

The Effect of Organisational Culture on Employees' Life and Job Satisfaction

Erdinc BALLI ^a Ayşe Ipek KOCA BALLI ^b

^a Cukurova University, School of Tourism and Hotel Management, Adana, Turkey. eballi@cu.edu.tr

^b Cukurova University, The Faculty of Kozan Business Administration, Adana, Turkey. ikocaballi@cu.edu.tr

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<p>Keywords:</p> <p>Organisational culture Life satisfaction Job satisfaction Hotel businesses</p> <p>Received 5 October 2020 Revised 10 December 2020 Accepted 15 December 2020</p> <p>Article Classification: Research Article</p>	<p>Purpose – The aim of this study is to determine the effect of organisational culture dominating an organisation on employees' life and job satisfaction which have many effects on their work and non-work lives. Hotels are labor intensive businesses in the service sector. Employees' success can play an important role in product quality, customer satisfaction and organisational success. For this reason, it is important for hotels to examine the factors and the relationships between these factors affecting employees' success.</p> <p>Design/methodology/approach – The research was designed in a descriptive manner. The data of the research were collected from 435 hotel employees using a questionnaire method. In the research model, the effects of the independent variables such as the organisational culture types of achievement, power, support and hierarchy on the dependent variables such as life and job satisfaction were examined. The effect of the independent variables of the study on the dependent variables was examined through the revealed hypotheses and the structural equation model was used to confirm theoretical model.</p> <p>Findings – As a result of the analysis, while the support culture (4,05) is perceived most, it is followed by the achievement (3,86) and hierarchy culture (3,42). The type of culture perceived at the lowest level was the power culture (3,12). Means were found to be 3,28 for life satisfaction and 3,64 for job satisfaction statements. As a result of the analysis conducted within the scope of the study, it was seen that the support culture perceived by the employees in their hotels positively affect their life (0,30) and job satisfaction (0,25). In addition, according to the results of the research, it was determined that the achievement culture negatively affects the employees' life satisfaction (-, 0,30).</p> <p>Discussion – According to the results of the research, it can be said that employees' life and job satisfaction levels increase in the organisations where the support culture is dominant, while their life satisfaction level decreases in the organisations with the power culture. According to these results, it is recommended that businesses should examine the culture levels perceived in their hotels in more detail and develop policies and strategies to increase the supportive organisational culture and reduce the power culture.</p>

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