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### A STUDY INTENDED TO DETERMINE THE RELATIONSHIP BETWEEN THE RECREATIONAL ACTIVITY PARTICIPATION LEVELS OF EMPLOYEES AND THEIR WORK PERFORMANCES

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#### EXTENSIVE SUMMARY

The goal of this study; examine the concept of performance and seeing the reflection of this concept in the tourism sector. Another purpose of this study, researching the whether participation phenomenon of the recreation activity is effective over personal performance or not. Descriptive research method used in the study. The aims in descriptive research is researching and presenting current status of a subject by defining the problem at hand, about the status of this problem, variables and relation between variables. 407 hotel employees in 18 five star hotels and 46 four star hotels were the population of research, It benefits from cluster sampling method. Questionnaire technique was used as a data collection technique. The questionnaire consisted of 3 parts, the first section was demographic variables. The second section was personal performance rating scale. The third section was recreation activities participation scale. Some statistical analysis made to data in the result of research. As a result of simple linear regression analysis, it was determined that conditions in recreation activities participation of employees in the hotel businesses has an effect like 12 % on their personal performances.

The aim of the research: Determining how participation in out of working hours recreational activities of the hotel business employees affects their job performance and identifying whether it varies according to demographic and the other individual characteristics or not.

The following basic hypothesis of research developed in accordance with this general purpose:

**H1:** The participation in out of working hours recreational activities of the hotel business employees make positive contribution on their personal performance.

Importance of research: this research has importance in terms of determining whether recreational activities affect employees' performance or not and clearing up later works by defining their participation in recreational activities.

Recreation management is one of the most important disciplines which began to develop in our country.

This subject is very important because of the fact that there is no enough work about determining the relationship between participation in recreational activities and performance

Results: In this research, it was performed regression analysis on the purpose of measuring the impact on employees' performance of recreational activities

$R^2 = .120$ ;  $F=14.041$ ;  $p=.000$  because of that regression model is statistically significant.

It was determined that conditions in recreation activities participation of employees in the hotel businesses has an effect like 12 % on their personal performances.

There is a meaningful connection between participation in out of working hours recreational activities of the hotel business employees ( $\beta = .228$ ,  $t = 3.747$ ;  $p = .000$ ) and their performance.

As a consequence, the hypothesis H1 was accepted.