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## **JOB EMBEDDEDNESS IN HOSPITALITY INDUSTRY: AN EMPIRICAL STUDY IN ALANYA**

### **Abstract:**

The purpose of this study is to analyze the hotel employees' job embeddedness and to determine its relationship with links to community, links to organization, and demographic variables. As first introduced by Mitchell et al. (2001), job embeddedness theory suggests a new perspective of exploring why people leave or stay in an organization, and in this theory, it is considered in three factors namely, fit, links and sacrifice. The study, in which the questionnaire survey method was used, was applied on 210 employees that work at the five-star hotels in Alanya. The Job Embeddedness Inventory developed by Mitchell et al. was used in this study. As a result of the factor analysis used on data, there came out three dimensions towards job embeddedness under the names of "organization related sacrifice", "fit to community" and "fit to organization". As a result of Anova and t-test analyses, however, it is determined that employees, who own their homes, live close to the family roots, that have someone of a family member and close friends near them fit into the organization much more. Besides that, employees, who are married, have a working spouse, live close to the family roots, have someone of a family member and close friends near them showed higher fit into the community. Furthermore, it is determined that mid-level employees had higher levels of organization related sacrifice. It is also determined that the participants, who work in the same position for 6 years or above, are mid-level employees, work in the same organization for 1-3 years and do not participate in any work group at workplace had higher fit into the community. In this case, it can be said that the longer the employees work in an organization, the more positive their fit into the community will be. Moreover, participants that work in the tourism sector for 11 years or above showed high fit into the organization and participants that work in the sector for long years have better fit into the community. It is seen that, as the age increase higher among the employees, their fit into the society increase higher as well.

### **Keywords:**

Job embeddedness, Tourism, Hospitality, Turkey

**JEL Classification:** M12, J24, D23