significant determinant of low-status group members' actions in the intergroup relations. These actions toward high-status group can be classified as individual (acceptance, asking for a raise, etc.) and collective (political lobbying, collective revolt, etc.) forms of actions that lead to preserving or changing the existing status quo, respectively. Therefore, impact of permeability is an important topic that should be studied. For that reason, permeability of group boundary has been a topic of considerable interest to the academic community of social psychology; and accordingly, the influence of group permeability on people's individual and collective behaviors has been studied by some researchers. Regarding the laboratory experiments with artificially created groups, in line with SIT's assumptions, for instance, Ellemers and her colleagues (Ellemers, van Knippenberg, De Vries, & Wilke, 1988; Ellemers, van Knippenberg, & Wilke, 1990; Ellemers, Wilke, & van Knippenberg, 1993) found that when determining the individualistic or collective strategy, permeability of group boundaries is of great importance. That is, while individual strategies were preferred in the permeable group boundary situations, collective strategies

were preferred in the impermeable group boundary condition (Lalonde & Silverman, 1994; Wright, Taylor, & Moghaddam, 1990; see also Hogg & Abrams, 1988). Therefore, the key to which strategy will be used appears to be a function of the group boundary permeability.

In fact, Tajfel and Turner (1979) proposed that, whenever possible, individualistic strategy is the leading one (see also Tajfel, 1974). Likewise, in their five stage model, which has been highly influenced by SIT, Taylor and McKirnan (1984) proposed that in order to cope with disadvantaged status, individualistic strategy is the first strategy, thus always preceding any collective strategies; indeed, collective action occurs only after individual attempts for social mobility have failed. Similarly, Kelly and Breinlinger (1996) judged that "Thus, the accumulated evidence which has been described suggests that collective solutions and improving the position of the whole group is undertaken as a last resort when personal mobility is not possible" (p. 47). In addition, even when individuals were asked in Lalonde and Cameron's (1994) study –in an open ended format- what they could do when faced with an unambiguous situation of discrimination about housing or employment, strong preference for individual rather than collective behaviors were found (see also Lalonde, Majumder, & Parris, 1995). In that study, only in severe situations of social injustice (i.e., loss of fundamental rights such as voting), participants began to consider engaging collective actions. Correspondingly, the preference of social mobility strategy over collective strategies has been supported generally in the literature (e.g., Lalonde & Silverman, 1994; Wright et al., 1990; see Taylor & Moghaddam, 1994), as well.

On the other hand, Jackson, Sullivan, Harnish, and Hodge (1996, Experiment 1) found no effect of the group boundary permeability on the individual mobility in their study. To make things even more complicated, in the studies with real-life groups, there exist also some contrary findings. Namely, Boen

and Vanbeselaere (1998) observed preference for collective action to individual action. That is, in Boen and Vanbeselaere's (1998) study, they replicated Wright et al.'s (1990) classical study. Different from Wright et al.'s (1990) study, they worked with existing class-groups of high school pupils instead of working with artificially created groups of university students, and they did not evaluate behavioral choice but merely behavioral rating. Results showed that the participants endorsed individual actions less than collective actions. In addition to this, Ellemers et al. (1993) claimed that under certain conditions (i.e., when low group status is the result of a collective treatment), individuals will prefer collective action without first considering the possibility of individual action. Moreover, the studies of Moghaddam, Taylor, and Lalonde (1987), and Moghaddam and Perreault (1992) over first-generation immigrants showed that those people giving priority to collective action rather than the individual one. Furthermore, Boen and Vanbeseleare (2000, 2001) concluded from their study that the existence of permeable group boundaries does not necessarily lead to individual actions. Additionally, Louis and Taylor (1999) revealed a general preference for collective action rather than individual action on the base of their behavioral framework in their study designed to examine the discrimination.

To sum up, the relationship between permeability and action does not seem consistent, which also led me to examine the permeability in this study. In addition, different from the extreme poles of permeable (entirely permeable) and impermeable (entirely impermeable) group boundaries, token permeability which I will discuss in the following section has also been conceptualized in the permeability literature, as well.

1.2.1. Token Permeability

To begin with, in order to make the token permeability situation clear, I believe it would be better to give the definition of tokenism. The token permeability situation has been defined in the literature as "an intergroup context in which the boundaries between the advantaged and disadvantaged groups are not entirely closed, but where there are severe restrictions on access to advantaged positions on the basis of group membership" (Wright, 2001, p. 224, see also Wright et al., 1990). Similarly, as Farley (1985), and Pettigrew and Martin (1987) stated that for many low-status groups, social mobility is restricted such that a few very qualified members can join the high-status group. In addition, since that permeability condition in the literature has been conducted by the means of applying quota, it has been called token permeability. Accordingly, impact of another group permeability condition that the joining high-status group depends on severe restrictions -thus, that condition is characterized between the permeable and impermeable group boundaries- has been started to be studied in the intergroup literature. Therefore, as a different form of group permeability, token permeability expanded the framework of group permeability studies. To make it clear, although SIT's initial theoretical accounts appear to describe permeability of group boundary as a continuum, most of the research has dichotomized permeability and focused on the ends of the continuum –completely permeable and completely impermeable (Wright, 2001). Consequently, token permeability elicited a permeability condition between the permeable and impermeable group boundaries.

Regarding the findings about the token permeability, the general noteworthy conclusion of some research is the fact that when there was a token permeability (even when applying very strict, arbitrary and unrealistic 2 % quota), the responses of individuals were similar to those in the permeable

condition (Lalonde & Silverman, 1994; Wright et al., 1990). This finding is unexpected; because, although token and impermeable conditions are almost identical in terms of elicited negative outcomes, the people in token permeability condition preferred individual behaviors as those who were in the permeable condition, but not collective behaviors as those in the impermeable condition. It has been proposed that since the individuals in token permeability condition perceive this as an ambiguous situation -where the group boundary is neither permeable nor impermeable; which in turn, individuals perceive both segregation and meritocracy-, those people may have preferred individual action (see Wright, 2001 for a review). In the following part, in order to clarify the token permeability situation better, I will describe the findings from some experiments that examined the responses of low-status group members to the group boundary permeability conditions including the token permeabiliy.

As the first study considering the relation between token permeability and behavior, Wright et al. (1990) used an experimental paradigm, in which all participants begin as members of an unsophisticated decision-making group and are told that entrance to a higher status group will be based on their performance on a decision-making task. Participants were rejected by the advantaged group, and the permeability of group boundaries were manipulated as whether permeable, token permeable (2% and 30% quota), or impermeable. Wright et al. (1990), as the first time in literature, revealed that it was only when the advantaged group was completely closed that the ratings of collective action increased; and most importantly, the ratings of collective action in the token permeable condition were equal to the ratings in the permeable group boundary condition.

Secondly, Wright and Taylor's (1998) first experiment manipulated the permeability of group boundary as whether permeable, token permeable (i.e., 2% quota), or impermeable. Participants were students from a Canadian

university, and they were instructed to rate their endorsement of five response alternatives as in Wright et al.'s (1990) study, and then to select one of the actions. The results were consistent with SIT (Tajfel & Turner, 1979). While the participants in the permeable group boundary condition tended to prefer acceptance or individual (normative) action, those in the impermeable group boundary condition showed a very strong preference for collective (nonnormative) action. On the other hand, participants in the token permeability condition showed preference for individual (there, individual nonnormative) action rather than collective action preferred by those in the impermeable group boundary condition.

Therefore, the related studies revealed that the token permeability is an important issue because of its crucial societal implication of preventing the change of status-quo by low-status group members in a way of creating the barriers that serve to legitimate and perpetuate the present social arrangement (Taylor & Moghaddam, 1994; Wright, 2001). In other words, high-status group may keep low-status group from developing significant actions against their discriminatory practices by a tokenism strategy. That is to say, permitting a few low-status group members access to high-status group seems to ensure that the rest of the low-status group members limit their reaction by performing only individual behaviors that are not disruptive to the status quo in general. In fact, also as Wright (2001) mentioned the token permeability not only serve to stabilize intergroup inequalities by preventing the most disruptive actions of low-status group members, but also the actions that result from token permeability may further legitimize and strengthen the existing intergroup inequalities.

However, one of the arguments in the present study is that the token permeability's conceptualization of severe restrictions on access to high-status group as in the form of arbitrary, unrealistic, and equivocal quota is

responsible for the inconsistencies between the expected outcomes and actual outcomes. Therefore, instead of applying quotas, conceptualization of the group boundary that is neither entirely permeable nor impermeable but where access depends on severe restrictions on the base of fulfilling subsequently announced additional conditions as in a form of hierarchical permeability, seems more plausible and realistic to understand the situations between the permeable and impermeable group boundaries, which I will discuss in the next part.

1.2.2. Hierarchical Permeability

To begin with, I believe that making a brief summary of the conditions of permeable, impermeable, and token permeable group boundaries considered in the previous literature studies would be beneficial. In the permeable group boundary, merely the ability level is enough for joining the high-status group; thus, being accepted by the high-status group. On the other hand, in the impermeable group boundary, ironically, there is actually nothing sufficient. Because, whatever low-status group members do, high-status group is determined not to select any one of them; thus, making discrimination. Lastly, in the token permeability, joining high-status group occurs on the base of severe restrictions through applying the quota where only a small portion of successful out-group members are admitted to the in-group.

However, in real life cases, I believe that there exists another prevalent permeability situation which I call “hierarchical permeability”. This hierarchically permeable group boundary is different from the extreme boundaries named permeable and impermeable group boundaries, but between them. I define hierarchical permeability as the situation that the out-group (i.e., low-status group) members can join in-group (i.e., high-status group) on the

base of fulfilling not only one condition -which is the case in the literature as in the form of getting a high score on a task, as an ability criteria- at the beginning, but also fulfilling subsequently-announced additional conditions presented by the high-status group. Therefore, inherently, this situation includes the existence of severe restrictions on access to high-status group. Related to this point, it is believed that joining or gaining acceptance does not occur immediately but during a process. Accordingly, since the key lies in fulfilling the subsequent conditions, I used the term hierarchical permeability.

Moreover, although the hierarchical permeability framework in this study is dealt with the situation of existing severe restrictions on access to high-status group as in a form of executing additional conditions, the scope of severe restrictions are somewhat different than the ones dealt with by the token permeability. Namely, unlike hierarchical permeability, token permeability has always been studied via a numerical value. That is to say, although a small ratio of successful low-status group members is permitted to join the high-status group such as by applying arbitrarily 2%, 10%, or 30% quota in the token permeability, the application of quota is not the case in the hierarchical permeability.

Furthermore, the distinctions made here between hierarchical permeability and token permeability are important, because they are of great benefit for understanding the permeability situation between the permeable and impermeable group boundaries, where such an in-between permeability condition has received little attention in the dominant theories of intergroup relations (Wright, 2001). Initially, on the base of my judgment and experience, I believe that there exists a problem in the conception of token permeability. That is, applying, for instance, arbitrarily 2 % quota to successful low-status group members for joining the high-status group is rarely, if any, the case in

reality. In fact, as Wright (2001) stated that in reality, it is highly unlikely to give such explicit information of imposing 2% quota on a low-status group.

Indeed, I consider that dealing with token permeability in such a means of strict quota does not aim to reflect a real life situation in truth, but just to find out whether individuals in a so-called token (in-between) permeability condition will act similar to those who are in the permeable or those in the impermeable group boundary condition. In addition to this, I think joining a high-status group does not occur instantly as a result of any quotas as stated in the case of the token permeability. On the other hand, in real life, I believe that -as I tried to mention before- joining high-status group occurs during a process for the successful members of the low-status group depending on the fulfilling subsequently-announced additional conditions.

At this point, an important question may be raised "why would the high-status group announce additional conditions subsequently?" The initial answer coming to mind is simple. That is, on the base of social identity theory, a member of out-group who wants to join in-group might pose a threat to the group identity and also he/she may be viewed as a source of uncertainty (Joardar, Kostova, & Ravlin, in press). Therefore, high-status group may have some doubts about the low-status group member and may be reluctant to his/her joining. For that reason, meeting the performance standards (i.e., acquiring high score) may not be enough, because the high-status group may want to feel comfortable with the candidate as one of its members; thus, careful investigation may be necessary (Joardar et al., in press). More specifically, as Joardar et al. (in press) stated by making interpretation through the social identity theory, "groups tend to select those individuals as in-group members who they believe will be willing to identify with them and reinforce their positive feelings towards themselves" and continued "...desire to maintain a positive identity will cause groups to choose who they consider as 'in-group' carefully" (p. 25).

The primary originality of this study comes from the idea that different from applying nonrealistic, arbitrary and strict quotas such as 2 % quota as in the token permeability view, hierarchical permeability in this study was conceptualized as fulfilling "subsequently-announced additional conditions" that may be resulted from one of the or combinations of the following three reasons: (1) to eliminate any doubts concerning the member of other group before letting the member into high-status group; thus, being sure of that member; or (2) when the demand for joining high-status group is greater than the supply that high-status group offers or thinks; or (3) for making discrimination. In addition to this, as the other originality of this study, subsequently-announced additional conditions can be examined not only on the individual-based situations, but also on the group-based situations, which is not a common case in the permeability literature (partially except Vanbeselaere, Boen, & Smeesters, 2003). Therefore, this point is of great value. To make it clear, it is true that in Western cultures, there is substantial emphasis given to the individual performance as the criterion for joining an advantaged group. However, it is also true that there exist many intergroup situations where joining an advantaged group is based on the performance of a group as a whole instead of individual performances (see Vanbeselaere et al., 2003). For that reason, hierarchical permeability is of great use for the means of examining both individual and group performance, as well.

Furthermore, despite of its focus on workgroup and foreign newcomers, Joardar and her colleagues' (in press) study is the only one in the literature that examined the acceptance of an out-group member, through the social identity theory; thus, deserving to be considered cautiously. In their study, they found out that acceptance (thus, joining) is composed of both task-based group acceptance and relationship-based group acceptance. That is, group accepts the individual not only for his/her task competency -in terms of abilities-, but also his/her participation in the relationship within the network of the group

-in terms of conformity to group norms as the socially attractive behavior, and the perceived sincerity of that socially attractive behavior. To make it clear, as it can be derived from the social identity theory, conformity is expected to reinforce the group's status, and accordingly to enhance the social identity for group members. In addition to this, conformity is also expected to reduce the uncertainty (Joardar et al., in press) regarding the individual who wants to join high-status group; thus, helping his/her entrance. Consequently, in line with the argument in this thesis, Joardar et al. (in press) states that acceptance of an out-group member, thus joining the in-group, occurs on the base of both abilities and relationships; accordingly, during a process instead of immediately on the base of just a task competency (see also Cini, Moreland, & Levine,1993).

In addition, the prevalent examples of these hierarchical permeable situations can be observed in daily life, such as in the areas of business, education, organization, and international affairs. Since hierarchical permeability in this study was conceptualized in such a novel concept, I believe that existence and significance of this concept can be fully realized by illustrating some familiar real life examples in natural social settings.

For instance, crammers in Turkey ("dershane" in Turkish) is a good example that may depict hierarchical permeability on the individual-based situations where joining high-status group depends on individual performance. To begin with, in Turkish crammers – private education institutions offering specialized courses-, students cram for exams in order to enter high schools or universities, such as Orta Öğretim Kurumları Öğrenci Seçme ve Yerleştirme Sınavı (High School Entrance Exam) or Öğrenci Seçme Sınavı (University Entrance Exam). In these crammers, students are grouped on the basis of their initial level-determination test scores. Additionally, it is also presented in crammers that on the base of students' later test performances, those who are

more successful than their classmates will be put into a more successful class. However, this process occurs in a way that those who are more successful than their classmates should not be more successful for once only, but more than once until the authority believes that those can join the high-status class. In fact, it is also expected that those successful low-status class students should perform as similar as the members of prospective high-status class; otherwise, they will be sent back to their former low-status class.

In addition to individual-based situations, subsequently-announced additional conditions can also be observed in large scale group-based situations where joining advantaged group depends on the performance of a group as a whole. The striking example of this situation can be observed in the European Union-Turkey talks regarding the expansion of the European Union. To make it clear, in spite of meeting many predetermined economic and democratic requirements, the European Union puts forward new additional conditions to Turkey, such as regarding minority rights, Cyprus and Armenian issue for the entrance of Turkey into the European Union. Furthermore, it is supposed that encountering such additional conditions results in not only negative opinions towards the European Union but also negative feelings, protest demonstrations, and increased social identity among Turks. As a political analyst at the European Policy Center in Brussels, Amanda Akçakoca's article (2005) indicates this situation clearly. On this report, it was stated that Turkey confronted with strict controls and conditions that none of the previous candidate countries have experienced, and therefore the European Union has not obeyed the promises given to Turkey. Consequently, as presented on the same report, most Turks consider this issue as it resulted from being Muslims (see also Cem, 2003); thus, Christian Club (here European Union) finding pretexts, which also leads to resent, anger, and doubt towards the expansion of European Union.

Consequently, I believe that those aforementioned real life examples provide sufficient evidence for the existence of this novel hierarchical permeability conceptualization. Therefore, it is believed that this new permeability condition deserves to be examined for improving the insights about the permeability of group boundaries. Furthermore, besides the group boundary permeability, social identity salience is, of course, another important topic in the intergroup relations. Therefore, as being the second independent variable in this study, social identity salience will be discussed in the following section.

1.3. Social Identity Salience

In Tajfel and Turner's (1979) social identity theory, major findings were developed out of the minimal group experiments. Nonetheless, it is definitely of great benefit to conduct intergroup studies with the real-life groups for increasing the both strength and generalizability of the findings. However, with some exceptions (e.g., Boen & Vanbeselaere, 2000; Vanbeselaere et al., 2003), using meaningful real-life groups in the permeability studies is a rare case. In fact, despite the existence of those exceptions, unfortunately, pupils were used as the participants in those studies.

However, as Tajfel (1978a) stated that the clarity of group membership awareness, evaluative associations of that membership, and emotional investment in the categorization process are important factors in a social situation, which facilitate social situation's interpretation at an intergroup level of analysis. In other words, Tajfel (1978a) claimed that an increase in social category salience will likely result in interpreting the behavior as being more intergroup rather than interpersonal; which in turn, make individuals probably to engage in collective behaviors. In a similar vein, as Abrams (1992) made inference from the social identity theory that when the social identity is

salient, individuals are expected to act as group members; in fact, if individuals fail to act as group members, Abrams expresses that SIT's explanation for such a situation is the lack of sufficient social identity salience.

Moreover, as Lalonde and Silverman (1994) pointed out, research concerning the in-group bias and group deprivation may be viewed as support of the link between the social identity salience and group directed behaviors. Firstly, Mullen, Brown, and Smith (1992) interpreted that the reason of greater in-group bias in real groups than in artificially created groups have resulted from the social identity salience of the real groups compared with the artificial groups. In other words, they stated that in-group bias effect was significantly stronger when the in-group was made salient. Secondly, Kawakami and Dion (1995) argued in their integrative model of social identity theory and relative deprivation theory (see Crosby, 1976) that when the social identity is salient and the treatment of one's group is perceived as illegitimate, group members will experience group relative deprivation (see Runciman, 1966), which is likely to lead to the collective nonnormative action (Boen & Vanbeselaere, 2002; Guimond & Dube-Simard, 1983). To make it clear, Guimond and Dube-Simard (1983) pointed out that group relative deprivation (deprivation resulting from comparison between in-group and out-group) more likely leads to group-oriented behavior than the individual relative deprivation (deprivation resulting from comparison between the individual and others), which may have occurred because of the greater social identity salience in the group relative deprivation situation.

In addition to the relationship between the salience and collective behavior, Tajfel and Turner (1979) maintained that -also as mentioned in the previous sections- collective behavior is more likely to occur when impermeable group boundaries exist. Therefore, combining all those factors, Lalonde and Silverman (1994) stated that in an impermeable group boundary condition,

raising the general salience of social identity should increase interest in collective action. Concerning that matter, when Lalonde and Silverman (1994) manipulated the social identity salience in their study –in fact, they are the only ones who have manipulated both salience and permeability up to now-, they found out that collective action was more preferred in the impermeable group boundary condition when the social identity was salient than it was not salient.

Furthermore, as the final point, it may be valuable to emphasize the difference between the social identity and the social identity salience in order to prevent any misconceptions. Briefly, as Haslam (2001) stated that while the social identification means an individual's relatively enduring identification with a group (i.e., their preexisting readiness to use a social category to describe themselves), the social identity salience means individuals' current reaction to a specific set of contextual conditions (i.e., perceiver readiness in interaction with the match of a specific categorization; Oakes, 1987).

To sum up, since the social identity salience is an important determinant in the intergroup relations, it was manipulated in this study in order to find out its effect together with the group boundary permeability on the low-status real-life group members' behavioral preferences.

1.4. Social Identity Theory Studies in Turkey

In Turkey, as the main purpose of this thesis, no study is known examining the effect of neither the group boundary permeability nor the social identity salience on the low-status group members' behavioral preferences within the framework of the social identity theory. Nonetheless, although no relevant study is present in Turkey, there exist some studies conducted within the

framework of the social identity theory. For instance, Coşkun (2005a; 2005b, 2006) discussed the results of his brainstorming studies about the idea generation through SIT. In addition, Arslan (2006) wrote an explanatory article in which SIT was considered. Furthermore, besides the published articles, there also exist some theses which discussed the social identity with the subjects of life styles (Meşe, 1999), football fanaticism (Kayaoğlu, 2000), construction of European Union (Cem, 2003), merger (Yavuz, 2005), and attachment to groups (Amanvermez, 2007). Consequently, coverage of the existing studies in Turkey is far away from the concept discussed in this study. Therefore, I believe that this study has the potential to make important contributions to Turkish social psychology literature together with the social psychology literature in general, which I will discuss in the next section.

1.5. Purpose of This Study

Since low-status group members may respond the group permeability situation from submissive acceptance to terrorism, the permeability topic is of great significance to the social psychologists for examining. However, considering the aforementioned inconclusive findings regarding the impact of permeability on behavioral responses, this study aims to investigate the group boundary permeability's effect on the behavioral preferences by conducting an experimental design with real-life groups.

In addition, it is clear that previously conducted studies of the group permeability situation (i.e., token permeability) where the access to high-status group depends on severe restrictions on the basis of group membership expanded the framework of group permeability studies -by the means of claiming to symbolize the situation between the permeable and impermeable group boundaries. However, the fact that previous token permeability research

has examined this permeability situation merely through the quota method is limited. Because of this reason, this study also attempts to address this qualification by examining the severe restrictions on access to high-status group within a more realistic and novel framework; namely, subsequently-announced additional conditions instead of applying quota. Accordingly, this thesis aims to fasten the gap between the permeable and impermeable group boundaries by the conceptualization of the hierarchically permeable group boundary; which in turn, providing evidence for the newly conceptualized permeability, as well. Consequently, it is my argument that the new in-between permeability condition proposed here may provide a better understanding of the actions of low-status group members.

In addition to this, social identity salience is another important topic that may naturally affect intergroup relations. Since actions of different group members towards each others are possibly affected by members' social identity salience, examining the salience in intergroup relations is important. However, surprisingly, there is only one study known (i.e., Lalonde & Silverman, 1994) in the literature that examined the impact of both group permeability and social identity salience at the same study. Therefore, this study aims to be the additional related study to find out the effects of permeability and salience on behavioral preferences as well as on some other dependent variables. However, instead of testing participants individually as in Lalonde and Silverman's (1994) study, I tested participants in groups; in fact, in real-life groups. Furthermore, in addition to the behavioral preferences, this thesis aims to find out the effects of group permeability and salience on the feelings and social identity levels of the low-status group members, which will be discussed within the corresponding hypotheses. Accordingly, this thesis seeks to make contributions to the group permeability literature with the new concept of hierarchical permeability, and the unique experimental design examining behavioral preferences, social identity level, and feelings at the

same study in which social identity salience is the other independent variable besides the group boundary permeability, which has not been investigated in the literature so far.

Furthermore, it can be stated that this study is of great value for the Turkish social psychology literature, as well. Because, no study is known in Turkish literature examined any relationship as whether the group boundary permeability or social identity salience has been used as an independent variable, and the behavioral preferences, feelings or social identity level has been used as a dependent variable, let alone examining all those variables at the same study.

In conclusion, the purpose of this study is to examine the impacts of both the group boundary permeability including the hierarchical permeability as a novel concept, and the social identity salience on the behavioral preferences, feelings, and social identity level of low-status group members. As a result, I would like to explore the following research questions and the formulated hypotheses:

Research Question 1: What are the impacts of group boundary permeability including the hierarchical permeability as a novel concept, and social identity salience on the each behavioral preference (i.e., acceptance: accepting the given decision; individual retest: requesting a similar individual retest; individual protest: writing an individual protest letter; collective retest: requesting a similar collective retest; and collective protest: instigating the others to write a collective protest letter) of the low-status group members?

Hypothesis 1: I predicted that individual actions (i.e., acceptance, individual retest, and individual protest) would be more preferred when group boundaries

were perceived as permeable, but not when group boundaries were perceived as hierarchically permeable or impermeable.

Hypothesis 2: I predicted that collective actions (i.e., collective retest, collective protest) would be more preferred when group boundaries were perceived as hierarchically permeable or impermeable, but not when group boundaries were perceived as permeable.

Hypothesis 3: I predicted that when group boundaries were impermeable, collective behaviors would be rated with a greater extent by individuals for whom the social identity was high-salient than by those for whom identity was low-salient.

Hypothesis 4: I believed that collective protest is an extremely disruptive response that directly threatens the existing social order. Therefore, I expected that the collective protest action would be the least preferred of the five behaviors (i.e., acceptance, individual retest, individual protest, collective retest, and collective protest) regardless of the permeability of group boundaries and the salience of social identity.

Hypothesis 5: I expected that choice of the action patterns of the individual and collective actions differ from the permeable group boundary (then, through the hierarchically permeable) to the impermeable group boundary condition.

Research Question 2: Although the social identity theory provides a general framework for describing the dynamics of behavior, as the minor hypotheses of this study, on the base of the previous permeability studies' findings, the feelings and social identity levels of the low-status group members were also examined briefly: What is the effect of group permeability involving the

hierarchical permeability as a new concept on the low-status group members' feelings and social identity level?

Regarding the social identification, in the study of Ellemers et al. (1988), where permeability was manipulated as either permeable or impermeable, participants in low-status group showed differences in the group identification depending on the permeability of the group boundaries. That is, when the boundaries were permeable, group members were less identified with their group compared with when the boundaries were impermeable. Likewise, in Ellemers et al.'s following studies (1990, 1993, Experiment 1) with the artificially-created groups, stronger in-group identification was observed in the impermeable group boundary condition than in the permeable condition.

On the other hand, in Ellemers et al.'s another study (1993, Experiment 2), it was found that permeability had no effect on in-group identification. In a similar vein, regarding the in-group identification, the effect of permeability was not found in the study of Boen and Vanbeselaere (2000) where each of the existing class-groups of pupils in the study was randomly split into two equal classes. As a result, taking all these findings into account led me to formulate the following hypothesis:

Hypothesis 6: I predicted that permeability of group boundary would affect the participants' identification with their in-group: That is, permeable group boundary would lead to the lowest social identification.

Concerning the feelings, the main effect of permeability was not found significant regarding the artificially created groups' feelings (i.e., justice, satisfaction, frustration, resentment) in Wright et al.'s (1990) study. On the other hand, when Boen and Vanbeselaere (1998) replicated Wright et al.'s (1990) study with real-life groups of high school pupils, they found significant

effects of the permeability on the feelings. To make it clear, results in that study showed that participants in the impermeable condition experienced significantly more frustration and resentment than those in the token permeable and permeable group boundary conditions. Likewise, Boen and Vanbeselaere (2000) found that participants in the impermeable group boundary reported more anger with the out-group than the participants in token permeable and (especially) permeable group boundary conditions. Based upon the aforementioned points, I formulated the following hypothesis:

Hypothesis 7: I predicted that while the participants would feel the highest negative emotions in the impermeable group boundary, they would feel the lowest negative emotions in the permeable group boundary condition.

CHAPTER 2

METHOD

In this study, an experimental design was conducted to test the hypotheses of the study. The independent variables were (a) permeability of group boundary (permeable, hierarchically permeable, or impermeable) and (b) salience of social identity (high-salient or low-salient). The dependent variables were behavioral preferences, feelings, and social identity level.

2.1. Participants

A total of 159 undergraduate students from the Abant İzzet Baysal University (AİBU) in Bolu participated in this study; and at the last, data from a total of 138 (78 females, 60 males) participants were analyzed for the purposes of the study. Participants aged between 17 and 28 with a mean of 21.28 (SD = 1.95). Among these undergraduate students, 63 students (46 %) were freshmen, 49 students (35 %) were sophomores, 18 students (13 %) were juniors, and 8 students (6 %) were seniors. Duration of the students that they know their classmates took place in four categories. Of all the undergraduate students, 34 of the students (25 %) knew their classmates less than 6 months, 50 of the students (36 %) knew their classmates a period of time between 6 months and 12 months, 35 of the students (25 %) knew their class members a period of time between 1 and 2 years, and 19 of the students (14 %) knew their classmates a period of time between 2 and 3 years. Further details regarding the sample characteristics were presented in Table 2.1.

Table 2.1. Characteristics of the Sample

Demographic Variables	Mean / Frequency	Percentages
Age (Years)	21.28 (*SD* = 1.95)	
Gender		
Female	78	57 %
Male	60	43 %
Department		
Psychology	49	35 %
Mathematics	37	27 %
History	19	14 %
Physical Treatment and Rehabilitation	19	14 %
Biology	8	6%
Physics	6	4%
Class		
Freshman	63	46 %
Sophomore	49	35 %
Junior	18	13 %
Senior	8	6 %
Time (Knowing Classmates)		
0 – 6 Months	34	25 %
6 – 12 Months	50	36 %
1 – 2 Years	35	25 %
2 – 3 Years	19	14 %
Classmates were (generally) from		
Same Department	100	72 %
Different Department	38	28 %
The course at which the experiment has been conducted was a		
Department Course	82	59 %
Non-Department Course	56	41 %
The course at which the experiment has been conducted was a(n)		
Must Course	87	63 %
Elective Course	51	37 %

2.2. Measures

Five measures were utilized in the study. Participants were administered Behavioral Alternatives Questionnaire, Negative Feelings of Personal Treatment Questionnaire, Mael and Ashforth's (1992) six-item measure of Organizational Identification Scale (OID), Manipulation Check Questions, and Demographic Information Form. The measures were presented in the Appendices A, B, C, D, and E, respectively.

2.2.1. Behavioral Alternatives Questionnaire

Behavioral Alternatives Questionnaire, which is presented as five statements against the high-status group, aims to assess (a) how much low-status group members like to undertake each of the five behavioral alternatives, and (b) which one of the alternative behaviors they would choose if the opportunity had been given. The behavioral framework was originally proposed by Wright et al. (1990). Items were answered on 11-point Likert scale ranging from 0 ("not at all" endorsement) to 10 ("very much" endorsement). Higher scores indicated greater endorsement of behaviors. The behavioral alternatives were presented to participants as follows:

1) *Accepting the decision of the panel.* This individual alternative is a normative behavior. But, on the other hand, this behavioral alternative can also be interpreted as inaction.

2) *Requesting a similar individual retes*t. This individual alternative behavior was presented as a normative behavior that had been acceptable to the panel in the past.

3) *Writing an individual protest letter* for making the panel to revise the decision concerning the student. This individual alternative behavior was presented as a nonnormative behavior that would not please the panel.

4) *Requesting a similar collective retest*. This collective alternative behavior was presented as a normative behavior that had been acceptable to the panel in the past.
5) *Instigating their classmates to write a collective protest letter* making the panel to revise the decision concerning the class. This collective alternative behavior was presented as a nonnormative behavior that would not please the panel.

In addition, after participants rated how much they would like to undertake each of those five behaviors, in order to consider the behavioral choice among the five behaviors, they were asked to answer the question: ”If the opportunity was given, which alternative behavior would you choose among the five choices?”

Furthermore, to make the behaviors clear, they have dramatically different societal consequences. For instance, while the acceptance and requesting individual retest actions serve to preserve the status quo, instigating classmates to write a collective protest letter directly threatens the status quo.

2.2.2. Negative Feelings of Personal Treatment Questionnaire

Negative Feelings of Personal Treatment Questionnaire aims to assess how participants experience the situation which was caused by the high-status group. Four questions obtained from Wright et al.’s (1990) study were asked the participants to rate the following feelings in relation to the decision of the high-status group on an 11-point Likert scale (0 = not at all; 10 = very much): (a) their level of disappointment, (b) their level of anger, (c) the feeling of satisfaction with their personal treatment, (d) the feeling of justice of their personal treatment. Higher scores indicated greater feeling of the

corresponding emotion. Furthermore, in order to examine the all feelings together (i.e., under the negative feelings umbrella), feelings of satisfaction and justice were reverse coded; which in turn, labeled as the feelings of dissatisfaction and unjust, respectively.

The Cronbach alpha coefficient for the negative feelings of personal treatment questionnaire was found as .69 (item-total correlation range was .35-.52). For the questionnaire, principle component factor analysis with varimax rotation was performed on the four emotional items. The analysis revealed two components accounting for 84.02 % of the explained variance with an eigenvalue greater than 1. Two items loaded highly on the first component having an eigenvalue of 2.08 and accounting for 51.91 % of the total variance. Those two items appeared to represent *feelings of unfairness treatment*, namely participants' dissatisfaction with personal treatment, and injustice of personal treatment. The second component had an eigenvalue of 1.29 and accounted for 32.11 % of the total variance. Moreover, the other two items loaded highly on this second component seemed to represent *feelings of displeasure*, namely participants' feelings of disappointment and anger. In view of these results, unweighted mean scores of the high-loading items on each component were used as the measures of two specific negative emotional measures: feelings of unfairness treatment (Cronbach's $\alpha = .84$), and feelings of displeasure (Cronbach's $\alpha = .75$). The results of this analysis are presented in Table 2.2.2.

Table 2.2.2. Factor loadings, corrected item-total correlations and Cronbach's alphas for Negative Feelings of Personal Treatment Questionnaire

Items	Factor Loadings	Item-Total Correlation
Factor 1: "Feelings of Unfairness Treatment"		
eigenvalue = 2.08, variance = 51.91 %, α = .84		
▪ Yüksek statülü grubun verdiği kararla ilgili olarak, size yapılan bireysel muameleyi ne kadar adil buluyorsunuz?*	.93	.49
▪ Yüksek statülü grubun verdiği kararla ilgili olarak, size yapılan bireysel muameleden ne kadar memnunsunuz?*	.92	.52
Factor 2: "Feelings of Displeasure"		
eigenvalue = 1.29, variance = 32.11 %, α = .75		
▪ Yüksek statülü grubun verdiği karar sonucunda, ne kadar hayal kırıklığı hissettiniz?	.91	.35
▪ Yüksek statülü grubun verdiği karar sonucunda, ne kadar kızgınlık hissettiniz?	.87	.51

* = Items reverse coded

2.2.3. Organizational Identification Scale (OID)

The social identification of students with their class was measured by the Mael and Ashforth's (1992) Organizational Identification Scale (OID). OID was translated into Turkish by Bayazıt, Aycan, Aksoy, Göncü, and Öztekin (2006); and later, it was applied in another Turkish study as well (see Göncü, 2006). This scale was preferred to be conducted because it was thought to be a well-suited scale for this study because of the three reasons: (1) the scale items correspond well for measuring the social identity of existing undergraduate student groups; (2) the scale is a global measure of social identification with sufficient numbers of questions (six questions) which also make the scale to be conducted easily; and (3) the scale was translated into Turkish previously, and both the reliability and validity scores have matched with the original one (see Bayazit et al., 2006; Göncü, 2006).

The scale consisted of 6 items that were rated on a 5-point Likert scale ranging from “1 = strongly disagree” to “5 = strongly agree”. Higher scores indicated higher level of social identification with the class. The sample item was “This class’s successes are my successes”. In addition, Item 6 was applied after adapting its wording. That is, Item 6 in the original scale which was “If a story in the media criticized [Organization X], I would feel embarrassed” was adapted as “If a story in the surroundings criticized the class, I would feel embarrassed.” According to Mael and Ashforth (1992), the coefficient alpha of the identification scale ranged from α = .81 to .89. The analysis of the present study revealed that the six identification items had a proper internal consistency (Cronbach’s α = .82, together with the item-total correlation range was .53-.62). In addition, principle component factor analysis with varimax rotation showed that all of the identification items were loaded on a single factor, which had an eigenvalue of 3.16 and accounted for 52.68 percent of the total variance (see Table 2.2.3.). Additionally, all items had factor loadings of .67 or more. Consequently, participants’ unweighted mean scores were used as a measure of their social identification with the class.

Table 2.2.3. Factor loadings, corrected item-total correlations and Cronbach’s alphas for OID

Items	**Factor Loadings**	**Item-Total Correlation**
4. Bu sınıfın başarıları benim başarılarımdır.	.76	.62
6. Eğer etrafta çıkan bir haberde bu sınıf eleştirilirse, bundan utanç duyarım	.75	.61
5. Birisi bu sınıfı övdüğünde, bana iltifat edilmiş gibi hissederim.	.74	.60
2. Başkalarının bu sınıf hakkında ne düşündüğü ile çok ilgilenirim.	.74	.60
1. Birisi bu sınıfı eleştirdiğinde, bunu şahsıma yapılmış bir saldırı olarak algılarım.	.69	.54
3. Bu sınıf hakkında konuşurken genellikle “onlar” yerine “biz” derim.	.68	.53

Eigenvalue = 3.16, Percentage of explained variance = 52.68 %, α = .82

2.2.4. Manipulation Check Questions

Two separate manipulation check questions for the independent variables of group boundary permeability and social identity salience were used. The permeability of group boundary manipulation was checked by having participants rate the extent to which they perceived joining the high-status group was possible. Secondly, the social identity salience manipulation was checked by having participants rate the extent to which they perceived their class membership influenced the high-status group's decision.

2.2.5. Demographic Information Form

Demographic Information Form was consisted of demographic variables in order to obtain additional information about the sample. Participants were asked to inform some demographic variables concerning their age, gender, department, class, classmates, and the course at which the experiment has been conducted.

2.3. Procedure

2.3.1. Organization of the study

Students in six different classes participated in the study during official class hours; that is to say, in a natural classroom environment. All the students participated in the study on a voluntary basis, and extra credit was given to each student for their involvements. They were instructed to sit in distance, to work independently, and not to interact verbally or nonverbally with one another. In addition, great care was taken to prevent any interaction between

the students. Before starting the experiment, written instructions (Appendix F) about the study were handled out to the students. Instructions were read aloud by the experimenter, and students were directed both to follow the experimenter and read the instructions during that period. Afterwards, in order to make the whole process clear, the experimenter also made a short summary regarding the instructions and asked whether students had any questions. Due to the written feedbacks, experimental conditions of the three levels of group permeability and two levels of social identity salience were randomly assigned to the class members.

2.3.2. General Cover Study

Two experimenters consisting of one head experimenter and one messenger introduced themselves as the assistants of psychology department at AİBU. They informed the participants that they were interested in the skill of "correct decision making in a limited time period" (CDM-LT) which is a skill described as important to pass job-entrance, education-related tests (i.e. ALES, a Turkish test similar to the Graduate Record Education (GRE) test), and also important for solving urgent problems that people might face in their daily lives.

Students were told that in future, the experimenters were planning to conduct a brief and short study with people having sufficient level of CDM-LT skill. Thus, they were told that the aim of that processing study was to choose students whose CDM-LT skills had a sufficient level. It was also told that the selection of students would be conducted by a decision making test which would be evaluated by a panel consisting of three members from the (ostensibly) high-status group which had been formed previously. Consequently, it was stated that students had to reach a score of 8.5 out of 10

for joining the high-status group. Therefore, whoever reached 8.5 would join high-status group. In addition, three incentives were stated to motivate the desire for joining the high-status group: joining high-status group indicates both possessing the CDM-LT skill, and a socially desirable skill, and it also provides opportunity of participating in the future study which results in taking 5 credits.

At the beginning, a bogus test consisting of a total 15 quantitative and verbal questions (Appendix G), was distributed to the students and used for measuring the CDM-LT skill. The questions were chosen and adapted from a book called "LES Hazırlık Kılavuzu" ("LES Preparation Guide", Kardeş Kitap ve Yayınevi, 2003) on the basis of simplicity of the questions and ambiguity of the certainness of correct answers. In fact, the test was constructed for the purpose of convincing the participants by the means of completing the test in 5 min but without being sure of its correct answers and anticipated test score. After completing the test, the messenger collected both the tests and answer sheets, and then brought them to the panel of the three ostensibly high-status group members that were stated as if presented in a remote room of the class.

Following 10 min delay which was filled by the head experimenter through giving some information about the test, the messenger returned with the scored answer sheets, and the students' evaluation sheets which were attached to their answer sheets. Then the messenger whispered something to the head experimenter, and the head experimenter made an announcement about the class' general performance, thus class' status (i.e., low-status).

Finally, corresponding answer sheets and evaluation sheets were distributed to the students. After giving enough time to the students for reading their evaluation sheets and test scores, it was said that "as the final part of this testing procedure, we also want you to answer some questions that we will

distribute now, and then testing procedure will be finished." In fact, the main goal of the experiment was started at this point. The measures concerning the behavioral alternatives, negative feelings of personal treatment, social identity, manipulation checks, and demographic variables were distributed to the participants in this section.

In reality, there was no panel, and it was written on all of the evaluation sheets that all students failed to gain access into the high-status group. Information on the evaluation sheet was used to provide the experimental manipulations of the independent variables -group permeability and social identity salience-. In addition, since randomly assigning participants to different experimental conditions were possible through written feedbacks (Wright et al., 1990), using the evaluation sheets for creating the manipulation conditions in the design was not assumed to produce restrictions.

2.3.3. Group Status Manipulation

The low-status group manipulation for all participants was generated as follow: After the messenger entered the class and whispered something to the head experimenter, the head experimenter turned to the class and announced that "I have recently learned that your class' test average score is below 8.5 which indicates that your class is a low-status group. Moreover, this means that there may be some students who could not have joined the high-status group." Accordingly, the class was believed as being a low-status group.

2.3.4. Group Permeability Manipulation

The three levels of independent variable were manipulated by changing the information provided on the evaluation sheet. In the permeable group boundary condition, students received a score of 8.2, which was slightly below the required score of 8.5. It was written on the evaluation sheet of those students that since their score was under 8.5, they could not have joined the high-status group. Therefore, they were believed that if they had had a score equal or greater than 8.5, they could have joined the high-status group. In the hierarchically permeable group boundary condition (i.e., subsequently-announced additional conditions), students received a score of 8.8 which was slightly above the required score of 8.5. It was stated on the evaluation sheet of those students that although their score was above the required score of 8.5, in order to join the high-status group, the panel decided that these students should also fulfill some additional conditions which would be determined later by the high-status group. In the impermeable group boundary condition, students similarly received the score of 8.8, and it was written on the evaluation sheet that panel decided to ignore the 8.5 required score and decided not to take any low-status group members regardless of their scores.

2.3.5. Social Identity Salience Manipulation

The two levels of this independent variable were also manipulated by altering the information provided on the evaluation sheet. In the high-salient social identity condition, students were informed that the high-status group consisted of students taking an advanced computer programming course, which elicits a distinctive out-group. Furthermore, in the high-salient condition, negative evaluation toward in-group membership was provided on the evaluation form (i.e., “We think that your class members –class was presented with the name

of the course- can rarely make correct decision in a limited time period as the members of computer programming course). Consequently, as it was stated in the literature, these factors can be used to make the social identity salient (see Lalonde & Silverman, 1994). On the other hand, in the low-salient social identity condition, students were informed through the evaluation sheet that the high-status group was consisted of undergraduate students, which elicits a similar reference group.

2.3.6. Administering the Measures

When the messenger returned with the participants' answer sheets and the panel's evaluation sheets, those sheets were distributed to the participants. Then, considering their test-score results and panel's evaluation, participants were told to answer some question forms as the final stage of the study. In fact, these question forms were the measures of the study that would be used as the dependent variables in the analyses. The measures were comprised of five measures as follows: Behavioral Alternatives Questionnaire, Negative Feelings of Personal Treatment Questionnaire, Organizational Identification Scale, Manipulation Check Questions, and Demographic Information Form.

2.3.7. Debriefing

After the participants completed answering all the questions, the head experimenter told the class that whether the students want to ask anything. As expected, students complained about the situation of the rejection in spite of individual adequate scores. The head experimenter listened to the students calmly, and stated that after evaluating the whole points, they would come back within two weeks in order to provide explanations for the occurred

situation. At the class where the last experiment was conducted, complete debriefing was conducted just after the study, and then debriefing was conducted in the previous classes (Appendix H). At the debriefing, real purposes of the study, and manipulation conditions were explained. Finally, the participants were also instructed not to talk about the study to other students in the university as the study may continue in future.

CHAPTER 3

RESULTS

In the present study, data from 159 undergraduate students (85 females, 74 males) were collected. Prior to the analyses, all the variables were examined through various SPSS programs for the assessment of the accuracy of data entry, missing values, and the assumptions of the analyses. Regarding these examinations, the original sample of 159 participants was reduced to 151 participants due to the missing values. In addition to this, 13 participants were randomly eliminated in order to have equal numbers (n = 23) in study's all six manipulation conditions. Consequently, all the analyses in the study were tested with 138 (78 females, 60 males) participants.

3.1. Descriptive Information about the Study Variables

For all study variables, descriptive information was calculated. Regardless of considering the participants in different experimental conditions, and taking the participants into account as a whole, while the rating of the requesting a similar individual retest found as the highest (M = 6.25, SD = 3.10), the rating of the instigating classmates to write a collective protest letter was found as the lowest (M = 3.50, SD = 3.16). The overall ratings of each five behavioral alternative (acceptance, individual retest, individual protest, collective retest, collective protest) was found as follow respectively (M = 4.73, SD = 2.66; M = 6.25, SD = 3.10; M = 3.92, SD = 3.39; M = 5.04, SD = 2.91; M = 3.50, SD =

3.16). On the other hand, considering the frequency of choosing one behavioral alternative, parallel to the ratings, requesting a similar individual retest was found as the highest (n = 55), and instigating classmates to write a collective protest letter was found as the lowest (n = 11) choice. The overall frequency of the behavioral alternative was as follow respectively (n = 36; 55; 21; 15; 11). Moreover, the detailed descriptive information regarding the different experimental conditions was presented in Table 3.1.1. followed by the descriptive information about age and gender as the demographic variables (see Table 3.1.2.).

Table 3.1.1. Descriptive Information about Behavioral Preferences Rating, Social Identity Level, and Negative Feelings among experimental conditions

	Behavioral Preferences Rating										**Identity**		**Negative Feelings**			
	Acceptance		**Individual Retest**		**Individual Protest**		**Collective Retest**		**Collective Protest**		**Social Identity Level**		**Feelings of Displeasure**		**Feelings of Unfairness**	
	M	*SD*	*M*	*SD*	*M*	*SD*	*M*	*SD*	*M*	*SD*	*M*	*SD*	*M*	*SD*	*M*	*SD*
Overall (N = 138)	4.73	2.66	6.25	3.10	3.92	3.39	5.04	2.91	3.50	3.16	3.21	.85	4.81	2.49	5.21	2.61
Permeability (as Predictor 1)																
Permeable (P) (n = 46)	4.96	2.67	5.83	3.30	2.02	2.69	4.07	3.07	1.91	2.47	3.30	.87	4.21	2.28	4.67	2.43
Hierarchically Permeable (HP) (n =46)	5.04	2.78	6.74	3.04	4.59	3.58	5.20	2.77	4.28	3.40	3.05	.82	4.60	2.51	5.29	2.85
Impermeable (IP) (n = 46)	4.20	2.51	6.17	2.97	5.15	3.05	5.87	2.64	4.30	2.97	3.29	.85	5.62	2.50	5.67	2.48
Salience (as Predictor 2)																
High Salient (HS) (n = 69)	4.91	2.34	6.17	2.96	4.00	3.34	5.07	2.59	3.33	2.99	3.16	.84	4.70	2.42	5.17	2.26
Low Salient (LS) (n = 69)	4.55	2.95	6.32	3.27	3.84	3.46	5.01	3.22	3.67	3.33	3.27	.86	4.91	2.57	5.26	2.93
Permeability X Salience (All Six Conditions)																
P x HS (n = 23)	4.65	2.37	5.91	3.12	2.30	2.99	4.61	2.81	2.09	2.75	3.19	.94	4.37	2.48	5.09	2.16
HP x HS (n = 23)	5.30	2.70	6.57	2.94	4.96	3.40	5.00	2.58	4.35	3.17	2.98	.74	4.28	2.28	5.57	2.68
IP x HS (n = 23)	4.78	1.95	6.04	2.90	4.74	3.08	5.61	2.37	3.57	2.69	3.30	.83	5.46	2.43	4.85	1.92
P x LS (n = 23)	5.26	2.96	5.74	3.53	1.74	2.38	3.52	3.29	1.74	2.20	3.42	.80	4.04	2.12	4.26	2.66
HP x LS (n = 23)	4.78	2.89	6.91	3.19	4.22	3.78	5.39	3.00	4.22	3.68	3.12	.91	4.91	2.73	5.02	3.04
IP x LS (n = 23)	3.61	2.89	6.30	3.10	5.57	3.03	6.13	2.91	5.04	3.11	3.28	.89	5.78	2.62	6.50	2.74

Table 3.1.2. Descriptive Information about Age and Gender among experimental conditions

	AGE		**GENDER** (in frequency)	
	M	*SD*	Male	Female
Overall (N = 138)	21.28	1.95	60	78
Permeability (as Predictor 1)				
Permeable (P) (n = 46)	21.65	2.19	20	26
Hierarchically Permeable (HP) (n = 46)	21.15	1.87	18	28
Impermeable (IP) (n = 46)	21.02	1.76	22	24
Salience (as Predictor 2)				
High Salient (HS) (n = 69)	21.43	2.21	31	38
Low Salient (LS) (n = 69)	21.12	1.66	29	40
Permeability X Salience (All Six Conditions)				
P x HS (n = 23)	21.87	2.63	11	12
HP x HS (n = 23)	21.00	1.81	8	15
IP x HS (n = 23)	21.43	2.13	12	11
P x LS (n = 23)	21.43	1.67	9	14
HP x LS (n = 23)	21.30	1.96	10	13
IP x LS (n = 23)	20.61	1.20	10	13

3.2. Analysis concerning the Manipulation Checks

A 3 (permeability) X 2 (salience) analysis of variance (ANOVA) was conducted in order to check the effectiveness of the group boundary permeability manipulation. The analysis revealed only a significant interaction effect of permeability and salience, F (2, 132) = 3.93, $p < .05$, $\eta^2 = .06$. In the permeable group boundary condition, while the individuals in the low-salient condition perceived the joining high status group less strongly (M = 5.87, SD = 2.87) than those who were in the high-salient condition (M = 7.30, SD = 2.01); in the impermeable group boundary condition, individuals in the low-salient condition perceived the joining (M = 7.61, SD = 1.50) more strongly than those in the high-salient condition (M = 6.52, SD = 2.25). Moreover, although the main permeability effect is not significant, individuals in the

hierarchical permeability perceived that they can join the high-status group (M = 7.13, SD = 2.03) more strongly than the respondents in the permeable (M = 6.59, SD = 2.55) and the impermeable (M = 7.07, SD = 1.97) group boundary conditions. Therefore, as the novel concept, hierarchical permeability revealed the highest perception of the possibility for joining the high-status group.

In addition to this, 3 (permeability) X 2 (salience) ANOVA for the effectiveness of the salience manipulation check neither revealed a significant effect for the salience F (1, 132) = 0.10, ns, η^2 = .001, nor for the interaction effect. Surprisingly, although the result is not significant, individuals in the high-salient condition (M = 2.86, SD = 2.74) perceived less strongly that their class membership influenced the high-status group's decision than the respondents in the low-salient condition (M = 3.01, SD = 3.27). Overall, although the manipulation checks revealed insignificant effects for the permeability of group boundary and the salience, results of manipulation checks should never be interpreted as giving the decision of removing independent variables from the analysis. Consequently, the further analyses were continued to be conducted on the base of the presented hypotheses.

3.3. Analysis concerning the Hypotheses

3.3.1. Hypothesis 1

The first hypothesis stated that individual actions (i.e., acceptance, individual retest, and individual protest) would be more preferred when group boundaries were perceived as permeable, but not when group boundaries were perceived as hierarchically permeable, or impermeable. In order to test this hypothesis, the planned comparison test for the rating of every individual action was used.

These tests were conducted in which permeable group boundary condition was given a weight of +1, and then hierarchically permeable and impermeable group boundary conditions were each given a weight of -1/2.

For the acceptance action, the planned comparison test did not yield significant effect, F (1, 135) = .49, *ns*. This result indicated that although individuals in the permeable group boundary condition rated the acceptance (M = 5.00) slightly more than those who were in the hierarchically permeable or the impermeable group boundary conditions (M = 4.62), this difference was not found statistically significant.

Secondly, planned comparison test revealed insignificance for the individual retest action, F (1, 135) = 1.27, *ns.* This result showed that individual retest action was not significantly more rated under permeable group boundary (M = 5.83) than under the hierarchically permeable or the impermeable group boundaries (M = 6.46). However, even it was not significant, the result occurred in an opposite direction to the hypothesis.

Thirdly, for the individual protest action, although the planned comparison yielded significant effect (F (1, 107.78) = 29.29, $p < .001$, with unequal variance), it was on the opposite direction. That is to say, individuals in the hierarchically permeable or the impermeable group boundaries rated the individual protest action more strongly (M = 4.87) than those who were in the permeable group boundary condition (M = 2.02).

In addition to the planned comparison tests, in order to look for the unpredicted differences of group boundary conditions through post-hoc comparison tests, 3 (permeability) X 2 (salience) two-way ANOVA for each individual actions (i.e., acceptance, individual retest, and individual protest)

was conducted. Parallel to the planned comparison tests, no statistically significant main effect of permeability was found for the acceptance and the individual retest actions (F (2, 132) = 1.42, *ns*, η^2 = .02; F (2, 132) = .99, *ns*, η^2 = .02, respectively). Furthermore, in addition to the insignificant main effect of permeability, there was no significant main effect of salience, or significant interaction effect between permeability and salience was found for the acceptance and the individual retest actions. On the other hand, parallel to the planned comparison test for the individual protest action, statistically significant main effect of permeability was found (F (2, 132) = 13.00, $p <$ .001, η^2 = .17). To make it clear, even contrary to the hypothesis but similar to the planned comparison test's result, Tukey HSD (honestly significant difference) post-hoc comparison test (at the .05 significance level) revealed that individuals in the hierarchically permeable and impermeable group boundaries preferred individual protest action significantly more strongly (M = 4.59, SD = 3.58; M = 5.15, SD = 3.05; respectively) than those in the permeable group boundary condition (M = 2.02, SD = 2.69). Additionally, different from the main effect of permeability, no significant main effect of salience, or significant interaction effect between permeability and salience was found for the individual protest action.

Furthermore, when considering the preference of the actions from the selection of single behavior (in frequency) perspective, as partially supporting the hypothesis, it was observed that the choice frequency of acceptance was greater in permeable condition (n = 15) compared with the both hierarchically permeable (n= 11) and impermeable (n = 10) group boundary conditions. Additionally, in line with the hypothesis, frequency of selecting the individual retest action showed greater preference in the permeability condition (n = 24) than in the hierarchical permeability (n = 19) and impermeability (n = 12) conditions. On the other hand, regarding the frequency of selecting the

individual protest action, contrary to the hypothesis (but parallel to the results of the rating scores) it was noticed that participants chose the individual protest action in a lesser frequency in the permeable condition (n = 2) compared with the hierarchically permeable (n = 6) and impermeable (n = 13) group boundary conditions.

3.3.2. Hypothesis 2

The second hypothesis stated that collective actions (i.e., collective retest, and collective protest) would be more preferred when group boundaries were perceived as hierarchically permeable or the impermeable, but not when group boundaries were perceived as permeable. In order to test this hypothesis, the planned comparison test for the every collective action was conducted. These tests were conducted in which hierarchically permeable and impermeable group boundary conditions were each given a weight of +1/2, and then permeable group boundary conditions were given a weight of -1.

First of all, planned comparison test for the collective retest action yielded significant effect F (1, 135) = 8.23, $p < .01$. This result revealed that, as expected, collective retest action was significantly more preferred under the hierarchically permeable or the impermeable group boundary condition (M =5.53) than under the permeable group boundary condition (M = 4.07).

Secondly, in line with the prediction, planned comparison test for the collective protest action also yielded significant effect (F (1, 111.99) = 23.32, $p < .001$, with unequal variance). As it can be noticed by the big mean difference, this result revealed that collective protest action was significantly more preferred under the hierarchically permeable or the impermeable group

boundary condition (M = 4.29) than under the permeable group boundary condition (M = 1.91).

Moreover, in order to look for the unpredicted differences of group boundary conditions through post-hoc comparison tests, 3 (permeability) X 2 (salience) between subjects ANOVA for each collective retest and collective protest action was conducted. The results of ANOVA were in line with the planned comparison tests. In both collective retest and the collective protest actions, permeability condition has significant main effects (F (2, 132) = 4.74, p < 01, η^2 = .07; F (2, 132) = 9.85, p < .001, η^2 = .13, respectively). Investigating the collective retest action, Tukey HSD test (at the .05 significance level) revealed that while individuals in the impermeable boundary preferred collective retest action significantly more (M = 5.87, SD = 2.64) than the ones in the permeable boundary (M = 4.07, SD = 3.07), individuals in the hierarchical permeability took place between those conditions with closer to the impermeable group boundary (M = 5.20, SD = 2.77). Then, examining the collective protest action, Games-Howell post-hoc comparison test which is a version of Tukey's HSD test modified to account for heterogeneous variance (Games & Howell, 1976) was used. Games-Howell post-hoc comparison test (at the .05 significance level) indicated that individuals in the impermeable and hierarchically permeable group boundaries preferred the collective protest action significantly more (M = 4.30, SD = 2.97; M = 4.28, SD = 3.40, respectively) than those in the permeable group boundary (M = 1.91, SD = 2.47). Furthermore, neither the main effect of salience nor significant interaction effect between permeability and salience was found for both the collective retest and the collective protest actions.

In addition, considering the preference of the actions from the selection of single behavior (in frequency), supporting the hypothesis, it was found that the

choice frequency of the collective retest was greater in both hierarchically permeable (n = 4) and impermeable (n = 9) conditions than in the permeable group boundary condition (n = 2). However, considering the frequency of the collective protest action, while the participants chose collective protest action more often in the hierarchically permeable (n = 6) condition than in the permeable (n = 3) group boundary condition as in line with the hypothesis, participant did not choose the action more often in the impermeable (n = 2) condition than in the permeable group boundary condition.

3.3.3. Hypothesis 3

The third hypothesis stated that when group boundaries were impermeable, collective behaviors would be rated to a greater extent by individuals for whom the social identity was high-salient than by those for whom the social identity was low-salient. Regarding the hypothesis, separate Independent-Samples T Tests were conducted for the each collective actions; firstly the collective retest, and then the collective protest actions. When impermeable group boundary exists, opposite to the hypotheses, preference of the collective retest action was not found higher (t (44) = .67, *ns*) in high-salient social identity condition (M = 5.61, SD = 2.37) than in the low-salient social identity condition (M = 6.13, SD = 2.91). Similarly, preference of the collective protest action was not found greater (t (44) = 1.72, *ns*) in high-salient social identity condition (M = 3.57, SD = 2.69) than in the low-salient social identity condition (M = 5.04, SD = 3.11).

3.3.4. Hypothesis 4

The fourth hypothesis stated that since the collective protest is an extremely disruptive response, the collective protest action would be the least preferred of the five behaviors (i.e., acceptance, individual retest, individual protest, collective retest, and collective protest) regardless of the permeability of group boundaries and the salience of social identity. For testing the hypothesis, regardless of the conditions, the frequencies associated with the single selected action for each participant were compared by a chi-square test focusing on the action category. A significant difference in the preference of the five behaviors was found, $\chi^2(4) = 47.07$, $p < .001$. As predicted, collective protest was the least preferred action (n = 11), compared with the collective retest (n = 15), individual protest (n = 21), acceptance (n = 36), and individual retest (n = 55) actions.

Furthermore, complementing the findings of the chi-square analysis which was performed on the base of behaviors' selection frequency, considering the ratings of five behaviors, ANOVA revealed that there is a significant difference in the ratings of the five behaviors ($F(4, 133) = 51.76$, $p < .001$), as well. To make it clear, the rating of the collective protest action was also found the lowest ($M = 3.50$, $SD = 3.16$) among the all actions (i.e., individual protest: $M = 3.92$, $SD = 3.39$; acceptance: $M = 4.73$, $SD = 2.66$; collective retest: $M = 5.04$, $SD = 2.91$; individual retest: $M = 6.25$, $SD = 3.10$) as in the case of the selection frequency.

3.3.5. Hypothesis 5

The fifth hypothesis stated that the choice of the action patterns of the individual and collective actions differ from the permeable (then, through hierarchically permeable) to the impermeable group boundary. To begin with, in order to identify whether action selections depended on social identity salience or group permeability, the hierarchical log-linear modeling approach was conducted to analyze the frequencies presented in Table 3.3.5. The initial model contained the main effects of the two independent variables (group permeability and social identity salience), and the main effect of action, as well as all the interaction effects. Backward elimination method was used to determine which effects best explained the frequency data. The final model revealed only Action x Permeability interaction, L^2 (8) = 21.89, $p < .01$. This model provided a reasonable fit to the data L^2 (15) = 12.65, *ns*.

Table 3.3.5. Frequency of Behavior Preference among experimental conditions (in frequency)

	Single Behavior Choice (in Frequency)				
	Acceptance	**Individual Retest**	**Individual Protest**	**Collective Retest**	**Collective Protest**
Overall (N = 138)	36	55	21	15	11
Permeability (as Predictor 1)					
Permeable (P) (n = 46)	15	24	2	2	3
Hierarchically Permeable (HP) (n = 46)	11	19	6	4	6
Impermeable (IP) (n = 46)	10	12	13	9	2
Salience (as Predictor 2)					
High Salient (HS) (n=69)	16	28	12	8	5
Low Salient (LS) (n = 69)	20	27	9	7	6
Permeability X Salience (All Six Conditions)					
P x HS (n = 23)	7	13	0	2	1
HP x HS (n = 23)	5	9	4	1	4
IP x HS (n = 23)	4	6	8	5	0
P x LS (n = 23)	8	11	2	0	2
HP x LS (n = 23)	6	10	2	3	2
IP x LS (n = 23)	6	6	5	4	2

The observed relationship between the preferred actions and group boundary permeability is presented in both Figure 3.3.5.1. and Figure 3.3.5.2., respectively. It is apparent that there is a continuous decrease in the selection of the acceptance and the individual retest actions from the permeable to the hierarchically permeable and then to the impermeable group boundaries. While the acceptance (n = 15) and individual retest (n = 24) actions were preferred most frequently in the permeable group boundary condition, these actions constantly decreased in the hierarchically permeable group boundary

condition (n = 11, n = 19, respectively) and then in the impermeable group boundary condition (n = 10, n = 12, respectively).

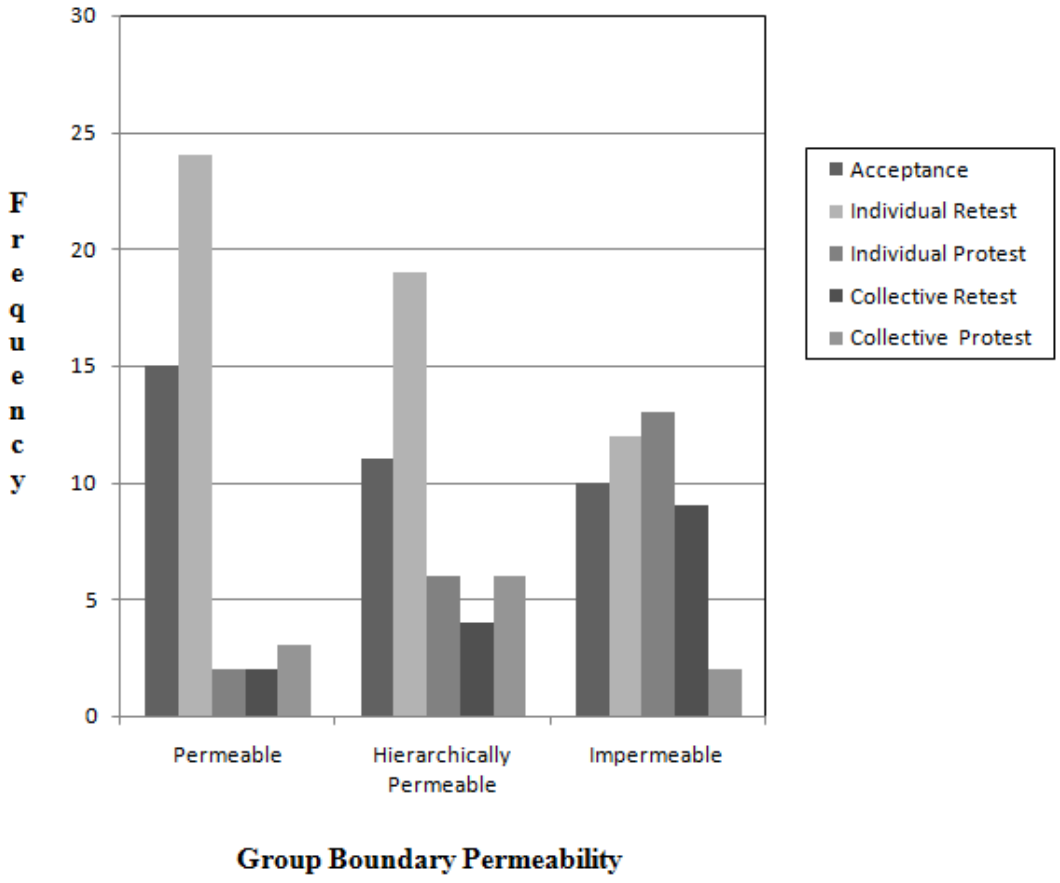

Figure 3.3.5.1. Behavioral preferences in each permeability condition

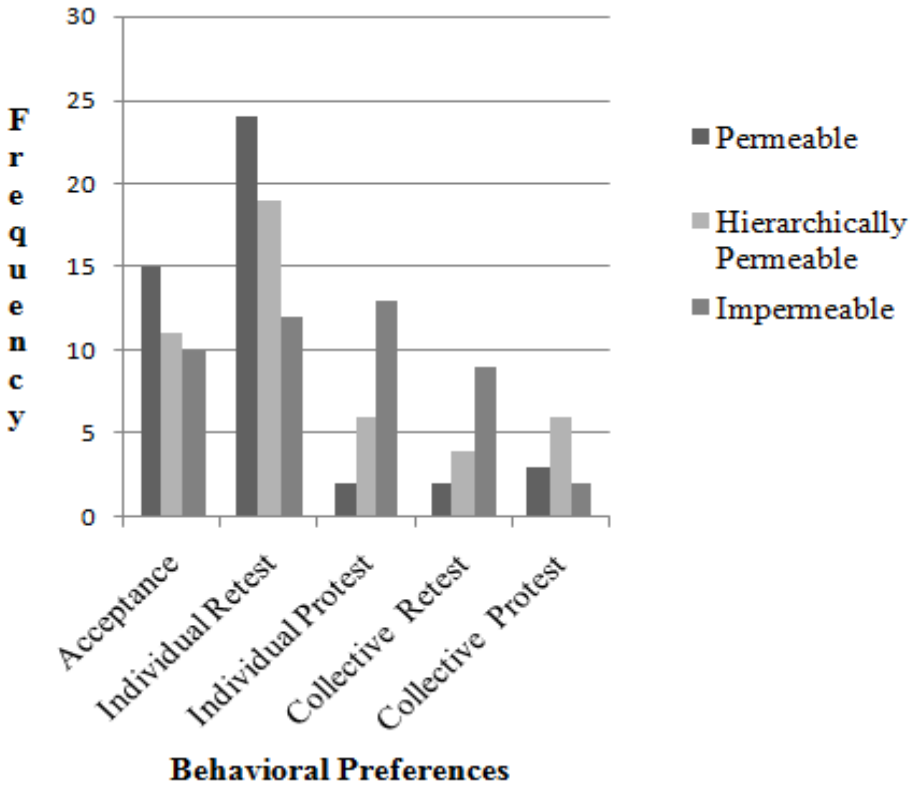

Figure 3.3.5.2. Permeability differences on the base of each behavioral preference

Secondly, it is visible that there is a steady increase in the selection of the individual protest (opposite to the hypothesis) and the collective retest actions from the permeable group boundary to the hierarchically permeable and then to the impermeable group boundaries. When the individual protest (n = 2) and collective retest (n = 2) actions were preferred least frequently in the permeable group boundary condition, the preference of those actions regularly increased in the hierarchically permeable group boundary condition (n = 6, n = 4, respectively) and then in the impermeable group boundary condition (n = 13, n = 9, respectively). Finally, although the preference of collective protest action increased from the permeable group boundary condition (n = 3) to the hierarchically permeable group boundary condition (n = 6), surprisingly, the

preference of the collective protest action did not show the highest frequency in the impermeable group boundary (n = 2), but the lowest.

3.3.6. Hypothesis 6

The sixth hypothesis stated that permeable group boundary would lead to the lowest social identification. Accordingly, in order to test the relation between the permeability and identification, a 3 (permeability) X 2 (salience) two-way ANOVA was performed on the identification score. Contrary to the hypothesis, the significant main effect of group permeability was not found (F (2, 132) = 1.32, *ns*, η^2 = .02). That is to say, all the individuals in permeable, impermeable, and hierarchically permeable group boundaries showed the close social identity levels (M = 3.30, SD = .87; M = 3.29, SD = .85; M = 3.05, SD = .82, respectively). Moreover, to make the results clear, since the score of "3" corresponds to "undecided" in the scale, it was revealed that participants in all permeability conditions showed uncertainty about their social identification levels with their class. Furthermore, even the result indicated uncertainty about the identification levels and the result was insignificant with the so small differences between the permeability conditions; it was revealed that instead of the permeable group boundary, individuals in the hierarchically permeable condition showed the lowest social identification score. Finally, regarding the social identity levels, neither the main effect of salience nor the interaction effect between group permeability and salience was found significant (F (1, 132) = .61, *ns*, η^2 = .01; F (2, 132) = .28, *ns*, η^2 = .01, respectively).

3.3.7. Hypothesis 7

The seventh hypothesis stated that while the participants would feel the highest negative emotions in the impermeable group boundary, they would feel the lowest negative emotions in the permeable group boundary condition. Each of the two feeling components, namely, the feelings of displeasure (disappointment and anger) and the feelings of unfairness treatment (dissatisfaction with personal treatment, and injustice of personal treatment) was analyzed by means of a 3 (permeability) X 2 (salience) two-way ANOVA.

Considering the measure of the feelings of displeasure, the main effect of the permeability of group boundary was found significant, F (2, 132) = 4.08, $p <$ .05, $\eta^2 = .06$. As predicted, Tukey HSD test (at the .05 significance level) revealed that participants in the impermeable group boundary condition stated the highest feeling of displeasure (M = 5.62, SD = 2.50), which is significantly higher than the participants in the permeable group boundary condition (M = 4.21, SD = 2.28). In addition to this, as expected, participants' feeling of displeasure in the hierarchically permeable condition (M = 4.60, SD = 2.51) took place between the permeable and impermeable conditions, but did not significantly differ from the either condition. On the other hand, neither the main effect of salience (F (1, 132) = .25, *ns*, $\eta^2 = .002$) nor the interaction effect between the permeability and salience (F (2, 132) = .46, *ns*, $\eta^2 = .007$) revealed significant.

Secondly, considering the measure of the feelings of unfairness treatment, neither the main effect of the group boundary permeability nor the salience was significant (F (2, 132) = 1.79, *ns*, $\eta^2 = .03$; F (1, 132) = .05, *ns*, $\eta^2 = .001$, respectively). However, as a partial support of the hypothesis, the feelings of

unfairness treatment was the highest in the impermeable group boundary (M = 5.67, SD = 2.48), and the lowest in the permeable group boundary (M = 4.67, SD = 2.43), and took place in between in the hierarchically permeable group boundary condition (M = 5.29, SD = 2.85).

On the other hand, the interaction effect between the permeability and salience was found significant, F (2, 132) = 3.23, $p < .05$, $\eta^2 = .05$. Examining the interaction revealed that while the feelings of unfairness treatment in the permeable and the hierarchically permeable conditions showed less scores in the low-salient condition than in the high-salient condition; unanticipatedly, the pattern of the salience was opposite in the impermeable group boundary condition.

CHAPTER 4

DISCUSSION

The main aim of this thesis was to examine the effect of both group boundary permeability and social identity salience on low-status group members' behavioral preferences (both the ratings of five behaviors –(1) acceptance: accepting the given decision; (2) individual retest: requesting a similar individual retest; (3) individual protest: writing an individual protest letter; (4) collective retest: requesting a similar collective retest; and (5) collective protest: instigating the others to write a collective protest letter-, and the choice of the one behavior). In order to reach this aim, initially, both planned comparison and then post-hoc comparison tests through ANOVA; and afterwards, hierarchical log-linear modeling approach were conducted where each five behaviors was taken as dependent variable. Then, as the secondary goal of this study, ANOVA was performed in order to examine the effects of the permeability on low-status group members' social identification level and feelings. In this section, after evaluating the main findings in the order of analyses given above, the main contributions of this study will be presented. Finally, the limitations of the study and the future directions for researchers will be discussed.

4.1. General Evaluations of the Manipulation Checks

4.1.1. Effectiveness of the Group Boundary Permeability Manipulation

The manipulation check for the group boundary permeability did not reveal significant effect for the group permeability. However, in Ellemers et al.'s (1988, 1990, 1993) studies in which unlike many permeability studies in the literature permeability manipulations were conducted, checks on the manipulation of permeability yielded significant effect of the permeability. On the other hand, Ellemers and her colleagues' studies differ from this study in some significant points. To make it clear, they used artificially created groups consisted of six participants, and they manipulated permeability only as permeable or impermeable; which in turn, helped the running of permeability manipulation. In fact, designs of the experiments were different, as well.

Considering the finding of this study, insignificance of the manipulation check may be attributed to the fact that individuals in all permeability conditions obtained very close scores to the required score of 8.5 for joining the high-status group (in the permeable condition: 8.2; in the hierarchically permeable, and the impermeable conditions: 8.8). Alternatively, this insignificance may also be attributed to the not constructing the permeability manipulation check question completely clear. Related to this point, it might have been better if more than one manipulation check questions had been used.

Secondly, when examining the result of the permeability manipulation check, it is noticed that hierarchical permeability -as the novel concept- revealed the highest perception of the possibility for joining the high-status group, which seems plausible. That is to say, since the people in that condition obtained higher score than the required one, and were told that on the base of fulfilling

some additional conditions they could join the high-status group, they may have perceived the joining high-status group as the maximum.

On the other hand, although the differences between the group boundary conditions were so small and insignificant, it may be expected that individuals in the permeable group boundary condition would perceive the joining possibility more strongly than the impermeable condition, which was not the case. This result may be derived from the possibility that because of obtaining a lower score than the required one, individuals in the permeable condition may have seen themselves as incapable for joining the high-status group. On the other hand, even the group boundary permeability condition was presented as impermeable, owing to the obtaining higher score than the required one, individuals in the impermeable group boundary condition may have perceived, or maybe hoped, joining the high-status group more possible than the ones in the permeable group boundary condition.

4.1.2. Effectiveness of the Social Identity Salience Manipulation

The manipulation check for the social identity salience did not reveal significant effect for the salience. However, even the difference is not significant and so small; unexpectedly, individuals in the low-salient social identity condition appeared to have a tendency to consider that their social category influenced the high-status group's decision slightly greater than those who were in the high-salient condition. On the other hand, in addition to the insignificance, since the standard deviation of the low-salient condition was greater than its own mean score, and the standard deviation score in the high-salient condition, this unexpected pattern may be ignored.

On the other hand, there may be two possible explanations for the result of the salience manipulation check. The most suitable reason may be resulted from not constructing the manipulation check question comprehensible. Then, the second reason is probably forming the high-salient and low-salient conditions not as recognizable or distinguishable as it was planned. That is to say, it is plausible that since the experiment was conducted by university groups in natural classroom environment (i.e., in their classrooms and during their course hours), creating an artificial social identity salience over the individuals may not have resulted in the expected outcomes. Additionally, since this result also displayed the difficulty in creating the different social identity salience levels, this point is valuable to shed some light on the issue that why the social identity salience had never been manipulated and used as an independent variable in the permeability literature previously (except Lalonde & Silverman, 1994).

Furthermore, it is of great interest that the manipulation check scores were so low both in the high-salient and low-salient conditions. Relevantly, a corresponding explanation by Wright (2001) states that there exist several reasons for the fact that even when a real-world category is used, the salience of in-group remains low -as occurred in this study- as follows: Experiment paradigm focused on individual merit as the criterion for advancement; interaction with other group members was discouraged; and participants worked independently, which may all resulted in very low salience levels of group identity both in the high-salient and low-salient conditions in this study.

4.2. General Evaluation of the Findings

4.2.1. Permeability Conditions and Individual Actions

To begin with, effects of the predicted and unpredicted differences between the group boundary permeability conditions on the behavioral preferences of individual actions were assessed by ANOVA tests. Analyses indicated that the individual actions of acceptance and individual retest were not significantly more rated in the permeable group boundary condition than in the hierarchically permeable or the impermeable group boundary condition. However, partially sustaining the first hypothesis; when taking the selection of single behavioral preference (in frequency) into account, participants in the permeable group boundary condition showed more preferential tendency for both the actions of the acceptance and the individual retest than those who were in the hierarchically permeable and the impermeable group boundary conditions.

On the other hand, regarding the rating preference of the individual protest action, opposing to the first hypothesis, participants in the permeable condition rated individual protest significantly less than those who were in the hierarchically permeable or the impermeable group boundary condition. In parallel, the selection frequency of single behavioral preference supported this result. In other words, individuals in the permeable group boundary condition selected the individual protest action in a lesser frequency than those in the hierarchically permeable and the impermeable group boundary conditions.

This outcome may be attributed to the nature of the social identity theory. That is to say, when social identity theory (Tajfel & Turner, 1979) claims the preference of individual action in permeable condition, the theory also states

the individual action as a benign action which does not threaten the high status group. However, since the individual protest action may be perceived as a disruptive behavior, participants in the permeable condition may have preferred this action less strongly than those in the hierarchically permeable and the impermeable group boundary conditions.

4.2.2. Permeability Conditions and Collective Actions

The effects of the group boundary permeability conditions on the behavioral preferences of collective actions were assessed by ANOVA tests. The analyses revealed that as expected, collective actions of the collective retest and the collective protest were more rated in the hierarchically permeable and the impermeable group boundary conditions compared with the permeable condition. In addition to the ratings of behavioral preferences, the frequency of selecting the single behavior also complemented this finding. That is, considering the collective retest and the collective protest actions, individuals in the hierarchically permeable and the impermeable conditions chose those actions more frequently than those in the permeable condition; except the collective protest action was chosen as the least frequency in the impermeable group boundary condition. This situation can be attributed to the fact that participants in the impermeable condition endorsed another protest action; namely, the individual protest action, which was the highest preference frequency within the impermeable condition. In other words, it seems that those participants have made a preference of protest action within individual action framework instead of collective action framework.

4.2.3. Collective Actions under Impermeability Condition when the Social Identity Salience is High versus Low

Considering the effect of social identity salience on individuals' collective actions in the impermeable group boundary condition, Independent-Samples T Test was performed. The analysis indicated that contrary to the expectation, under the impermeable group boundary condition, participants did not rate the collective actions (neither collective retest nor collective protest) more in the high-salient condition, compared with those in the low-salient condition. However, in their study, Lalonde and Silverman (1994) have found more preference of collective action (i.e., collective nonnormative action: organizing a collective petition) in the impermeability condition when salience existed compared with the no-salience situation. Therefore, although the collective nonnormative behavior (i.e., collective protest) in the both studies was identical, the difference in the result is unexpected. On the other hand, this difference is meaningful, since Lalonde and Silverman (1994) made individual testing with salience versus no-salience conditions, whereas I tested participants in groups even with high-salient versus low-salient conditions. That is, naturally, they may have created the distinction of salience and no-salience conditions more easily by testing participants individually when compared with my design of testing participants in groups with the less distinct difference between the high-salient and low-salient conditions. Accordingly, this inconsistent result may be interpreted with the discrepancy between the two experimental designs.

Furthermore, this hypothesis could also be handled by the argument of Kawakami and Dion (1995) that a salient social identity may lead group relative deprivation; which in turn, likely to lead collective (nonnormative) action. Yet, this assumption did not hold, this result may be attributed to the

lack of group relative deprivation. That is to say, the participants in the study were aware of their own individual rejection caused by the injustice, but were not aware of their group members' (i.e., their classmates) overall rejection which is the main requirement for the formation of group relative deprivation; which in turn, may have inhibited the occurrence of the expected collective actions in the high-salient condition.

On the other hand, examining the salience and collective action relation, Wright and Taylor (1998) found out that in their second experiment -although the experiment was concerning token permeability situation-, simply increasing the salience of in-group may not be adequate to increase the interest in collective action.

Finally, another explanation presumably results from the fact that this indifference between the salience conditions –indeed, even participants in the low-salient condition reported more preference on collective actions- may have been occurred because of forming the high-salient and low-salient conditions not as recognizable as it was planned.

4.2.4. Preference of the Collective Protest Action

The selection frequency of the collective protest action was assesses by the chi-square test. Confirming the expectations, chi-square analysis revealed that as being the most extreme disruptive behavior, collective protest action was the least chosen action among the five behaviors. Furthermore, besides the chi-square analysis regarding the selection frequency of actions, ANOVA also revealed the significant difference among the rating of five actions, where the collective protest action was rated as the lowest.

As Vanbeselaere et al. (2003) stated that when participants choose one action, they are more careful and more likely to refrain from the most defiant behavior. In a similar vein, Lalonde and Silverman (1994) found that as the most defiant behavior, exit (i.e., dropping out of a social situation) was the least preferred action among the four behaviors in their study.

In addition, concerning the preference of collective actions, the avoidance of interaction between the participants and the independent participation may be the causes for the low preference of selecting collective actions. In other words, as McCarthy and Zald (1979) stated that noticing the presence of others in a similar predicament will facilitate engaging in collective action. In line with this point, Wright (1997) found out in his first experiment -concerning only the token permeability condition- that when there was a partial interaction, that is to say, when there was information from an in-group member describing the situation as illegitimate and demonstrating a norm of anger, low-status group members' interest in collective action increased. Furthermore, as Brown (1986) stated over Milgram's obedience study that if the participants had been tested in groups where exchange of information among group members or the presence of instigators had been existed, disobedient and rebellious outcomes would have been facilitated.

4.2.5. Choice of Action Patterns among Permeability Conditions

Considering the choice of the action patterns (in frequency) of individual and collective actions, the hierarchical log-linear modeling approach revealed that there was an action pattern to a certain degree. That is to say, as expected, resembling Wright et al.'s (1990) study, the individual actions of acceptance and individual retest showed a pattern from the permeable group boundary

(with the highest selection frequency) -through hierarchically permeable condition- to the impermeable group boundary condition (with the lowest selection frequency). However, unexpectedly, individual protest action showed the opposite action pattern that while it was chosen most frequently in the impermeable group boundary condition, it was chosen least frequently in the permeable group boundary condition.

In addition, regarding the collective action pattern, as expected, resembling Wright et al.'s (1990) study, while the collective retest action was chosen most frequently in the impermeable group boundary condition, the selection of the action decreased in the hierarchically permeable condition and reached the lowest frequency in the permeable group boundary condition. However, contrary to Wright et al.'s (1990) study, it was observed that the collective protest action did not show the exact similar pattern. That is to say, although the selection of collective action increased from the permeable to the hierarchically permeable group boundary condition, it did not show the highest frequency in the impermeable group boundary condition, but the lowest.

However, it is believed that this finding resulted from the lowest selection frequency of the collective protest action (n = 11, % 8) among the all actions. That is, although the lowest selection frequency of the collective protest action was an expected case (due to being the most disruptive action), its very low frequency unfortunately impeded to make an accurate interpretation of the collective protest action along the permeability conditions owing to the small differences between the conditions (i.e., the selection frequency ranged between 2 and 6). Therefore, it is believed that conducting the study with a greater number of participants will reveal the occurrence of the collective

protest action with the highest frequency in the impermeable group boundary condition.

As an alternative view at this point, I propose that maybe the categorization of the actions in terms of benign (i.e., acceptance, individual retest) and disruptive (i.e., individual protest, collective retest, and collective protest) actions would explain more reasonable action pattern variation between the permeability conditions, instead of categorizing actions as individual (i.e., acceptance, individual retest, individual protest) and collective (i.e., collective retest, and collective protest).

When looking through this perspective, it is noticed that while the benign action pattern indicated the most frequent selection in the permeable group boundary condition (n = 39), the selection decreased in the hierarchically permeable condition (n = 30), and reached the lowest frequency in the impermeable group boundary condition (n = 22). In addition to this, regarding the disruptive action pattern, it is observed that while the disruptive action pattern revealed the least frequent selection in the permeable group boundary condition (n = 7), the selection increased in the hierarchically permeable condition (n = 16), and reached the highest frequency in the impermeable group boundary condition (n = 24).

To sum up, while the benign action pattern showed a decrease from permeable to impermeable condition, the disruptive action pattern showed an increase from permeable to impermeable group boundary condition. Indeed, it is of great significance that, exclusively in this benign/disruptive action pattern (thus, not in individual/collective action pattern), only in the impermeable group boundary condition that the disruptive actions (n = 24) were more,

actually slightly more, frequently chosen than the benign actions (n = 22), as expected.

4.2.6. Permeability Conditions and Social Identity Level

Contrary to the expectations, ANOVA did not reveal the effect of group boundary permeability on the social identity level. Moreover, it was not found that the permeable group boundary led the lowest social identification level, but the hierarchically permeable group boundary.

In fact, it was found that participants in all permeability conditions showed uncertainty (i.e., around the score of "3" which corresponds to "undecided") about their social identification levels with their class. I believe that this uncertainty about the social identification levels may have been occurred because of applying Mael and Ashforth's (1992) Organizational Identification Scale in order to measure the participants' social identity levels as the dependent variable. To make it clear, since the scale was originally developed for measuring the social identification in the organizational settings, application of this scale on the graduate students in the natural classroom environment seems like not revealing the permeability's effect on the social identification level.

4.2.7. Permeability Conditions and Negative Feelings

The effects of the group boundary permeability on the negative feelings of the feelings of displeasure and the feelings of unfairness treatment were examined by two-way ANOVA, separately. Regarding the feelings of displeasure, the

analysis only revealed the significant main effect of the permeability. As expected, while the participants showed the highest feelings of displeasure in the impermeable group boundary condition, they showed the lowest feelings of displeasure in the permeable group boundary condition.

However, in the matter of the feelings of unfairness treatment, permeability was not found significant, which was also the case in Wright et al.'s (1990) study with the same feeling context. Nevertheless, it was observed that the feelings of unfairness treatment was slightly higher in the impermeable group boundary condition when compared with the permeable condition. On the other hand, the analysis only revealed the interaction effect between the permeability and salience as significant. To make it clear, while the feelings of unfairness treatment in the permeable and hierarchically permeable conditions was lower in low-salient condition than in the high-salient condition; not in an anticipated way, the feelings of unfairness treatment was higher in the low-salient condition of impermeability than in the high-salient condition of the impermeability. I believe that the reason of this inconsistency may be attributed to the sort of unreliability of the salience situation which was the case in the study. On the other hand, as an another explanation, this outcome in the impermeability condition may be attributed to the fact that since participants in the low-salient condition made a comparison with a similar out-group, they may have felt the feelings of unfairness treatment more than those who were in the high-salient condition.

4.3. Main Contributions of the Thesis

This thesis made contributions to the literature in a few aspects. First of all, this is the first study so far examining the effects of both group boundary

permeability and social identity salience on the behavioral preferences, negative feelings, and social identity levels of low-status group members. Previous studies analyzed the effects of permeability and social identity salience on behavioral preferences (Lalonde & Silverman, 1994); the effects of permeability on behavioral preferences and feelings (Vanbeselaere et al., 2003); and the effects of permeability on behavioral preferences, feelings, and social identification level (Boen & Vanbeselaere, 2000). However, all the variables of permeability, social identity salience, behavioral preferences, negative feelings, and social identification level have not been tested up to now. Therefore, this study gives hope for providing significant information for the permeability literature through the social identity theory.

Secondly, and most importantly, this study introduced the "hierarchical permeability" situation as a novel concept which is positioned between the completely permeable and the completely impermeable group boundaries, where the joining high-status group depends on severe restrictions. With the before-mentioned points, the hierarchical permeability has similarities with the token permeability situation. However, the hierarchical permeability differs in some significant points. To make it clear, the hierarchical permeability was conceptualized more realistic that joining high-status group occurs during a process by fulfilling subsequently-announced additional conditions which are not only task-competency-based, but also relationship-based (i.e., conformity). Furthermore, in line with the expectations, this study revealed that when the joining high-status group depends on severe restrictions –as in the hierarchical permeability-, individuals' collective action preference resembles those who are in the impermeable group boundary. To sum up, considering the study as a whole, I believe that this novel concept of hierarchical permeability has the potential to broaden the permeability literature.

Thirdly, this study makes contribution to the literature by its own unique experimental design. To make it clear, in literature, social psychologists have tended to use laboratory studies –where, groups in those studies were comprised of strangers who met together briefly and then became separated, and never to meet again- to examine low-status group members' responses resulting from the permeability of group boundaries (e.g., Lalonde & Silverman, 1994; Wright et al., 1990). However, I attempted to embed participants in an intergroup context where participants' understanding of the intergroup situation is shaped by the actions of a high-status group. Specifically, instead of creating laboratory groups having a very short history, real-life groups –whose members know one another better, and meet more often- of undergraduate students (not pupils as in some studies such as Boen & Vanbeselaere, 2000; Vanbeselaere et al., 2003) were used in this study, where the participants took part as a whole instead of individually alone. Furthermore, a very convincing and original multiple-choice bogus test was developed for measuring the ability of participants.

Fourthly, this study is the only study in Turkey that deals with the relationship between the group boundary permeability and behavior, let alone the other variables used in this study and their combinations. Moreover, I believe that this study may shed some light on the crucial issues concerning Turks, such as European Union (EU)-Turkey talks on the expansion of EU, and Germany's new immigration law. To make it clear, I think that depending on how Turks perceive the EU-Turkey talks and Turks' social identity salience level, the behaviors, feelings and social identity degree of Turks can be predicted. For instance, it is plausible that if the EU-Turkey talks come to a point where EU decides not to allow Turkey to join the Union, a Turk with the high social identity salience may feel strong negative feelings towards the EU countries,

and strong social identity level with Turkey, and may start to boycott EU goods.

4.4. Limitations and Suggestions for Future Research

The present study is not free of limitations and some precautions are needed for future studies. First of all, like many other studies (e.g., Vanbeselaere et al., 2003; Wright et al., 1990), the participants in this study experienced a situation of injustice and then indicated the extent to which they preferred certain behaviors (i.e., five behaviors), and which one of them they would choose to undertake, without actually taking those behaviors. Although, it is expected that preferences for behaviors would predict the likelihood of engaging in them, I am aware of the fact this may not be the case always. Therefore, future studies conducted by the actually performed behaviors will have more powerful findings.

Secondly, although I used the commonly exploited (e.g., Boen & Vanbeselaere, 2000; Vanbeselaere et al., 2003) behavioral framework of Wright et al.'s (1990) five behaviors, there exist, of course, more possible behavior types in real life. In a similar vein, Wright (2001) claimed that there is certainly a vast array of specific behaviors that a low-status group member might exhibit. For that reason, as Lalonde and Cameron (1994) stated that there is a need for a clear framework for classifying the potential actions of low-status group members. Because of the aforementioned reasons, I applied Wright's (1990) comprehensive behavioral framework in this study.

Thirdly, continuing the subject of behavior, despite the practices in all permeability studies –also including this study-, it is plausible that individuals

may prefer doing more than one behavior at the same time, instead of just one behavior. To make it clear, as Taylor and Moghaddam (1994) stated that social identity theory represents the strategies of social mobility and social change in simplistic terms. That is, the theory presents these individualistic and collective strategies as alternative roads, where the choice of one road eliminates the possibility of the other road. However, as Moghaddam (1992) stated that field research among minorities suggested that a person might attempt to move up the status hierarchy both individually and as a group member at the same time. Therefore, creating an experimental paradigm where individuals may engage more than one behavior will be beneficial in future studies.

Fourthly, since the manipulation in this study was intended only to alter the apparent permeability of group boundary as independent variable, adequate explanation was not given for any permeability condition as in the case of related previous studies. It was done on the purpose of minimizing the importance of the criteria used as the basis for permeability conditions. However, because of the fact that the hierarchical permeability is a novel concept, this permeability condition should be examined in a greater detail for the future studies. For instance, as the core subject of the hierarchical permeability, the kinds of additional conditions, for instance, difficult versus easy, requiring short term versus long term, personally relevant versus impersonal, etc. should be examined.

Fifthly, although this study deals with the intergroup relations, the experimental design did not lead the interaction neither within in-group members, nor between in-group and out-group as the case in previous experimental designs, due to preventing the any possible misinterpretation of the findings. However, in real life, people are always in contact; thus,

interacting. For instance, in real life, low-status group members' behaviors may result in high-status group members' counter behaviors in order to maintain or increase their dominance; which in turn, may change the behaviors of low-status group members, as well. That is to say, in real life, as Taylor and Moghaddam (1994) mentioned low-status groups' responses, to some extent at least, is influenced by reactions on the part of the high-status group. Therefore, although it is very difficult to construct, experimental designs enabling the interaction between individuals will definitely provide considerable benefits for the literature.

In addition, presumably another point needs to be mentioned is the entrance criteria to the high-status group. In all studies up to now –including also this study-, only the ability level of the individuals were used as the criteria for joining the high-status group. However, on the base of the meritocracy ideology, effort may also result in joining high-status group; a criterion which requires time. Therefore, focusing only ability level in the studies as the entrance criteria seems as a drawback. However, since the experiments are conducted during a limited experimental time period (instead of days, or weeks), the significant effect of the effort which is the case in real life seems as cannot be assessed in the experimental studies. Nonetheless, of course, trying to design future experiments as having the capability of measuring individuals' effort would be great for the coverage of the studies.

Furthermore, manipulation checks of the permeability and salience were not found significant. Therefore, this can be counted as the most important limitation of this study. However, on the base of the dialogues just after the experiments with the participants and the conversations following the debriefings indicated that all participants believed the existence of the designed context; which in turn, strengthened the validity of the study's

findings. Furthermore, maybe the difficulty of designing social identity salience manipulation can account for the its rare manipulation (salience was previously manipulated only in Lalonde and Silverman's (1994) study).

Additionally, I believe that for interpreting the participants' responses more accurately, examining the personal histories of low-status group members and cost of engaging the behavior can be of great value in order to find out whether they have tendency for (or experience) individual or collective actions. In addition, besides the real-life groups of undergraduate students, it will be definitely of great value to study with other real-life group samples for the generalizability of the findings. However, groups of undergraduate students also used in this study share many important features of other real-life groups, as well. For instance, they involve intensive and extensive social interaction, elicit strong feelings of commitment from their members, and exist for long periods of time. Nonetheless, it is certain that using other real-life groups is fruitful.

In summary, it is certain that the validity of hierarchical permeability's predictions needs to be proven in future studies. Thereafter, I believe that the concept of hierarchical permeability contains possibilities of further development; which in turn, I hope it may stimulate fruitful research in the permeability literature.

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APPENDICES

APPENDIX A- Behavioral Alternatives Questionnaire

Lütfen, yüksek statülü grubun sizin için verdiği kararla ilgili olarak, aşağıda verilen davranış seçeneklerini yapmayı ne kadar tercih ettiğinizi, ilgili rakamı daire içine alarak belirtiniz.

1) Sizinle ilgili verilen kararı "kabul etmeyi" ne kadar tercih edersiniz?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

2) Yüksek statülü gruba girmek için "bireysel olarak yeniden benzer bir teste girme talebinde bulunmayı" ne kadar tercih edersiniz?

Bilgilendirme Notu: "Bireysel olarak yeniden benzer bir teste girmek" yüksek statülü grup tarafından geçmişte kabul edilmiş bir seçenekti.

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

3) Üçlü komitenin sizinle ilgili verdiği kararı yeniden gözden geçirip düzeltmesi için, verilen karara "itiraz dilekçesi yazmayı" ne kadar tercih edersiniz?

Bilgilendirme Notu: Bu davranış, önceden yüksek statülü grup tarafından belirlenmiş kurallara aykırı olduğundan, yüksek statülü grubun hoşuna gitmez.

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

4) (Sınıfça yüksek statülü gruba giremeyenlerin, yüksek statülü gruba girebilmesi düşüncesiyle) Siz, "gruba giremeyen herkesin yeniden benzer bir teste girmesi" için talepte bulunmayı ne kadar tercih edersiniz?

Bilgilendirme Notu: "Yüksek statülü gruba giremeyenlerin, yeniden benzer bir teste girmesi" yüksek statülü grup tarafından geçmişte kabul edilmiş bir seçenekti.

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

5) Üçlü komitenin tüm sınıfla ilgili verdiği kararları yeniden gözden geçirip düzeltmesi için, sınıfı verilen karara "itiraz dilekçesi yazmaya" teşvik etmeyi ne kadar tercih edersiniz?

Bilgilendirme Notu: Bu davranış, önceden yüksek statülü grup tarafından belirlenmiş kurallara aykırı olduğundan, yüksek statülü grubun hoşuna gitmez.

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

6) Size imkân tanınsa, yukarıda sırasıyla belirtilen 5 davranış seçeneğinden hangisini yapmayı tercih edersiniz?

A) 1. Seçenek B) 2. Seçenek C) 3. Seçenek D) 4. Seçenek E) 5. Seçenek

APPENDIX B- Negative Feelings of Personal Treatment Questionnaire

Yüksek statülü grubun verdiği karar sonucunda, lütfen aşağıda verilen durumları ne kadar hissettiğinizi ilgili rakamı daire içine alarak belirtiniz.

1) Yüksek statülü grubun verdiği karar sonucunda, ne kadar hayal kırıklığı hissettiniz?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

2) Yüksek statülü grubun verdiği karar sonucunda, ne kadar kızgınlık hissettiniz?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

3) Yüksek statülü grubun verdiği kararla ilgili olarak, size yapılan bireysel muameleden ne kadar memnunsunuz?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

4) Yüksek statülü grubun verdiği kararla ilgili olarak, size yapılan bireysel muameleyi ne kadar adil buluyorsunuz?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

APPENDIX C- Organizational Identification Scale (OID)

Lütfen aşağıda yazılan her ifadeyi dikkatle okuyun, ve hiçbir soruyu boş bırakmadan, sizin için en uygun seçeneği işaretleyin.

		1- Kesinlikle katılmıyorum	2- Katılmıyorum	3- Kararsızım	4- Katılıyorum	5- Kesinlikle katılıyorum
1.	Birisi bu sınıfı eleştirdiğinde, bunu şahsıma yapılmış bir saldırı olarak algılarım.	1	2	3	4	5
2.	Başkalarının bu sınıf hakkında ne düşündüğü ile çok ilgilenirim.	1	2	3	4	5
3.	Bu sınıf hakkında konuşurken genellikle "onlar" yerine "biz" derim.	1	2	3	4	5
4.	Bu sınıfın başarıları benim başarılarımdır.	1	2	3	4	5
5.	Birisi bu sınıfı övdüğünde, bana iltifat edilmiş gibi hissederim.	1	2	3	4	5
6.	Eğer etrafta çıkan bir haberde bu sınıf eleştirilirse, bundan utanç duyarım	1	2	3	4	5

APPENDIX D- Manipulation Check Questions

1) Sizce bu sınıfta olmak, yüksek statülü grubun sizinle ilgili verdiği kararı ne kadar etkiledi?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

2) Sizce yüksek statülü gruba geçmek ne kadar mümkün?

Hiç					Orta					Çok Fazla
0	1	2	3	4	5	6	7	8	9	10

APPENDIX E- Demographic Information Form

Lütfen aşağıda verilen soruları boş bırakmadan yanıtlayınız.

1) Yaşınız: …….
2) Cinsiyetiniz: ___Kız ___Erkek
3) Bölümünüz: ……
4) Kaçıncı Sınıftasınız: __Hazırlık __1 __2 __3 __4
5) Bu sınıftaki öğrencileri yaklaşık olarak ne zamandır tanıyorsunuz?
___0-6 Ay ___6-12 Ay ___1-2 Yıl ___2-3 Yıl ___3-4Yıl
6) Bu dersi alanlar genel olarak aynı bölümden mi?___Evet ___Hayır
7) Bu ders? ___Bölüm dersi ___Bölüm dışı dersi
8) Bu ders? ___Zorunlu ders ___Seçmeli ders

APPENDIX F- Instructions of the Experiment

Çalışmanın Amacı:

Biz, insanların "sınırlı bir zaman diliminde doğru karar verebilme" yetenekleriyle ilgileniyoruz. Bildiğiniz gibi, "sınırlı bir zaman diliminde doğru karar verebilme" yeteneği, gerçek yaşamda insanları başarıya götüren ve insanların karsılaştıkları acil sorunları çözmesini sağlayan, aynı zamanda çoğu insanın sahip olmak istediği çok önemli bir yetenektir. Örneğin; günümüzde artık birçok işe alım sınavları ve (A)LES (Akademik Personel ve Lisansüstü Eğitimi Giriş Sınavı) gibi önemli sınavlar, insanların başarılarını, sınırlı bir zaman diliminde ne kadar doğru karar verip veremediğini ölçerek belirliyorlar. Benzer şekilde; günlük hayatta, acil bir durumla karşılaşan kişiler eğer "sınırlı bir zaman diliminde doğru karar verebilme" yetenekleri yüksekse, karşılaştıkları acil sorunlar karşısında paniğe kapılmıyor ve kısa zamanda yaşadıkları zorluğun üstesinden gelebiliyorlar.

Bugünkü çalışmanın amacına gelince; gelecekte yapmayı planladığımız bu çalışma için aranızdan "sınırlı bir zaman diliminde doğru karar verebilme" yeteneği yüksek olan kişileri seçmektir. Bu kişiler, bu konuyla ilgili daha önceden belirlediğimiz "sınırlı bir zaman diliminde doğru karar verebilme" yeteneği yüksek kişilerden oluşan "yüksek statülü" gruba girmeye hak kazanacaklardır. Bu seçme işlemini gerçekleştirmek için birazdan size "sınırlı bir zaman diliminde doğru karar verebilme" yeteneğini ölçen bir test verip, sizin bu konudaki yeteneğinizi öğrenmek istiyoruz.

Test puanlarınızın hesaplanması ve "yüksek statülü" gruba girme durumunuz, yüksek statülü gruptan 3 kişilik bir komite tarafından değerlendirilecektir. Eğer sizin bireysel puanınız, yüksek statülü grup tarafından belirlenen, 10 üzerinden 8.5 baraj puanın üzerinde olursa, bu durum "sınırlı bir zaman diliminde doğru karar verebilme" yeteneğinizin yüksek olduğunu ve yüksek statülü gruba girmeye hak kazandığınızı gösterecektir.

Eğer, yüksek statülü gruba girebilirseniz, bu durum sizin gerçek hayatta çok önemli bir yetenek olan ve pek çok insanın değerli bulduğu "sınırlı bir zaman diliminde doğru karar verebilme" yeteneğinizin yüksek olduğunun göstergesi olacaktır. Aynı zamanda, bu konuyla ilgili önümüzdeki haftalarda yapmayı planladığımız basit ve kısa bir çalışmaya katılma hakkı kazanarak 5x100 araştırmaya katılma kredisi, yani ders notunuza çok önemli katkı sağlayacak bir puan alabileceksiniz.

APPENDIX G- The Bogus Test for Measuring CDM-LT

LÜTFEN AŞAĞIDAKİ 15 SORUYU SİZE VERİLMİŞ OLAN CEVAP KÂĞIDINA İŞARETLEYİNİZ.

Bu form üzerinde kesinlikle işaretleme yapmayınız, ve hiçbir soruyu boş bırakmayınız.

1)

1	2	3	6
8	4	?	12

Yukarıda gösterilen iki şekilde sayılar aynı kurala göre oluşturulmuştur. Soru işareti yerine hangi sayı gelmelidir?

A) 144 B) 18 C) 24 D) 48

2) A x A = 4
B x B = 9
A x B = ?

Yukarıdaki aritmetik işlemlerde kullanılan sembollerden her biri sıfırdan büyük bir tamsayıyı göstermektedir. Buna göre soru işareti yerine aşağıdakilerden hangisi getirilmelidir?

A) 4 B) 6 C) 9 D) 10

3) 12 ¤ 10 = 22
22 ¤ 20 = 42
42 ¤ 40 = 82
62 ¤ 60 = ?

Yukarıdaki şekilde ilk üç ifade verildiğine göre soru işareti yerine aşağıdakilerden hangisi gelmelidir?

A) 102 B) 112 C) 122 D) 132

4) "Patron" sözcüğünün eşanlamlısı aşağıdakilerden hangisidir?

A) Fabrikatör B) İşveren
C) İşçi D) İşyeri

5) Aşağıdaki sözcüklerden hangisi diğerlerinden farklıdır?

A) Nem B) Yağış C) Sis D) Güneş

6) Aşağıdaki tamlamaların üçüyle bir grup oluşturulursa hangisi dışta kalır?

A) Açık alan B) Açık deniz
C) Açık yol D) Açık bütçe

7) "Okul" sözcüğü ile aşağıdakilerden hangisi arasında doğrudan bir ilişki vardır?

A) Öğrenme B) Sınıf C) Öğretici D) Hizmetli

8) "Otomobil" sözcüğü ile aşağıdakilerden hangisi arasında doğrudan bir ilişki vardır?

A) Yol B) Tekerlek C) Ulaşım D) Şoför

9) "Banka" sözcüğü ile aşağıdakilerden hangisi arasında doğrudan bir ilişki vardır?

A) Para B) Faiz C) Kredi D) Ekonomi

10) "Deniz" sözcüğü ile aşağıdakilerden hangisi arasında doğrudan bir ilişki vardır?

A) Yağmur B) Sis C) Kar D) Göl

11) "Ateş" sözcüğü ile aşağıdakilerden hangisi arasında doğrudan bir ilişki vardır?

A) Yanma b) Odun C) Duman D) Kaynama

12) "Hastane" sözcüğü ile aşağıdakilerden hangisi arasında doğrudan bir ilişki vardır?

A) Hasta B) Doktor C)Tedavi D) Klinik

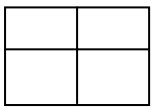
13) "Okyanus-Göl" sözcükleri arasındakine benzer bir bağıntıyı, "Kıta" sözcüğü aşağıdaki sözcüklerden hangisiyle oluşturur?

A) Su B) Ada C) Deniz D) Kara

14) "Ova – Plato - Dağ" sözcük grubuna aşağıdaki sözcüklerden hangisi girer?

A) Göl B) Deniz C) Vadi D) Çöl

15)



Yukarıdaki şekilde, değişik şekillerde, en çok kaç tane dörtgen vardır?
A) 4 B) 6 C) 9 D) 11

APPENDIX H- Debriefing

Arkadaşlar,

Geçen gün sınıfta yapılan bir çalışma vardı; "sınırlı bir zaman diliminde doğru karar verme" ile ilgili. 2 hafta içerisinde bu konuyla ilgili gerekli bütün açıklamaların sizlere yapılacağı söylenmişti.

Yapılan çalışmanın detayları şunlardır:

Hatırlanacağı gibi, o çalışmada hiç kimse diğer gruba geçememişti. Çalışmada incelenen asıl konu da bununla ilgiliydi. Yani: İnsanlar avantajlı bir gruba geçemedikleri zaman ne yaparlar.

Bunu öğrenmek için Psikoloji Literatür'ünde 2 yöntem vardır. Bunların ilki "avantajlı bir gruba geçememiş olsaydınız ne yapardınız" şeklindeki tamamıyla soyut bir soruya cevap vermenizdir. İkincisi ise "böyle bir durumu somut bir şekilde canlandırıp, bu durumda ne yaparsınız" sorusuna cevap aranmasıdır. Bu konuyla ilgili, yurt dışında çoğu kez canlandırılarak yapılan bu tip bir çalışma, Türkiye'de ilk defa yapıldı.

Dolayısıyla:

- Aslında "yüksek statülü grup" diye bir grup yoktu.
- Bu nedenle, "3 kişilik bir komite" de yoktu.
- "C++ Bilgisayar Programlama Dersi" diye bir ders de Üniversite'de yok.
- Çalışma sırasında, sizin cevap kâğıtlarınız, daha önceden hazırlanmış olan diğer kâğıtlara zımbalanarak size geri dağıtıldı.
- Sınıftaki herkesin aldığı not rastgele olarak ya 8.8 ya da 8.2 gibi 8.5'e çok yakın puanlar olarak daha önceden ayarlandı.
- Bununla birlikte size verilen testteki "sözel soruların" birden çok doğru cevabı olabilecek biçimde seçildi.

Yurtdışında birçok psikoloji çalışması, gerçeği mümkün olduğunca yansıtması için bu şekilde olaylar canlandırılarak yapılıyor. Bununla beraber, bu teknik, her türlü ince detayın önceden hesaplanmasını gerektiren çok zor bir tekniktir. Bu prosedürlerin planlanması ve hesaplanması 3 hafta gibi uzun bir süre gerektirdi. Gelecekte bu çalışmayı devam ettirebiliriz, bu sebeple sizlerden son ricamız bu deneyle ilgili okuldaki diğer tanıdıklarınıza hiçbir bilgilendirme yapmamanızdır. Bu konuda yardımcı olabilirseniz çok memnun oluruz. Ayrıca bu çalışmanın planlanması ile ilgili ekstra bilgi almak isteyenler hiç çekinmeden daha sonra benimle temasa geçebilirler.

Katılımınız ve katkılarınız için tekrar teşekkür ederim.