



## Political Discrimination In The Process Of Employee Recruitment and Work Life in the Organization: A Study at Hotel Establishments

**Mehmet YEŞİLTAŞ**  
Gazi University  
[ymehmet@gazi.edu.tr](mailto:ymehmet@gazi.edu.tr)

**Ömer Emre ARSLAN**  
Sinop University  
[omeremrearslan@gmail.com](mailto:omeremrearslan@gmail.com)

**Rahman TEMİZKAN**  
Osmangazi University  
[rahmantemizkan@hotmail.com](mailto:rahmantemizkan@hotmail.com)

### Introduction

The term “discrimination in employment” entails threatening people differently because of certain characteristics, such as race, color, sex, religion or political opinion, which results in and reinforces inequalities (ILO, 1958). Discrimination at work denies opportunities for individual and robs societies of what those people can and could contribute. Hundreds of millions of people suffer from discrimination in the world of work. This not only violates a most basic human right but has wider social and economic consequences discrimination stifles opportunities, wasting human talents needed for economic progress, and accentuates social tensions and inequalities. Unemployment of qualified people who have relevant qualifications to fill the job under color of their characteristics which are not related with job and performance is an important barrier to achieve sustainable development. There is a great amount of literature on discrimination in employment. Some of these studies have focused on “discrimination in work life process” (Mayatürk, 2006; Pogrebin, Dodge and Chatman, 2000; Grossman, 2005; Woods and Kavanaugh, 1994; Rauch, 1995; Warr, 1994; Lazaradis and Wickens, 1999) while others are about discrimination in “employee selection process” (Lahti, Liebkind and Perhoniemi, 2007; Shaffer, Joplin, Bell, Lau and Oguz, 2000; Mullins, 2006; Charles and Grusky, 2005; Schumann, 2001; Hamermesh and Biddle, 1994; Daft, 1991; Becker, 1971). The studies have displayed that discrimination in employment can be observed based on characteristics which are acquired inherently or subsequently such as race, color, gender, religion, age, disability and political view. Whether political view is a subsequently acquired characteristic of a person, he or she can not be discriminated based on political view.

According to the European Convention of Human Rights (1950), Convention 111 on Discrimination of International Labor Organization (1958) and Universal declaration of human rights by United Nations, no distinction shall be made on the basis on political

or other opinion which a person has. 10<sup>th</sup> article of 1982 Constitution of Republic of Turkey has declared that before the jurisdiction everyone has an absolute equality on the basis of political view.

Tourism sector has a great diversity. Age, gender, mental and physical abilities, race, religion and other characteristics are being evaluated in the scope of diversity management. Because of the fact that people having different characteristics work in tourism sector, It should be mentioned that there may be discrimination in the tourism sector. Most of the employees of accommodation establishment of tourism sector are young people and most of them are women (McNair and Flynn, 2007:4-22). This evidence has bring about the idea of there is discrimination in the sector. The finding of the research by Yeşiltaş and Temizkan (2009:8) shows that the questions on the job application forms of a great part of accommodation establishments in Türkiye include direct or indirect discriminatory contents. It has been seen that the most of the human resources administrators of accommodation establishments in Türkiye have supported discriminatory data request on the job application forms. It is disputable that the reason of the situation is whether they have intentionally shown discriminative attitudes or they haven't got sufficient information about actual anti-discrimination legislations.

On the basis of aforementioned examples this study has been focused on the discrimination based on political opinion of employees in tourism sector.

The study aims to find out

- the perceptions of workers and administrators on the issue of whether discrimination based on political opinions has been made or not along the both processes of employee selection and work life.
- whether there are meaningful differences between the perceptions of workers and administrators on the issue of discrimination based on political opinions along the processes.

## **Methodology**

The study was conducted in two steps. The first step of the research was the secondary data collection by literature. Selected data have been used to develop of survey questionnaire. In the second step, primary data have been collected by questionnaire. The sample of this study is composed of administrators and workers of 4 and 5 star hotels in Ankara the capital city of Turkey. Random sampling method has been used in the study. Within this scope, a questionnaire was administered to 407 employees and 108 managers in Ankara at 4 and 5 star hotels. The characteristics of the participants have been analyzed through frequency and percentage distributions. Besides, the opinions of the participants on the statements, in the second part of the questionnaire were analyzed through arithmetic average and standard deviation. In order to find out whether the opinions about political discrimination of the employees and the managers differ significantly in terms of the process of recruitment and the organizational life and to find out whether there is political discrimination during the process of recruitment and in the organizational environment differ in demographic features and organization-related features t-Test and for independent samples for more than two groups variance analysis was employed.

### **Conclusion and Recommendation**

It is sure that illegal discrimination may occur in accommodation establishments specifically in hotel establishments. The study results show that although the perceptions of employees and administrators are not so strong, discrimination on the basis of political opinion has taken place in their selection (recruitment) and work life processes. It should be taken in to consideration that declaring perceptions about intangible concepts like political discrimination is so difficult. The level of consciousness of administrators and workers on the discrimination issue is one of the determiners of the answers to the questionnaire. Additionally, observability and measurability political discrimination has been also standing as another difficulty. Therefore, participants' perceptions about political discrimination may have not been so strong.

It may be suggested that administrators of the hotel establishments should be improved against the discrimination crime. Job analysis and job definitions play the key role for determining the criteria of employees. Hotel establishments should conduct job analysis and recruit the people which are appropriate to these job definitions originated from the analysis.