

Effects of Demographic Variables to Job Security Satisfaction: An Application for Five Star Hotels in Antalya

Serap Alkaya¹
V. Ruya Ehtiyar²

ABSTRACT

In recent years, the issue of job security has become as important as material opportunities for employees. In today's world where unemployment is intense, employees want to feel more confident in the businesses they work. In addition to job security, job security satisfaction is another important issue. In other words, the perception of job security may be high, but this is not a sign of employee satisfaction. Especially in the days when unemployment is rising, the issue of job security satisfaction becomes remarkable. The main objective of the study is to examine the differences between job security satisfaction level and demographic variables in the context of hotel management. The data required to examine relationships were obtained by questionnaire method. Data of the study has been gathered from 477 employees of five-star hotels in Antalya/Kundu. 6-item job security satisfaction scale developed by Probst (1998) was used to measure job security satisfaction of employees. Reliability (Cronbach's Alpha) values were calculated to test the reliability of the scale. Cronbach's Alpha value was determined above the acceptable value (0,925). The results of the Kruskal-Wallis test conducted to determine whether the level of job security satisfaction of employees differed according to age, education status, marital status, department, monthly income, position, working hours and duration of work in existing hotel management variables show that job security satisfaction of the employees differs according to marital status, education status and monthly income. On the other hand the Mann-Whitney U tests were used to determine whether there was a significant difference between the gender, type of work and working position variables of employees and job security satisfaction levels. As a result of the tests conducted, it was determined that there is a significant difference between the job security satisfaction levels of employees and gender and working position.

Key words: Job Security, Job Security Satisfaction, Hotel Management, Tourism

¹ Assist. Prof , Pamukkale University, Tourism Faculty, salkaya@pau.edu.tr

² Assoc. Prof, Akdeniz University, Tourism Faculty, ehtiyar@akdeniz.edu.tr