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THE RELATIONSHIP OF THE RECREATIONAL ACTIVITIES ORGANIZED IN ORGANIZATIONS TO THE LEVEL OF ALIENATION OF EMPLOYEES

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EXTENSIVE SUMMARY

The rapid change of conditions causes the individual to incline away from his / her self. The increasingly difficult socio-economic conditions, the destruction of the natural environment, the increasing dependence on technology, the unfavorable conditions of urban life cause the individuals to be unhappy and to go alone and eventually become alienated. In today's conditions it is not possible to oppose urbanization, industrialization and technology. Instead, alternative solutions need to be developed in order to remove or reduce the emerging alienation. These alternative solutions may include recreational activities involving various social, cultural, physical and artistic activities.

The main purpose of the management in organizations is to achieve a balance between fulfilling of organizational objectives and meeting of the needs of employees. When this balance is not established, efficiency of the organization is reduced. If, as in classical management approaches, the fact that the employee is a human being is ignored and the social and psychological needs that make him human are not satisfied, it causes the employee to become alienated to his job, not to be happy with his work and to deteriorate his morale and it is not expected that the employee will be productive in his organization. Employees' feelings of non-alienated in organization will increase their work efficiency and motivation. In addition, it is an alternative solution to organizing recreational activities for employees to not feel alienated or to reduce alienation. Based on this, the level of alienation of those with low participation (participating in 1-2 activity), moderate participation (participating in 3-4 activities) and high participation (participating in 5 or more activities) was compared and thus the impact that recreational activities will have on reducing or eliminating employees' alienation levels tried to be detected.

The purpose of this study is to determine the effects of recreational activities on the alienation levels of employees. Within this framework, this study deal with the effects of demographic variables such as gender, marital status, age, educational status, number of household members, term of employment, sector of employment, position status on the level of alienation of employees. It is seen that there is a new field of work on organizational alienation of employees and in particular there is no alternative work on recreational activities aimed at reducing the alienation levels of employees. In addition to this, to provide enlightenment of both managers and organizational owners regarding the subject and to work on a qualitative basis that will constitute the basis for the studies to be carried out. It is to be useful in the field. Melvin SEEMAN's work was accepted as the main study, and the alienation scale developed by Tekin (2012) and the personal information form developed by

the researcher was used as a data collection tool. The data obtained from the questionnaires were statistically analyzed through SPSS 21.0. The research was carried out by the public, private sector, non-governmental organizations and local government officials who organize recreational activities. Ankara province was selected as a research area and a total of 402 employees were surveyed. Finally, the results of the research were evaluated. Significant results were obtained as a result of the questionnaire application. The order of dimensions in which employees' alienation perceptions are highest; normlessness, self-estrangement and meaninglessness. The order of dimensions in which alienation perceptions are lowest; social alienation and weakness.

In this study; It is seen that women workers are the ones most encountering alienation. In other words, women's perceptions of powerlessness, meaninglessness, self-estrangement, and social alienation are higher than men's. However, the perception of irregularity does not show any significant difference according to sex. When examined in terms of age groups, it was found that the level of alienation was high in employees working in the 18-25 age group. The scores of weakness, meaninglessness, normlessness, social alienation and self-estrangement subscale scores and alienation scale total scores of the sample groups of the sample group showed a significant difference compared to the type of sector type studied. It is seen that people who work in the public sector have lower perceptions of alienation than workers in the private sector and workers in the private sector are higher than those in other sectors (civil society organizations and local governments).

When the alienation levels of the employees were examined according to the frequency of participation in recreational activities, the difference between the groups was found significant. However, perceptions of sub-dimensionality according to the frequency of participation in recreation activities, the difference between the groups was not statistically significant. Accordingly, it has proposed a solution to what would be the method for removing the alienation felt by employees. Those participating in the survey with 5 or more activities seem to have lower levels of allegedly alienating than those participating in 1-2 activity. This effect on the participants of 5 or more recreational activities can be improved by organizing more recreational activities in the organization and enabling employees to participate with this activity.

Managers should focus on the work that will raise awareness about potential alienation issues that are experienced in employees and should be informed about the importance of participation in recreational activities to prevent and reduce alienation. Organizations must provide physical equipment for these recreational activities. There must be consciousness to develop recreational activities both inside and outside the organization. Continuing life-long recreational activities should be promoted by wider masses, wherever and whenever they may be useful not only physically but spiritually. In this respect, the state should develop policies towards this and try to invest with the necessary financial support.

For employees to feel powerless, working hours should be reduced and employees should be included in the decision-making process. A more sincere work environment should be created for the alienation of employees due to social alienation. For this, events should be organized to encourage employees to come together and improve their relations and get rid of work stress. In addition, organizational managers need to act equally and fairly to all employees of the organization, regardless of the position of the employees. In order to remove the problem of alienation due to normlessness, the managers should formulate the rules for the organization by taking into account the employees when preparing the rules about the organization, they should be rules that facilitate the working life and pay attention to the distribution of the tasks equally to the employees. In order to eliminate the alienation problem due to the self-esteem factor, daily working hours should be reduced and part-time job opportunities should be provided. Employees should be motivated not only in terms of materiality but also spiritually. Work should be done to improve the working conditions of employees. In addition to this, employees should be allowed to work in different units to reduce the monotony.