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### **CAREER EXPECTATIONS OF EDUCATED EMPLOYERS AT TOURISM SECTOR AND FETHİYE EXAMPLE**

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#### **EXTENSIVE SUMMARY**

The workers of the tourism sector were much more dependent on the achievements of the employees. Leading the world economy and projecting it into production, making it more and more qualified, have entered into a lower cost and time to compete.

Turkey 'is also seen in 1940 marks the first serious study of tourism-related training. In the beginning of the 1950s, two short-term courses were opened to train waiters and cooks in Ankara and Istanbul. In 1951, Turkey tourist guide course was opened by the National Students' Federation.

Turkey especially attractive incentives provided by the government after the 1980 credit facilities, investment and tourism with a great improvement; accordingly, tourism revenues and employment opportunities have increased. However, while all these developments are experienced, it is not taken into consideration how to train qualified personnel to serve in these enterprises. This uncontrolled and unplanned growth brought along many problems. The most important of these problems is the lack of basic education and particularly qualified vocational education.

Students approach this sector with an optimistic perspective when they are first introduced to tourism. However, this perception is completely changed for some students after the internship and part-time work experience. The reason for this can be explained by a cultural lack of human resources policies and practices in many tourism enterprises. It is also effective that some managers take the wrong steps in the decision-making process and attempt to increase the motivation of their employees. In addition, students who take education in the field of tourism and take a career seriously in this sector tend to have a more realistic perspective in meeting the needs and expectations of the sector with the tourism education they have received.

In this study, which was conducted in order to determine the career expectations of the employees who have received tourism education, survey technique was used as a data collection method. The questionnaire, Demirdelen (2013), Pehlivan (2005) and Bilgin (2011) were compiled from their studies. The questionnaire consists of three parts. In the first part, there are 8 closed-ended questions in order to determine the demographic characteristics of the employees (gender, age, education, department in which they work, time in the sector, working time in hotels, working period, hotel class). In the second chapter, there are 21 judges on the five-point Likert scale for tourism education. In the last part of the questionnaire, factor analysis and anova test were used to measure career goals and expectations. In this section, 27 judges were presented to the employees on a five-point Likert scale. Depending on the purpose of the study, the survey was carried out in the Fethiye district of Muğla with 3,4,5 Star Hotels and Holiday Villages.

First of all, KMO (Kaiser-Meyer-Olkin) and Bartlett test and factor analysis were performed to test the suitability of the data for factor analysis. As a result of the factor analysis, Bartlett test result was 2942,659 and sig. The value of Kaiser-Meyer-Olkin (KMO) with a value of 0,000 was found as 909. In the factor analysis, a high correlation between the variables is sought. As correlation decreases between variables, the confidence in the results of factor analysis decreases. The result of the Bartlett test is significant when Sig. = 0,000 <0,05. Therefore, there is a high correlation between the variables and the data is in multiple normal distribution.

One-way anova analysis was conducted to determine whether there are differences in the demographic characteristics of the sector employees who have received tourism education through. Professional success, vocational progress, professional expectation and desire to change from the sector.

As a result of the ANOVA analysis conducted to evaluate the factors that constitute the career expectation dimensions according to the working time in the sector, it was determined that 3 factors were different. Accordingly, the employees evaluated the factors such as 'professional achievement', 'professional progress' and 'professional expectation' according to their working hours. H4: There is a significant difference between the career expectations of hotel employees and the working hours in the sector. The H4 hypothesis was accepted because the Sigma value was less than  $P < 0.05$ . So there is a significant difference.

When the results of the research are examined;

- It is observed that the participation rate of female employees is lower than that of male employees.
- In the sample, it is seen that the older ones are less than the other employees.
- The reason for this high accumulation in the service department is that the students who receive tourism education are more likely to be assigned or increased in this department.
- There seems to be a small number of participants who think that education is sufficient for a career.