


## Organizational Silence: A Study on Employees of General Directorate of Sports Headquarter<sup>1</sup>

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### ARTICLE INFO

### ABSTRACT

#### Keywords:

Management  
Sport Management  
Organizational Silence

Received 5 March 2020

Revised 1 May 2020

Accepted 4 May 2020

#### Article Classification:

Research Article

**Purpose** – Organizational silence is described as employees' remaining silent for various reasons in the institutions that they work. Organizational silence is one of the situations that affect the labour productivity in connection with employee productivity. The aim of this study is to specify the organizational silence perceptions of the employees in the General Directorate of Sports.

**Design/methodology/approach** – The survey was carried out among a total number of 402 people, 162 of which are women and 240 being men, who work in the General Directorate of Sports. The demographic features and organizational silence status of the employees were ascertained. The data obtained were analysed in the SPSS 22.0 for Windows statistics package software.

**Findings** – According to the findings of the survey, it was observed that, among sex, marital status and the tenure of office and the silence levels for the benefit of the organization, there are statistically significant differences among the silence accepted with title, silence for the benefit of the organization, and general organizational silence levels.

**Discussion** – In the results of the study, it was concluded that the organizational silence levels of the employees in the Department of Sports Services vary depending on personal factors.

<sup>1</sup>This article is extracted from my master thesis entitled "Effects of Presenteeism and Organizational Commitment on Organizational Silence in The Central Organization of Department of Sports Services", (Master Thesis, Erzincan Binali Yıldırım University, Erzincan/Turkey, 2018).

#### Suggested Citation

Seçkin Ağırbaş, İ., Çakmak Yıldızhan, Y. (2020). Organizational Silence: A Study on Employees of General Directorate of Sports Headquarter, *Journal of Business Research-Turk*, 12 (2), 1036-1045.