



## **The Role of Recreational Activity Preferences in the Relationship between Nepotism and Perception of Organizational Justice**

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### **Extensive Summary**

#### **Introduction**

The concept of nepotism is stated in the literature as a sub-dimension of the concept of nepotism. First of all, it is necessary to talk about this concept. The production of favoritism speaks for itself mostly in the business. Nepotism is only a person or group of social, political, blood ties, ethnic origin or emotional intimacy, etc. He is one of those who are guided by people from the world because of such criteria. In this context, it seems to be an example of a yardstick and a popular business because of its name; hiring, salary, promotion, assignment, etc. It is expressed as one of the problems experienced by making use of applications such as Since the 2000s in education, it has been desired to be raised to be trained to be trained. refers to the gains they get from the organization. The concept of organizational justice is also related to Adams' Equity Theory. People benefit by having qualifications such as education, experiences, experiences. Given what you have provided, they manage to get paid, to be recognized and appreciated within the organization. Within the scope of the research, the model will be introduced for its application and purpose.

H1: There is a relationship between the habit of nepotism and the perception of organizational justice.

H2: There are differences in the perceptions of nepotism according to the demographic variables of the individuals.

H3: There are differences in organizational justice perceptions of individuals according to their demographic variables.

H4: Nepotism has a significant effect on individuals' perceptions of organizational justice.

H5: Individuals' perceptions of organizational justice have a significant effect on their activity preferences.

H6: Individuals' perception of nepotism has a significant effect on their activity preferences.

### **Methodology**

The research is a quantitative research. In addition, the technique used to collect the data was explained, and the types of analysis carried out within the scope of the research were specified. In this context, descriptive survey model was used in the research. Since the study is a field study, data were collected by questionnaire technique. The prepared scale form consists of four parts. In the first part of the scale, there is a personal information form prepared by the researcher. In the second part of the scale, there is the 15-item nepotism scale, in the third part there is the 3-word turnover intention scale, and in the fourth part there is the 20-item organizational justice scale. The scale form used in the study was applied to the individuals participating in the application during the working hours of their institutions, by the researcher, in the institutions operating under the Ministry of National Education in the districts of Çankaya, Keçiören and Gölbaşı, which have the highest population density in Ankara. The application interval of the scale form was carried out between 05.01.2020 and 18.02.2020. The population of the research was determined as the personnel working in pre-school, primary and secondary education institutions affiliated to the Ministry of National Education in the province of Ankara. Within the scope of the research, Gölbaşı, Çankaya and Keçiören districts were determined as the sample group depending on the population density of Ankara. 450 scale forms were sent to the sample group by taking the number of questionnaires to be applied in the research according to (Universe size = 1000). 300 scale forms were returned from the sent scale forms. 43 scale forms determined to be inaccurate and incomplete were not included in the research. The data set of the research was obtained with a total of 257 healthy scales.

### **Conclusion**

Employers and managers in the organization should be educated about the phenomenon of nepotism, awareness should be raised about the effects of nepotistic practices on the organization, A human resources department should be established, including professional people, The promotion system should be placed on a fair scale, Decision makers should act within the framework of logic, not with emotions, and the government should act as nepotistic practices. It should set legal rules and regulations and impose sanctions against the forms of

nepotism that lead to unfair competition among the workforce. In addition to these, qualification and merit rules should be established for the relatives who apply for a job or will be hired. Managers should treat all employees equally and fairly. If there is a relative working in the employer's organization, other employees should be made to feel that there is no nepotism practice. Organizations are established for a certain purpose and professionalism should not be forgotten in order to achieve this purpose and ensure the continuity of the organization.