

## Burnout on Employees Organizational Commitment: Five Star Hotel Employees

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<b>Keywords:</b> Burnout Organizational Commitment Employee Five Star Hotels  Received 1 January 2019 Revised 10 March 2019 Accepted 15 March 2019  <b>Article Classification:</b> Research Article	<b>Purpose</b> - The purpose of this study is to examine the effects of burnout on employees' organizational commitment in five-star hotels, in Turkey. <b>Design/methodology/approach</b> – The study was conducted on 443 employees: 323 males and 120 females. The study composed of two analyses. First, the relationship between employee organizational commitment and burnout was investigated using Pearson Product-Moment Correlation Coefficient. Second, Multiple Linear Regression was applied in order to test organizational commitment as a function of three dimensions of burnout. <b>Findings</b> – According to the Pearson Product-Moment Correlation Coefficient findings, emotional exhaustion has a positive effect on employees' organizational commitment and but not statistically significant. On the other hand, personal accomplishment and depersonalization is negatively related to organizational commitment and statistically significant. Moreover, with Multiple Linear Regression analysis, dimensions of employee burnout were found to be significant predictors of organizational commitment. <b>Discussion</b> –The findings of the study potentially affect hotel employees by identifying the effects of burnout on employees' organizational commitment in five-star hotels, in Turkey. This study provides meaningful implications for the hospitality industry in terms of burnout and organizational commitment.

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