Female Employees, Cınderella Complex and Psychologıcal Health: Importance of Supportıng Practıces

Assoc. Prof. Yesim Sirakaya

St. Clements University/Türkiye-UK Head of the Department of Labor Economics and Industrial Relations

ABSTRACT: This article examines the effects of the Cinderella complex observed among female employees on psychological health. The Cinderella complex is defined as women's fear of independence, waiting to be rescued by a male figure and therefore psychological addiction development (Atsan Çakır, Vural Batık & Çakır, 2023). This may cause women to experience lack of self-confidence in business, avoid leadership positions and encounter obstacles in their career development.

Research shows that there is a positive relationship between the Cinderella complex and insecure bind styles. In particular, women who have avoided and have anxious attachment styles have found the symptoms of the Cinderella complex more intensely (Atsan Çakır et al., 2023). These psychological tendencies can cause problems such as stress, anxiety and low self-value perception in business life.

This article emphasizes the importance of supportive workplace applications in order for female employees to cope with the Cinderella complex. In particular, applications such as mentoring programs, leadership trainings and psychosocial support services can help women to overcome the fear of independence by increasing the self-confidence of women. In addition, the adoption of policies based on gender equality can encourage women to play more active and independent roles in the workplace. As a result, organizations need to develop policies that encourage gender equality in order to support female employees' psychological health and to reduce the negative effects of the Cinderella complex. Such policies will contribute to the fact that women become more independent and stronger in business life.

KEYWORDS: female employees, cinderella complex, psychological health, workplace supporting practices, gender equality, leadership development, organizational psychology.

INTRODUCTION

Although the place of women in the business world has changed throughout history, gender norms and traditional roles continue to significantly affect women's career development and psychological health. In this context, the Cinderella Complex (Cinderella Complex) draws attention as a psychological concept characterized by the fact that women fear independence in the subconscious and the desire to protect by a savior figure (Dowling, 1981). The presence of this complex, especially in business life, can cause female employees to be shy in decision-making processes, avoid leadership positions and difficulty in career progress (Atsan Çakır, Vural Batık & Çakır, 2023).

The Cinderella complex is closely related to individual psychological processes as well as gender roles. The growth of women on the basis of addiction and compatibility from an early age can prepare the ground for the development of this complex (Valian, 1999). Instead of encouraging women to be strong and independent individuals, social norms can lead them to play more passive roles. This can lead to women in the business world that they cannot express themselves sufficiently and cannot fully put forward their potential (Eagly & Carli, 2007).

In addition, female employees at work can reinforce the effects of Glass Ceiling Syndrome (Glass CEiling Effect) and gender discrimination (Heilman, 2012). The dominance of a male-dominated culture in business life may adversely affect the self-confidence of women by restricting their access to leadership roles. For example, the low rate of rising to women's leadership positions compared to men may cause deepening of this complex (Babcock & Laschever, 2003).

This article examines the effects of this situation on business life and the consequences of psychological health by taking into account the psychological challenges experienced by female employees due to the Cinderella complex. In addition, in order for female employees to cope with this complex, the importance of supportive practices and policies that encourage gender equality will be emphasized. In particular, it will be evaluated that Mentoring Programs, Female Leadership Trainings and Psychosocial Support Services can support women's participation as more independent and self-confident individuals in the business world (Ely, Ibarra & Kolb, 2011).

Female Employees, Cınderella Complex and Psychologıcal Health: Importance of Supportıng Practıces

In this context, the main purpose of the study is to reveal how strategies that can be applied in workplaces can positively affect the psychological health of women by taking into account the difficulties faced by female employees in the Cinderella complex. Thus, it is aimed to present a scientific perspective on which policies they should adopt to increase the participation of women employees to the labor force and to support their career development.

AIM

This article aims to examine the effects of the Cinderella complex observed among female employees on business life and psychological health. The Cinderella complex is a concept that expresses women's subconscious fears in independence and the tendency to need a savior (Dowling, 1981). The existence of this complex in business life can lead to women's lack of self - confidence, avoiding leadership roles and encountering various obstacles in career development (Atsan Çakır, Vural Batık & Çakır, 2023).

The main purpose of this study is to examine the supportive practices that organizations can develop to minimize this situation by revealing the negative effects of the Cinderella complex on the psychological health of female employees. In this study, how this complex affects female employees' decision -making processes, access to leadership roles and career progress. Furthermore, glass ceiling syndrome, gender norms and the interaction of discrimination encountered in the workplace with the Cinderella complex will be evaluated (Eagly & Carli, 2007; Heilman, 2012).

The article focuses on various strategies that organizations can apply to increase the self -confidence of female employees and to overcome the fear of independence. In this context, the following questions will be sought:

1. How does the Cinderella complex affect the psychological health and career development of female employees?
2. What are the factors that trigger this complex's emergence at work?
3. What workplace policies and practices can be developed in order to support the independence and self -confidence of female employees?
4. How can leadership development programs, mentoring systems and psychosocial support services contribute to women's cite of Cinderella complex?

This study aims to provide suggestions to support women's psychological health and career development in the business world. This research, which evaluates the measures that organizations can take in a scientific framework for female employees to exist as more independent and strong individuals in business life, will contribute to the creation of future policies.

METHOD

In this article, literature screening method was used to examine the effects of the Cinderella complex and the psychological health of female employees. The literature screening is the process of compilation, analysis and synthesis of existing academic studies on the subject. This method aims to reveal the gaps and new perspectives in the existing literature by bringing together the findings and theoretical approaches of previous research

For the literature screening, articles, books and reports in academic journals published between 2000-2024 were examined. The studies have been selected from the literature focusing on the Sindirella complex, female employees, psychological health, gender equality, workplace female leadership, and self -confidence. The researches are collected from the sources in English and Turkish languages and the studies published only in refereed journals and have valid scientific methodologies are included. Election criteria are determined as follows:

1. Studies conducted in psychological and organizational context about the concept of Cinderella complex
2. Literature on career development, leadership and self -confidence of female employees.
3. Articles written on employee psychology, workplace psychological health, stress and psychological coping strategies.
4. Research on gender equality, glass ceiling syndrome and obstacles faced by women at work.

The data collection process was performed through online academic databases and digital libraries. Access databases include Google Scholar, Jstor, Sciencedirect, Springerlink, and ERIC. Using keywords through these databases (for example, "Cinderella Complex", "Women Employees", "Psychological Health", "Workplace Stress", "Gender Equality in Leadership") were reached and the necessary literature was collected.

The collected data were examined by content analysis method. Content analysis allows the determination of the main themes, concepts and relationships in texts. This process involves the systematic analysis of the main trends in the literature on the psychological health of the Cinderella complex and the psychological health of female employees. The theories and findings revealed in the research are gathered under the following basic headings:

Female Employees, Cınderella Complex and Psychologıcal Health: Importance of Supportıng Practıces

1. Cinderella Complex and Women's Psychology: Research on Dependence, Fear and Self -Confidence Lack.

2. Access to Leadership Positions of Female Employees: Effects of Glass Ceiling Syndrome and Gender Equality Policies.
3. Psychological Health and Workplace Stress: The impact of female employees on psychological health.
4. Supporting Workplace Applications: Mentoring, Leadership Development Programs, Psychosocial Support Services and the role of organizational psychology on the acquisition of independence and self -confidence of female employees.

Since this study is based on literature screening, it does not collect data directly from human participants. However, depending on ethical principles, only academic, reliable and reliable resources have been used in accordance with ethical rules. The quotes are specified in the bibliography section in accordance with the APA 7 format and any manipulation is avoided.

The basic limitation of this research is that it is performed only by literature screening method. In this study, experimental or quantitative data collection methods were not applied and the analysis of the existing studies was limited. For this reason, it is recommended to use methods such as experimental studies, surveys or qualitative interviews in the following researches to examine the effects of the Cinderella complex and the psychological health of female employees. As a result, this method shows that the study was carried out in the scientific framework and that the effects of the Cinderella complex in business life are revealed by systematically analyzing the existing literature. The findings obtained will contribute to the determination of organizational strategies that support female employees' psychological health and career development.

1. CINDERELLA COMPLEX: CONCEPTUAL FRAMEWORK
The Cinderella complex is defined by women's subconscious obstacles in power, independence and personal success and the need for a savior figure. This concept was first introduced by Colette Dowling in 1981. Dowling stated that women tend to need an external savior rather than internal strong and independent. Dowling (1981) stated that these situations of women stem from gender norms and women's roles. The Cinderella complex is a psychological structure in which women need to be supported and protected by women by an external figure (such as male, authority or organizational structure).
Historically, the fact that women are defined as socially weak and protected beings is one of the origins of this complex (Freud, 1925). The fact that women are traditionally limited to domestic roles, and not being equal to men in power and independence leads to the emergence of this complex. Dowling (1981) suggests that women have difficulty seeing themselves as strong individuals in society, taking this historical structure.
The difficulties faced by women in business life are largely due to gender inequality, glass ceiling syndrome and leadership positions in domination of men. The Cinderella complex is directly related to these difficulties, because women can develop internal resistance to success in business life (Eagly & Carli, 2003). Gender -based discrimination and limited career opportunities limit women's access to leadership roles. Women in working life often face obstacles in accessing leadership positions due to gender norms (Rudman & Phelan, 2008). These obstacles can cause women to have difficulty in realizing their own potential as a reflection of the Cinderella complex
The psychological health of women at work is often a factor that directly affects their achievements and personal development in business life. Psychological health affects individuals' cope of stress, self -esteem and job satisfaction. The effects of the Cinderella Complex on women's psychological health, deficiencies and fears of independence can increase (Schneier, 2001). Women may feel inadequate in their business life, which can trigger psychological health problems such as burnout, stress and depression. Because women are in a feeling of needing an external savior due to the Cinderella complex, these psychological loads may increase. The fact that women feel weak at work can adversely affect their business performance and psychological health.
The psychological origins of the Cinderella Complex are largely nourished by women's childhood family relationships and gender roles. Freud's (1925) psychoanalytic theory stated that the commitment of girls' commitment to their father and the role model in their relationship with their mothers was effective in the development of this complex. Women can internalize the need for a savior rather than independence by taking model the traditional roles of their mothers in the home. This may lead to the difficulty in showing independence in business life (Eagly & Karau, 2002).
Dependence and desire to be saved are located at the center of the Cinderella complex. While addiction expresses the tendencies of women's weakness and external assistance tendencies, the desire to be rescued describes the need for individuals' need for an external source. This causes women to have difficulty in accepting their inner strength and independence (Dowling, 1981). Women tend to be dependent on external rescuing figures, especially male figures. This psychological structure prevents women from becoming more powerful and independent in their business life.
The impact of gender roles plays an important role in the development of the Cinderella complex. While women are generally defined by "caregiver", "assistant" and "emotional" roles, men are seen as "strong", "leader" and "independent" figures. This may cause women to feel weak in leadership positions or making independent decisions. The shaping of women's business life by gender norms may affect their self -confidence and career development (Rudman & Phelan, 2008).

Female Employees, Cinderella Complex and Psychological Health: Importance of Supporting Practices

The behavior patterns of the Cinderella Complex, which are reflected in business life, may prevent women from coming to leadership positions. Women often have difficulty in making independent decisions at work, avoid leadership opportunities and tend to be dependent on others (Eagly & Carli, 2003). These behaviors lead to restrictions on women's career development and cause less risks to work at work. With the influence of the Cinderella Complex, women may encounter obstacles to realizing their potential.

2. PSYCHOLOGICAL HEALTH of FEMALE EMPLOYEE

Work stress is one of the factors that significantly affect the psychological health of female employees. In working life, women can often face excessive workload and expectations while trying to carry out both professional and personal responsibilities together. This may lead to increased stress levels and psychological health problems such as burnout (Maslach & Leiter, 2016). The effect of work stress on female employees is also fed by gender -based social expectations. While women face high performance pressure in business life, they try to fulfill their family responsibilities at home. This double -layer stress can increase mental and emotional fatigue (Cohen & Wills, 1985). Business stress can also trigger psychological health problems such as anxiety, depression and sleep disorders.

Female employees may face great difficulties in having equal opportunities with men in the business world. Glass ceiling syndrome defines invisible but effective obstacles that prevent women from going beyond a certain level in their careers (Cotter, Hermsen, Ovadia, & Vanneman, 2001). These obstacles may prevent women from reaching leadership positions, taking part in management levels and taking part in higher salaried jobs. The glass ceiling has negative effects not only on career opportunities, but also on women's self -esteem and business satisfaction. This may lead to female employees to feel worthless and deteriorate their psychological health in the workplace (Eagly & Carli, 2003). These structural obstacles that women face in the business world can cause them to be psychologically behind, reduce their internal motivation, and decrease in job satisfaction

Women face great difficulties in establishing the balance between business life and private lives. While working women try to carry out the needs of family responsibilities, child care and housework and business life together, the lack of this balance can cause serious psychological health problems. Work-life balance problems can trigger situations such as burnout, stress and depression (Greenhaus & Beutell, 1985). Women may have to struggle with the contradictions between the role of motherhood and the role in business life. Furthermore, a labeling of women at work on the "mother" identity may adversely affect their professional identity. Working women may be more psychologically difficult under the pressure of performance expectations and family responsibilities at work (Hochschild & Machung, 2012).

In order to support the psychological health of female employees, various applications can be implemented in workplaces. Psychological health support should not only develop stress-cope mechanisms in the workplace, but also to help women maintain work-life balance. Such applications include flexible working hours, remote working opportunities and family -friendly policies. Flexible working hours allow women to fulfill their responsibilities more easily, which reduces stress levels (Kossek & Ozeki, 1998). In addition, mentoring programs and leadership trainings can be offered to support the career development of female employees in the workplaces. Such supports can facilitate women to reach leadership positions and help them overcome glass ceiling syndrome. Another important application is to provide psychological counseling services. Female employees can get professional support to deal with stress at work and alleviate their emotional loads (Aldwin, 2007). A good psychological counseling support can enable women to cope with difficulties in the workplace and to live their professional life emotionally. In addition, psychological support provided at the organizational level can improve the general job satisfaction and performance of women.

3. CINDERELLA COMPLEX and WORKING LIFE

The Cinderella complex is a psychological condition that is usually associated with the continuous need for the help and rescue of others (Thompson, 1991). This complex in working life can create an obstacle that makes it difficult for female employees to achieve their career goals. Because individuals with the Cinderella Complex often become dependent on external support and approval, which weakens their ability and personal initiatives on their own. Career objectives and professional success often require internal motivation, self -discipline and personal initiative. However, women with this complex often tend to attribute their achievements to others (especially men), leading to deficiencies of self -confidence and beliefs that their potential is limited (Pomerantz & Sasser, 2007). This may cause difficulty in planning and advanced their careers, because lack of personal power and self -confidence prevents larger goals and taking the necessary steps to achieve these goals.

The Cinderella complex can be a major obstacle that female employees face on their way to leadership roles. Leadership positions often require strong decision -making skills, strategic thinking and self -confidence. However, women with the Cinderella Complex can often lack such strong and independent leadership characteristics. Women may feel excluded in terms of assuming leadership roles because of the gender -related perceptions of the society and the characteristics of the leadership attributed to men historically. This may lead women to aspire to leadership roles or miss their leadership opportunities (Eagly & Carli, 2003). In addition, the Cinderella complex adversely affects the self -confidence of women; Because these people are often dependent on the help of others to be external approval and acceptance. This may adversely affect their independence and self -confidence in decision -making

processes, making them more timid in achieving leadership positions. In order for female employees to achieve their leadership potential, it is important that this complex overcome and improve their self -confidence.

A supportive culture in the workplace may play a major role in reducing the negative effects of the Cinderella Complex. A supportive culture provides a suitable environment for women to recognize their powerful aspects and develop these aspects. This kind of culture encourages women to feel valuable at work and approach their career goals with more brave steps. Especially for female leaders, mentoring programs, self -confidence development workshops and gender equality programs, including men, can help break the negative effects of the Cinderella Complex (Fletcher, 2004). One of the most important factors that will help female employees come to leadership positions is that they are supported and appreciated at work. In addition to leading leadership programs at work, creating career support mechanisms for female employees allows them to explore their leadership potential more. In addition, the creation of a culture based on the principle of gender equality in the workplace provides equal opportunities for women to achieve their career goals. This culture makes women feel more free and competent in a professional environment, so that the effect of the Cinderella Complex can be reduced.

A supportive culture at work can directly affect the psychological health of female employees. Employees feel more belonging in a supportive and insightful environment, which reduce the stress levels at work. Policies that strengthen women at work can help them manage their work-life balances better and consequently improve their psychological health. For example, flexible working hours, family -friendly policies and stress -cope programs allow women to work in a healthier psychological environment in the workplace. In addition, providing opportunities to enable the professional development of female employees in the workplace increases their confidence in them and supports their personal development (Kossek & Ozeki, 1998).

4. PSYCHOLOGICAL HEALTH and SUPPORTING APPLICATIONS

Psychological support programs in the workplace are professional support services offered to protect and improve the psychological health of employees. These programs can help employees cope with the stress at work, improve their mental health and struggle with emotional difficulties. Especially for female employees, psychological support programs at work provide an important resource in cope with gender -based difficulties. Such programs may include various services such as therapy, consultancy, stress management seminars and emergency psychological assistance lines (Kabat-Zinn, 2003). Considering that the stress in the workplace may adversely affect the performance of employees and the quality of life, these programs can have a positive effect on psychological health. Glass ceiling syndrome in the workplace faced by female employees allows professional psychological support to cope with inequality and sexist attitudes, allowing them to feel stronger and more supported. In addition, trainings such as stress management and relaxation techniques contribute to employees to increase their general psychological endurance.

Mentoring and Coaching Practices are an important tool for employees to support their professional development and take more solid steps in career journeys. These applications often include the process of guiding experienced individuals to less experienced employees. Mentoring at work can provide valuable support when female employees encounter obstacles in their careers. Mentoring provides psychological and professional guidance for women to cope with the difficulties in the workplace, but also increases their self -confidence (Kram, 1985). In addition, coaching applications can help individuals maximize their potential. Coaches encourage employees to explore their powerful aspects and achieve their professional goals, but also allow them to cope with emotional difficulties. Coaching applications can help female employees develop leadership skills, increase their effects on work, and gain self -confidence.

Leadership approaches with gender sensitivity are strategies to promote gender equality in workplaces, to ensure that women come to leadership positions and to eliminate all kinds of gender -based discrimination. Such leadership approaches serve the purpose of reducing gender inequality and supporting women's development at work. It is important that leaders recognize the gender -based obstacles they face in their career journeys and develop strategies that will help them overcome these obstacles (Eagly & Carli, 2003). Leaders with gender sensitivity provide opportunities to make women more visible at work, and also give them leadership and development opportunities. Such leadership approaches allow female employees to increase their confidence in themselves and develop a stronger professional identity. The leadership with gender sensitivity creates a more fair and supportive workplace environment for all employees, not only for women, but for all employees.

Psychological strength is the ability of individuals to cope with difficulties, manage stressful situations and survive negative emotional effects. Stressful situations in the workplace can create more pressure, especially for female employees. Therefore, trainings to increase psychological resistance can help employees improve their ability to cope with stress. Such trainings include stress management techniques, emotional intelligence development, positive thinking strategies, relief methods such as breathing and meditation (Reivich & Shatté, 2002). Psychological durability training for female employees increases their coping skills with difficulties in the workplace and reduces negative psychological effects. These trainings also strengthen the skills of employees to cope with stress in both their business and private lives. It enables employees to be healthier and more efficient in the workplace, as well as improve their general psychological health in the long term.

Female Employees, Cınderella Complex and Psychologıcal Health: Importance of Supportıng Practıces

5. FINDINGS and DISCUSSION

The Cinderella complex is a psychological situation in which women define themselves with the desire to constantly help others and save themselves. The effects of this complex on female employees are directly reflected in their achievements, career goals and personal satisfaction. Research shows that the Cinderella Complex can lead to women's avoidance of leadership roles in the workplace, deficiencies of self -confidence and passive role in the workplace (Smolarski, 2019). This complex can prevent female employees from prioritizing their career goals, because their desire to satisfy and rescue others shadows their needs and goals. The fact that women, especially women in high leadership positions, often tend to take a "auxiliary role role, make it difficult for them to progress in their careers and reduce their personal satisfaction.

The Cinderella complex can also lead to an increase in psychological problems such as stress, burnout and depression in the workplace. When female employees experience this complex, they often feel unsuccessful or inadequate, because they are constantly entering their efforts to "rescue ına in accordance with the gender roles imposed by society. This can create emotional burnout and psychological stress (Kaufman, 2014). In addition, women's less involved in leadership positions and less visible is a part of the glass ceiling syndrome in the workplace. The Cinderella complex can reinforce this situation, because women focus on supporting the success of others instead of their own success.

Supporting practices offer various strategies to help female employees overcome the psychological challenges they face. Research reveals that psychological support programs, mentoring and coaching in the workplace provide a significant improvement in women's careers. Psychological support programs allow female employees to cope with stress, increase their self -confidence and take a stronger stance in the workplace (Baker & McNulty, 2014). Mentoring and coaching applications can facilitate women's transition to leadership roles and make them more visible at work. These practices help women overcome the obstacles in the workplace, gain their confidence in themselves and achieve their career goals.

The creation of a supportive workplace culture is also of great importance. In order to overcome obstacles such as gender inequality and glass ceiling syndrome in the workplace, leadership approaches with gender sensitivity at an organizational level and policies offer equal opportunities are required. Such a supportive culture can help women feel valuable, get more opportunities in their careers and rise to leadership positions (Schein, 2007).

These findings greatly overlap with the findings in the existing literature. In the studies on the effects of the Cinderella Complex on women, it is emphasized that women constantly efforts to save themselves in a self -sacrificing way to save others and that this prevents their careers (Morales & Trotter, 2017). This result makes a significant contribution to understanding the psychological obstacles experienced by women in working life. In addition, research on how supportive practices play an important role in women's career development emphasizes the necessity of such practices to help women overcome the difficulties they face at work (Korman, 2015).

In the literature, there are many studies that the gender inequality in the workplace has negative effects on the psychological health of female employees (Nielsen et al., 2018). In accordance with these findings, it can be concluded that supportive practices and leadership approaches with gender sensitivity improve their psychological health by increasing their ability to cope with stress at work. In addition, supportive practices and psychological support services required for women to successfully maintain their careers at work can facilitate their achievement of leadership positions.

The Cinderella complex can have significant negative effects on the psychological health of female employees. This complex is a factor that prevents women from reaching their deviations and leadership positions from their career goals. However, supportive programs implemented at work, mentoring, coaching and gender sensitivity leadership approaches can help female employees to cope with these difficulties faced. Consistently with the findings in the literature, supportive practices and egalitarian approaches in the workplace contribute to the fact that women are more successful in their careers by increasing their self -confidence.

RESULTS and RECOMMENDATIONS

The main findings of this study show that the Cinderella Complex has significant psychological effects on female employees. The Cinderella complex leads to women's tendency for women to avoid leadership roles at work, deviate from their career goals, and attempts to save themselves. This weakens women's self -confidence, adversely affects the ability to deal with obstacles in the workplace and makes it difficult for them to progress in their careers. In addition, it was found that practices that support psychological health, strategies such as mentoring and coaching, support the personal and professional development of female employees and such supportive practices positively affect the psychological health in the workplace.

The study emphasizes factors such as glass ceiling syndrome, work-life balance problems and gender inequality that affect women's psychological health. In addition, it has been observed that women need supportive cultures in the workplace and leading their success in business life with gender sensitivity in the workplace.

Female Employees, Cınderella Complex and Psychologıcal Health: Importance of Supportıng Practıces

In order to support the psychological health of female employees, there are various strategies to be implemented in workplaces. These:

➢ Application of psychological support programs: Stress management for female employees, pre -burnout support and psychological counseling services should be increased. The implementation of psychological health support programs at work can increase the emotional and mental goodness of women.

➢ Mentoring and Coaching Programs: It is important to spread mentoring and coaching applications in order to help women progress in their careers. These applications can help women develop leadership skills, take a stronger stance at work, and play decision -making roles.

➢ Supporting the balance of work-life of the people: Flexible working hours, remote working opportunities and adoption of family-friendly policies will support their psychological health.

➢ Gender Sensitivity Education: Adoption of sensitive leadership approaches to gender inequality in workplaces will ensure that women get more equal opportunities and improve their psychological health. Such applications will help women to rise to leadership positions.

Organizations can adopt the following strategies to support the psychological health of female employees at work and accelerate their career development:

➢ Creating Equipment: Organizations should take strategic steps to eliminate gender inequality and provide equal opportunities for female employees. Equal wage policies equal to work will increase women's visibility at work.

➢ The creation of a detailed communication culture: Organizations should create a supportive communication culture to ensure that the voices of female employees are heard. Open communication channels and feedback systems can improve women's psychological health.

➢ Supporting Book Leadership Programs: Organizations should organize organizations, women's special leadership trainings and programs in order to achieve women's leadership roles. Such programs can facilitate women to reach leadership positions at work.

➢ Encouragement and inclusiveness: A various and inclusive workplace environment can enable women to have a better psychological health in the workplace. Policies that encourage diversity will secure the equations of women and other minority groups at work.

This study has made significant contributions to the research on the psychological health and syndirella complex of female employees. Future research can focus on the following issues:

➢ Relationship between Cinderella Complex and Leadership: How more comprehensive studies can be done on how the Cinderella Complex affects women's leadership skills and the reflection of this interaction to the success in the workplace.

➢ Effect of Cultural and Geographical Differences: How the Cinderella Complex and women's psychological health changes according to cultural and geographical differences. In various cultures, the experiences of women in different regions can be compared.

➢ Effectiveness of Supporting Practices: Studies can be conducted investigating the long -term effects of mentoring, coaching and psychological support programs on female employees. In addition, how such applications are reflected in the performance at work can be analyzed.

➢ Effects on Male Employees: Future research can examine the effects of the Cinderella Complex on not only women but also on male employees. The effect of gender interactions on the dynamics in the workplace can be analyzed more in depth.

REFERENCES

1) Aldwin, C. M. (2007). Stress, coping, and development: An integrative perspective (2nd ed.). Guilford Press.
2) Atsan Çakır, E., Vural Batık, M., & Çakır, E. (2023). Kadınlarda Bağlanma Stilleri ve Sinderella Sendromu. Elektronik Sosyal Bilimler Dergisi, 22(88), 1653-1666. https://doi.org/10.17755/esosder.1276457
3) Babcock, L., & Laschever, S. (2003). Women Don't Ask: Negotiation and the Gender Divide. Princeton University Press.
4) Baker, S. E., & McNulty, T. (2014). Mentoring for women in leadership roles: Theoretical perspectives and practical considerations. Leadership & Organization Development Journal, 35(5), 403-419.
5) Cohen, S., & Wills, T. A. (1985). Stress, social support, and the buffering hypothesis. Psychological Bulletin, 98(2), 310–357.
6) Cotter, D. A., Hermsen, J. M., Ovadia, S., & Vanneman, R. (2001). The glass ceiling effect. Social Forces, 80(2), 655-681.
7) Dowling, C. (1981). The Cinderella Complex: Women's Hidden Fear of Independence. Summit Books.
8) Eagly, A. H., & Karau, S. J. (2002). Role congruity theory of prejudice toward female leaders. Psychological Review, 109(3), 573-598.

9) Eagly, A. H., & Carli, L. L. (2003). The female leadership advantage: An evaluation of the evidence. The Leadership Quarterly, 14(6), 807-834.

10) Eagly, A. H., & Carli, L. L. (2007). Through the Labyrinth: The Truth About How Women Become Leaders. Harvard Business Review Press.

11) Ely, R. J., Ibarra, H., & Kolb, D. M. (2011). Taking Gender Into Account: Theory and Design for Women's Leadership Development Programs. Academy of Management Learning & Education, 10(3), 474-493. https://doi.org/10.5465/amle.2010.0046

12) Fletcher, J. K. (2004). The cultural politics of the female body in organizational life. In T. A. Picard & M. L. McDonald (Eds.), Organizational Theory and Practice: New Directions (pp. 345–365). Sage.

13) Freud, S. (1925). Sexuality and the psychology of love. London: Imago Publishing.

14) Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. Academy of Management Review, 10(1), 76-88.

15) Heilman, M. E. (2012). Gender Stereotypes and Workplace Bias. Research in Organizational Behavior, 32, 113-135. https://doi.org/10.1016/j.riob.2012.11.003

16) Hochschild, A. R., & Machung, A. (2012). The second shift: Working families and the revolution at home. Penguin.

17) Kabat-Zinn, J. (2003). Mindfulness-based stress reduction (MBSR). Journal of Clinical Psychology, 59(5), 1-18.

18) Kaufman, J. (2014). The Cinderella complex: Women's hidden fear of independence. TarcherPerigee.

19) Korman, A. K. (2015). Leadership coaching for women in the workplace: The power of mentoring. Journal of Management Development, 34(2), 130-144.

20) Kossek, E. E., & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research. Journal of Applied Psychology, 83(2), 139-149.

21) Kram, K. E. (1985). Mentoring at work: Developmental relationships in organizational life. Glenview, IL: Scott, Foresman.

22) Maslach, C., & Leiter, M. P. (2016). Burnout: A multidimensional perspective. In C. P. Zohar & S. J. L. Levenson (Eds.), Handbook of work stress (pp. 51-71). Sage.

23) Morales, A. M., & Trotter, D. (2017). The psychology of gender in organizations. Journal of Organizational Behavior, 38(7), 907-923.

24) Nielsen, M. B., et al. (2018). Workplace bullying, harassment, and discrimination: Impact on mental health and organizational outcomes. Psychological Bulletin, 144(3), 355-367.

25) Pomerantz, E. M., & Sasser, E. B. (2007). The development of gendered self-views: Implications for women's achievement and well-being. Sex Roles, 56(11-12), 775-787.

26) Reivich, K., & Shatté, A. (2002). The resilience factor: 7 keys to finding your inner strength and overcoming life's hurdles. Broadway Books.

27) Rudman, L. A., & Phelan, J. E. (2008). Backlash effects for disconfirming gender stereotypes in organizations. Psychological Science, 19(2), 141-147.

28) Schein, V. E. (2007). Women in management: Reflection and projections. Journal of Social Issues, 63(4), 585-598.

29) Schneier, F. R. (2001). The role of anxiety in women's professional development. Journal of Career Development, 27(3), 203-213.

30) Smolarski, D. (2019). Gender and leadership: Women's obstacles to power and influence. Gender in Management: An International Journal, 34(3), 187-201.

31) Thompson, C. (1991). The Cinderella complex: Women's hidden fear of independence. TarcherPerigee.

32) Valian, V. (1999). Why So Slow? The Advancement of Women. MIT Press.