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THE ROLE OF CAREER COMMITMENT IN RELATIONSHIP BETWEEN WORK ALIENATION AND PERSON – ORGANIZATION FIT: A STUDY IN HOTEL BUSINESSES

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EXTENSIVE SUMMARY

In business life, individuals want to acquire better statuses with experience. Qualified employees prefer businesses with better career opportunities. Career opportunities are among the factors that affect employees' alienation to work and their organizational commitment. Employee adaptation is very important. Conflicts arising from the person-environment fit problem, weaken the organizational affiliation of employees. Therefore, person-organization fit can also be effective in work alienating.

The aim of this research is to investigate whether the relationship between work alienation and person-organization fit has a role in career commitment of employees in hotel businesses. And determine the causes of alienation of employees to work. 386 employees working in hotel enterprises participated in the survey. Survey form was used as data collection tool. Demographic information in the first part of the survey form. In the second part, there is a scale of alienation to work. In the third part, there is a person-organization fit scale. In the fourth part, there is a scale of career commitment. There are some statistical analysis made to data in the result of research. These analyzes were, frequency distribution, factor analysis, reliability analysis and path analysis.

As a result of this research, there was a relationship between the work alienation of the participants and the person-organization fit. Career commitment is mediator role in relationship between work alienation and person-organization fit. An important part of the survey participants stated that their work was valuable. On the other hand, most of the participants stated that they did not feel any sense of accomplishment due to their work.