

The Status Of Person-Job Fit And Occupational Social Status As Contributing Factors On Occupational Commitment And Intention To Leave Occupation: An Empirical Research In Tourism Sector

Işıl ARIKAN SALTİK

Muğla Sıtkı Koçman
University,
Faculty of Tourism,
48000 Kötekli Kampüsü,
Muğla, Turkey
isilas@mu.edu.tr

Umut AVCI

Muğla Sıtkı Koçman
University, Faculty of
Economics and Administrative
Sciences, 48000 Kötekli
Kampüsü, Muğla, Turkey
umutavcis@gmail.com

Ufuk KAYA

ufukrock1917@hotmail.com

Extensive Summary

Introduction

Occupational social status is seen as an important factor for self-explanation and bringing prestige to person in social structure. Because members of an occupation have shared values, perspectives and identity perception related to that occupation (Rothman, 1997). The occupation phenomenon of which rules are determined by society and that ensure people to maintain their life and gain a significant position in society is stated as a complement of activities based on skills, competence and information that attained via systematic education; and (Yanikkerem et al., 2004).

Person-job fit is defined as compatibility between person's abilities or expectation from his job and job's features or job's requirements from the person (Edwards, 1991). According the phenomeon of person-job fit, any person is different from each other due to fact that having diversified disposition, information, abilities and interests. Therefore some occupations appeal to some people while not exciting attention of others and any person may choose different occupations (Starks, 2007: 61).

Occupational commitment is the person's perception with respect to evaluating and positioning his/her occupation in his/her life as a result of the efforts that were performed in order to become skilful and specialized at a particular area (Baysal and Paksoy, 1999: 9). Intention to leave occupation is occured as a result of negative perceptions relevant to executed occupation and reflects related attitudinal tendencies (Çiftçioğlu, 2011: 111).

Method

Tourism sector is labor-intensive and human relations are prominent. In this research, the effect of perception of two important antecedents in occupational commitment, namely, “person-job fit” and “occupational social status” on occupational commitment and intention to leave occupation of hospitality employees was empirically examined. This study aims to test below mentioned hypothesis which were also shown on Figure 1.

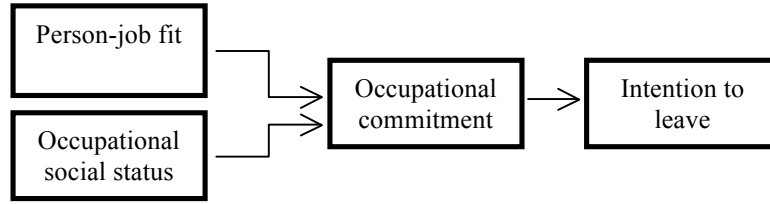


Figure 1: Research Model

H1: Person-job fit has a significant and positive impact on occupational commitment

H2: Occupational social status has a significant and positive impact on occupational commitment

H3: Occupational commitment has a significant and negative impact on intention to leave occupation.

In order to test the relationship between variables, a quantitative method was applied and the data were gathered from 435 employees of eight hotels that have human resource department in Muğla via survey method. Firstly, frequency analysis was employed in order to gain information about the sample. At the second stage exploratory factor analysis was performed due to the fact of revising some of the statements of the scales. Thirdly, confirmatory factor analysis was conducted for all items of the research model. Subsequently, correlation analyses was performed to assess the relationship between variables. At the last stage, Structural Equation Modelling (SEM) was performed in order to test the hypotheses of the research. Analyses were conducted using SPSS 16.0 and AMOS 6.0.

All the scales of this research, namely, *person-job fit scale* (Kuşluvan and Kuşluvan, 2000), *occupational social status scale* (Kuşluvan and Kuşluvan, 2000), *occupational commitment scale* (Blau, 1985) and *intention to leave occupation scale* (Weng and McElroy, 2012) were translated into Turkish by authors.

Findings

According to correlation coefficient there is a significant positive relationship between occupational social status and occupational commitment (.34), while there is a significant negative relationship between occupational social status and intention to leave occupation (-.62). It was also determined that there was a significant positive relationship between person-job fit and occupational commitment (.46), while there were significant negative relationships between person-job fit and intention to leave occupation (-.51), and occupational commitment and intention to leave occupation (-

.44). As a result, the significant correlations, all in the expected directions, were determined between the variables.

And in the SEM scope, findings indicate that both occupational social status (.31**) and Person-job fit (.43**) have significant and positive impacts on occupational commitment; meanwhile occupational commitment have significant and negative impacts on intention to leave occupation (-.11*).

Conclusion

As expected, the level of intention to leave decrease when the level of occupational commitment increase. Accordingly, it could be said that firstly occupational commitment would increase when occupational requirements were accordant with qualifications, interests and values of the person and the level of perception of occupational social status was high. Beside that, perception of occupational social status could also have an impact on occupational commitment and intention to leave occupation. As a result, owning an occupation fit to person and feeling his/her occupational social status as valuable are important factors in order to have a stable work life.

This impact is beneficial not only for the individual person but also for the organizations and economic structure. High incidence of having the employees with low level of intention to leave occupation could be an indicator of having much more qualified workpower in the work life. Hence, it could be possible to use more qualified resources more efficiently and enable to produce products and services that satisfy consumers more. Therefore, it is recommended to do researches that was instructive for tending towards occupations fitting to persons especially when they are young. It is also suggested to do multifaceted social status value researches including multiple occupations and take action according to the results of these researches. In this regard, it should be also respected that tourism sector needed some revisions due to fact that level of social status value of working in tourism sector was relatively low.