

Job Satisfaction Levels Of The Employees: South Aegean Marmaris Chefs Association Sample

M.Sc.Selma ATABEY¹, Asst. Prof. Dr.Arzu GÜRDOĞAN²

¹ (Department of Hotel, Restaurant and Catering Services, Muğla Sıtkı Koçman University, Ortaca Vocational School, Turkey)

² (Department of Travel, Tourism and Entertainment Services, Muğla Sıtkı Koçman University, Ortaca Vocational School, Turkey)

Corresponding Author: M.Sc.Selma ATABEY

Abstract: Jobsatisfaction is defined by the feelings that you have experienced as a result of realizing that your job and achievements allow you to overlap or overlap with the personal value judgments with your needs. In general, jobsatisfaction, the use of individuals' work experience, the productivity of their work and the quality of their work. The employee's happiness and positive mood, pleasure from work, expectation to work and prizes to acquire, emotional reaction to work, and so on. Factors are considered as factors affecting jobsatisfaction. It is expected that the increase in jobsatisfaction will increase the jobsatisfaction, although the expectation of diligence can vary, but the increase in the degree of meeting the needs is expected to increase jobsatisfaction. The survey was conducted to measure the level of jobsatisfaction of employees who are members of the Güney Ege Marmaris Aşçılar Derneği (Southern Aegean Marmaris Cooks Association). Proceed to 70 member penetration studies. In the research, quantitative research method, aimsampling approach has been adopted. SPSS 20 statistical package program. In the study, descriptive statistics and nonparametric hypothesis tests were used. The external satisfaction of employees was higher than the internal and general satisfaction levels.

Keywords: *Jobsatisfaction, jobdissatisfaction, demographic characteristics, tourism sector I.*

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I. INTRODUCTION

Tourism sector is a labor-intensive sector and is a multi-dimensional field of study that includes accommodation, transportation, travel agency, and guidance. In the accommodation sector it is possible to talk about front office, food and beverage, entertainment and other services. The department of food and beverage is a department that will appeal to the customers and it is, at the same time, of special significance because it has the feature of revealing cultural differences. Together with the fact that food is one of the most indispensable elements for being able to survive and be healthy, it is also known for giving pleasure and happiness. For this reason, it can be said to be important for accommodation enterprises. In this department where employment is high, the satisfaction of the client and therefore of the employer depends on the productivity and competence of the employees. The kitchen of the accommodation enterprises gains importance in terms of the satisfaction of the service staff, the quality of the service, the productivity of work, the satisfaction of the customer and even the presentation of the country. The introduction is conducted with tourism and accommodation enterprises because of the fact that they are not limited only with the accommodation enterprises but also own the highest quantity of employment. The research was conducted so as to measure job satisfaction levels of the employees who are the members of South Aegean Marmaris Chefs Association (GEMAD). The research was carried out via 70 members who are still actively working. In the survey, purposeful sampling method, which is one of the quantitative research methods, was used. The data of the research was analyzed via SPSS-20 Statistical Package Programme. In the research, descriptive statistics and nonparametric hypothesis tests were used.

II. LITERATURE

2.1. Food and Beverage, and Cuisine

According to Bessiere, who thinks that food and beverages are class symbols (champagne, caviar etc.) to live and for social connections (e.g. business dinners, celebrations), are the belonging to a specific geography and cultural heritage (local cuisine), food and beverages have psycho-sensual and symbolic features as part of the psycho-sensual, social circle [1]. Together with the fact that it affects the physical and psychological health

directly, it indirectly affects happiness and health both communally and socially as it enables and supports the association of the societies and their social activities.

Culture is a collection of material and sentimental values that a society possesses [2];[3]. Every society has its own culture that reflects its own characteristics and among these characteristics, it is possible to mention food. Tourists visiting a country or a region have the desire to see and experience the cultural differences of the region. In recent years, culinary culture has become one of the important actors in the marketing of the destination and even places that are branded and famous for their meals have begun to be visited [4]. It is possible to mention such examples as Şanlıurfa and Gaziantep within the borders of our country, as well as many places outside the country such as France, Japan and Italy. Hence, in a study in the Yucatan Peninsula, a state in the eastern part of Mexico, which is known among food cultures[28], it was determined that 46% of the tourists consumed food that belonged to local cuisine [5]. The heavy workers of the food culture which is such an important marketing motive are, of course, the kitchen staff, ie. the chefs. In the national vocational standards prepared by the Vocational Qualifications Authority (2010), the chef is the person who, in line with the themes of the enterprise and department, has the knowledge and ability to prepare standard prescriptions and menus, to make soups and consommés that belong to local, national and international cuisine, hot and cold sauces, pasta dishes, meat and sea food dishes, dishes made from vegetables and dried legumes, dishes with olive oil, rice and pasta, hot-cold mezes, salads, garnishes and desserts ready to serve in accordance with the prescriptions/menus and hygienic measures. It is the kitchen staff who helps the supervisor in budgeting and managing the department, organizing and offering trainings. This study was conducted in order to measure and evaluate the job satisfaction of the chefs who work in Marmaris, which is popular in terms of tourism, and who are the members of Southern Aegean Marmaris Chefs Association (GEMAD).

2.2. Job Satisfaction

Taylor and Gilbert, who made the definition of job satisfaction for the first time in 1911, stated that job satisfaction is to work in a way to minimize stress and fatigue. The first scientific studies on job satisfaction are known as the Hawthorne studies conducted in the 1920s [6]. Job satisfaction which is one of the important factors of contemporary management approach, is closely related to such concepts as morale, job identification, job attractiveness, commitment and organizational health. As job satisfaction is related to what one feels in work, it is also related to life satisfaction [7]. [8] defined job satisfaction as an assessment of satisfaction with regard to a job experienced emotionally and/or cognitively. Positive experience about working conditions, work and its imperatives is important for the employees' personal comfort, well-being and professional performance. Researches show that employees prefer safe and comfortable physical environments [9]. Those with high status in their professions also have higher job satisfactions [10].

Life satisfaction is the individual's holistic evaluation of the quality of the relationships with their families, schools, friends etc. with the criteria that the individual creates about a good life [11]. Many studies have been carried out on the relationship between job satisfaction and life satisfaction, and according to some, job satisfaction affects life satisfaction positively or negatively, while, according to others, general life satisfaction affects job satisfaction positively or negatively. Therefore, it can be said that by taking this mutual effect into account, work environments should be structured in such a way that the employees can provide satisfaction from their lives [12]. The fact that working conditions are safe, that there is positive communication with colleagues, working conditions not being heavier than they should be, that the wages meet the expectations, and good relations with the management can be said to affect job satisfaction. In the service sector, which is a sector that does not tolerate mistakes, the staff who are not satisfied with their job and whose expectations cannot be met can create serious problems for the enterprise. For this reason, it is very important that the employees' job satisfaction is high [13]. The fact that the service is provided in the place where it is naturally given, that is to say the one who benefits from the service is at the same place, may cause the employee to make the beneficiary feel their satisfaction or dissatisfaction. Service provided unwillingly may result in a mistake and this mistake may occur in the place where the beneficiary is and thus, this can decrease the quality and customer satisfaction. In a study conducted with regard to this situation, it was stated that the employees who must interact directly with the customers need to manage their emotions as a part of their work. A work experience that is non-judgmental improves job satisfaction [14]. The fact that the employees, who are the fundamental input of the service, are happy both in their private life and in their business life, directly affects the quality of the service and the productivity of the work. Job satisfaction positively affects the commitment of the employees to the enterprise and the relationship they establish with the business environment [15]. Tourism, which is a labor-intensive sector, has been subjected to the reduction, fall and devaluation of the quality of labor due to lack of certification requirement, lack of qualified staff, and insufficient employees preferred for working with less wages [16]. It is stated in the study of Kaya and Atçı [17] that there is a high rate of unregistered employees and this both creates difficulties in terms of job security and prevents the rehabilitation of adverse conditions

[17]. There are serious negative impacts of the labor market which has such features as no future security, lack of social security, unregistered, seasonal, part-time, long working hours, low wages on the employees [16]. In a survey conducted, working hours in the tourism sector were examined and it was determined that although the legal working hours limit was 60 hours per week, 30.6% of the employees exceeded the legal limit and even some of them worked more than 81 hours per week. This is the proof that they work long hours daily and without day-offs. It is inevitable that the employees who cannot rest and take time to the family and social environment are affected both physically and psychologically. Because long working hours will make life more difficult, it will adversely affect life satisfaction as well as job satisfaction [17].

Culinary staff serving tourists and tourism in tourist destinations have to experience the psychological pressure that will arise in terms of providing the promotion of the country and the continuity of tourism in a sense together with the difficulties stemming from the work's own characteristics. The product that is served is a different food culture and will be extraordinary in terms of both taste and visuality. At the same time, it requires more careful work because of the fact that it is a study that affects health directly. It is necessary to produce healthy, delicious, aesthetic, visual presentations that meet the expectations of the customers. Moreover, these productions are made for tourists with high expectations and customer satisfaction is targeted. In a study on the kitchen staff in Marmaris, it was stated that some of the employees experienced burnout syndrome [16]. Kitchen workers exhausted with heavy working conditions and long working hours can become even more and more exhausted and stressful because of such reasons as lack of customer satisfaction, inability to promote the culture, and taking the responsibility by making an effort to bring out good products with less and untrained staff. This may go as far as reduction of job satisfaction, turnovers or dismissal from work due to a decrease in productivity. The employees who do not feel secure, who are not happy and successful, whose achievements are not accepted and appreciated, who do not receive adequate wages and who do not feel that they are valued in their working life may experience their reflections in their private lives and may also contribute to the formation of an unhealthy society. In short, any study to be conducted in order for job satisfaction to be high, in fact, directly affects social success, happiness and health.

III. Analysis and Evaluations

In the research, which was carried out in order to measure job satisfaction levels of GEMAD employees, "Minnesota Job Satisfaction Questionnaire" developed by Weiss, Davis, England and Lofquist (1967) and translated into Turkish language by Baycan (1985) was used [18]. Minnesota Job Satisfaction Questionnaire is composed of 20 items having the features of determining intrinsic, extrinsic and general satisfaction level. Intrinsic satisfaction is composed of the items numbered 1, 2, 3, 4, 7, 8, 9, 10, 11, 15, 16, 20. It includes such components that are related with the satisfaction in terms of the intrinsic nature of the job as success, recognition or gratification, the work itself, its responsibility, the change within the work due to advancement and promotion. Extrinsic satisfaction is composed of the items numbered 5, 6, 12, 13, 14, 17, 18, 19. It includes such components that belong to the environment of the job as the business policy and management, type of supervision, relationships with the heads, co-workers and subordinates, working conditions and wage. General satisfaction includes all the items in the questionnaire.

As a result of the reliability analysis, Cronbach Alpha value was found .93 and this shows that the responses given to the items of the questionnaire are highly reliable. The results of the frequency analysis performed in order to measure the agreement levels of the employees to the items of the questionnaire are given in Table 1.

Items	Mean	Standard Deviation	Standard Error
Being able to keep busy all the time.	3,42	1,180	,165
The chance to work alone on the job.	3,46	1,038	,145
The chance to do different things from time to time.	3,53	1,074	,150
The chance to be "somebody" in the community.	3,84	0,958	,134
The way my boss handles his/her workers.	3,74	1,048	,147
The competence of my supervisor in making decisions	3,73	0,967	,135
Being able to do things that don't go against my conscience.	3,65	0,964	,135
The way my job provides for steady employment.	3,66	1,100	,154
The chance to do things for other people.	3,85	0,958	,134
The chance to tell people what to do.	3,61	1,081	,151
The chance to do something that makes use of my abilities.	3,74	1,028	,144
The way company policies are put into practice.	3,75	1,022	,143
My pay and the amount of work I do.	3,57	1,109	,155

The chances for advancement on this job.	3,78	1,106	,165
The freedom to use my own judgment.	3,53	1,164	,163
The chance to try my own methods of doing the job.	3,61	0,984	,138
The working conditions.	3,67	,966	,135
The way my co-workers get along with each other.	3,71	1,076	,151
The praise I get for doing a good job.	3,83	1,064	,149
The feeling of accomplishment I get from the job.	4,02	1,122	,157

Table 1: The Levels of the Employees' Job Satisfaction Perceptions

When job satisfaction of the employees are analyzed, it can be said that satisfaction level is generally positive. The fact that the item of "The feeling of accomplishment I get from the job." was responded at the highest level (mean: 4,02) is the indicator that the employees are fond of their jobs and their satisfaction levels increase as they are successful in the job. On the other hand, it is noticed that the employees responded the item of "Being able to keep busy all the time." at the lowest level (mean: 3,42). The second lowest level item is "The chance to work alone on the job." with a mean score of 3,46 (Table 1).

Variables	SubVariables	Frequency	Percentage
Gender	Female	12	23,5
	Male	39	76,5
	Total	51	100,0
Marital Status	Married	42	82,4
	Single	9	17,6
	Total	51	100,0
Age	25 years old and younger	7	13,7
	25-34 years old	10	19,6
	35-44 years old	22	43,2
	45-54 years old	6	11,8
	55-64 years old	6	11,8
	Total	51	100,0
Graduation	Elementary	6	11,8
	High School	28	54,9
	University	12	23,5
	Postgraduate	4	7,8
	PhD	1	2,0
	Total	51	100,0
Term of Employment	0-3 years	2	3,9
	4-6 years	9	17,6
	7-9 years	5	9,8
	10-12 years	15	29,4
	13-15 years	2	3,9
	16 years and more	18	35,3
	Total	51	100,0
Number of Employees in the Kitchen	1 person	1	2,0
	2 people	2	3,9
	3 people	3	5,9
	4 people	3	5,9
	5 people	4	7,8
	6 people	15	29,5
	7 people and more	23	45,1
	Total	51	100,0

Table 2: Demographic Features of the Employees

As can be seen in Table 2, it was determined that 77% of the employees were male, 83% were married, 43% were between 35-44 years old, 55% were high school graduates, 35% were doing the same profession for 16 years and more, and 45% were working together with a team of 7 people and more.

Dimensions	Mean	StandardDeviation	Standard Error
Intrinsic Satisfaction	3,66	,702	,098
Extrinsic Satisfaction	3,74	,703	,111
General Satisfaction	3,67	,725	,124

Table 3: The Distribution of Job Satisfaction Questionnaire Sub Dimensions

When the mean scores, standard deviation and standard error data of the sub dimensions of the employees' job satisfaction levels are analyzed, it is possible to mention that the highest mean score of the employees is at extrinsic satisfaction dimension. General satisfaction is in the second rank and intrinsic satisfaction is in the third rank, albeit there is no significant difference between these two dimensions.

Dimensions	Sub Dimensions	StandardDeviation	Sig. (2-tailed)	Z Value
Intrinsic Satisfaction	Female	2	,100	-1,646
	Male			
Extrinsic Satisfaction	Female	,703	,671	-,425
	Male			
General Satisfaction	Female	5	,159	-1,407
	Male			
* Sig<0,05				

Table 4: The Difference of the Employees' Intrinsic-Extrinsic and General Satisfaction Dimensions According to their Gender

The results of the analysis show that there are no significant differences between intrinsic, extrinsic and general satisfaction levels of the employees and their gender as Sig<0,05rule is not met (Table 4).It is seen that studies related to the relationship between job satisfaction and gender do not produce consistent results. It is thought in the studies related to the relationship between job satisfaction and gender that it is advisable not to ignore the fact that the job satisfaction level difference for men and women may be related to many other factors. There are also researches showing that the motivational elements of men and women can vary. Men and women may find the same job characteristics equally attractive, but women may expect less from the same work than men. As a result of this, women may be able to get more job satisfaction from the same work than men [20].

Dimensions	Sub Dimensions	Standard Deviation	Sig. (2-tailed)	Z Value
Intrinsic Satisfaction	Married	2	,078	-1,763
	Single			
Extrinsic Satisfaction	Married	,703	,608	-,512
	Single			
General Satisfaction	Married	5	,141	-1,471
	Single			
* Sig<0,05				

Table5: The Difference of the Employees' Intrinsic-Extrinsic and General Satisfaction Dimensions According to their Marital Status

The results of the analysis show that there are no significant differences between intrinsic, extrinsic and general satisfaction levels of the employees and marital status as Sig<0,05 rule is not met (Table 5). The fact that the employees are married or single does not make any difference in terms of the satisfaction they get from work. The result obtained matches up with the results of the study conducted by Özyaydın and Özdemir (2014) revealing that marital status does not affect job satisfaction, and with the study conducted by İncir (1990) revealing that the difference between male and female employees' job satisfaction levels is not statistically significant[20].

Dimensions	Sub Dimensions	Mean	Standard Deviation	Sig. (2-tailed)	Chi-Square Value
Intrinsic Satisfaction	25 years old and younger	26,21	2	0,168	6,454
	25-34 years old	22,79			
	35-44 years old	31,55			
	45-54 years old	34,92			
	55-64 years old	17,92			
Extrinsic Satisfaction	25 years old and younger	18,64	3	0,246	5,432
	25-34 years old	19,17			
	35-44 years old	22,20			
	45-54 years old	30,00			
	55-64 years old	14,58			
General Satisfaction	25 years old and younger	16,57	5	0,086	8,147
	25-34 years old	13,44			
	35-44 years old	20,69			
	45-54 years old	26,60			
	55-64 years old	11,90			
* Sig≤0,05					

Table6: The Difference of the Employees’ Intrinsic-Extrinsic and General Satisfaction Dimensions According to their Age

As a result of the analysis performed, it was detected that the age of the employees did not make any difference in terms of their job satisfaction. Even though the results are not statistically significant, it is remarkable to say that the employees between 45-54 years old have the most intense intrinsic satisfaction, followed by extrinsic and general satisfaction, respectively.

In the studies conducted, it can be seen that as the employees grow older, their job satisfaction increases positively in the same way. It is mentioned that job satisfaction of people increases in their 30s as their achievement increases, it decreases in their 40s and increases again in their 50s[18]. Okpara (2006) stated that there is a U shape relationship between job satisfaction and gender, and Gibson and Klein (1970) stated that the relationship between gender and job satisfaction is related with the individual’s needs and cognitive level[19]. Moreover, in the studies carried out by Glenn et al., Carelland Elbert, and Clerks, it was concluded that as individuals grow older, their job satisfaction increases, and in the study on the relationship between job and life satisfaction in automotive sector no significant differences were found between job satisfaction and gender[21].

Dimensions	Sub Dimensions	Mean	Standard Deviation	Sig. (2-tailed)	Chi-Square Value
Intrinsic Satisfaction	Elementary	37,33	2	0,130	7,108
	High School	24,82			
	University	27,13			
	Postgraduate	20,00			
	PhD	1,50			
Extrinsic Satisfaction	Elementary	25,50	3	0,362	4,341
	High School	21,48			
	University	19,80			
	Postgraduate	15,00			
	PhD	1,50			
General Satisfaction	Elementary	27,50	5	0,193	6,085
	High School	17,67			
	University	16,56			
	Postgraduate	14,83			
	PhD	1,00			
* Sig≤0,05					

Table7: The Difference of the Employees’ Intrinsic-Extrinsic and General Satisfaction Dimensions According to Graduation

In the circumstances where employees are paid according to their own education, experience and effort, the gain will increase as the term of employment and level of education increases. Accordingly, employees with higher levels of seniority and education may be expected to have higher organizational justice perceptions and job satisfaction [22]. When the intrinsic satisfaction levels of the employees are examined in the survey, it is observed that the intensity is inelementary, university and high school levels, and when the extrinsic and general satisfaction are analyzed, it is seen that the intensity is in elementary, high school and university. However, as sig. value is not significant, it is an indicator that the educational status of the employees has no impact on the work they do. In addition, the employees also indicated while answering the questions that the fields they are specialized in and where they have worked are the elements more important than education.

In the researches carried out, it was found that the general job satisfaction of people with higher educational levels were higher than those with lower educational levels. When considered individually and when only the relationship between intelligence levels of the individuals and job satisfaction was examined, no significant relationship was detected. When considered with regard to the work done, intelligence is an important factor in job satisfaction. It was found that most of the jobs and professions require a certain level of intelligence and those who have intelligence under or above this do not feel satisfied with these jobs [7].

Dimensions	Sub Dimensions	Mean	Standard Deviation	Sig. (2-tailed)	Chi-Square Value
Intrinsic Satisfaction	0-3 years	23,25	02	0,041*	11,605
	4-6 years	24,61			
	7-9 years	19,30			
	10-12 years	18,47			
	13-15 years	27,50			
	16 years and more	34,97			
Extrinsic Satisfaction	0-3 years	32,50	03	0,061	10,540
	4-6 years	21,71			
	7-9 years	11,63			
	10-12 years	12,89			
	13-15 years	22,50			
	16 years and more	24,72			
General Satisfaction	0-3 years	18,25	25	0,014*	12,428
	4-6 years	18,29			
	7-9 years	10,63			
	10-12 years	8,64			
	16 years and more	23,39			
* Sig<0,05					

Table8: The Difference of the Employees’ Intrinsic-Extrinsic and General Satisfaction Dimensions According to Term of Employment

It is seen that intrinsic satisfaction of the employees in terms of term of employment is meaningful. If the seniority of employees increases as the term of employment increases, the satisfaction they get from work automatically increases, too. In a study conducted by Akman et al. (2006), a difference was found between term of employment and job satisfaction, and it was detected that the instructors with a seniority of 16 years and more gave more importance to seniority, experience, hierarchy and punctual information at the workplace when compared to the instructors with less seniority [19]. It was found in the study that intrinsic satisfaction and general satisfaction of the employees increases as the term of employment increases. Therefore, the results obtained are consistent with the results of the study in the literature.

Dimensions	Sub Dimensions	Mean	Standard Deviation	Sig. (2-tailed)	Chi-Square Value
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Intrinsic Satisfaction	1 person	18,00	02	0,386	6,343
	2 people	35,25			
	3 people	13,50			
	4 people	24,17			
	5 people	22,19			
	6 people	29,50			
	7 people and more	30,24			
Extrinsic Satisfaction	1 person		03	0,026*	11,083
	2 people				
	3 people	7,17			
	4 people	5,67			
	5 people	22,15			
	6 people	32,50			
	7 people and more	22,93			
General Satisfaction	1 person		76	0,107	7,597
	2 people				
	3 people	7,83			
	4 people	4,75			
	5 people	17,56			
	6 people	19,50			
	7 people and more	20,24			
* Sig<0,05					

Table9: The Difference of the Employees' Intrinsic-Extrinsic and General Satisfaction Dimensions According to Number of Employees

In the study conducted by Taşdan and Tiryaki (2008), it was stated that there were important variables affecting the job satisfaction levels of the colleagues [23]. When it comes to job satisfaction, if the colleagues with whom the employee enjoys working and the happiness that production gives, as well as material benefits obtained from work comes to mind, the employee's effective role on job satisfaction cannot be denied. The climate of the environment in which the employees work and the relationships with their colleagues can sometimes pass through the financial benefits obtained. When evaluated in terms of the colleagues the employees work together with, it can be said in the study that extrinsic satisfaction of the employees is statistically significant (Sig.0,026). Hence, it can also be seen that such factors that belong to work environment as business policy and management, style of supervision, relations with the manager-colleagues, working conditions and wages affect the relationships with the team members that the employees work with.

In a research carried out, it was seen that the highest relationships with job satisfaction were the friendship environment and the feeling of appreciation. It was found that the style of management, improving working conditions, the presence of friendship and the feeling of appreciation contributed positively to employees' job satisfaction [24].

IV. CONCLUSION AND SUGGESTIONS

Job satisfaction is defined as the feeling that an employee experiences as a consequence of realizing that the work he/she does and what he/she obtains correspond to or enable to correspond to his/her needs and personal standards of judgement [25]. In general, job satisfaction can be expressed as the increase in the performance and productivity of the employees, and the quality of work as a result of the appraisal of their work or experience. The factors such as the employees' happy and positive mood, their pleasure from work, their expectation from work and prizes they get, their emotional reactions against work, etc. are considered as the factors affecting job satisfaction. It is expected that the expectations of the employees from work may vary but the rise in meeting the needs of the employees will increase job satisfaction [26].

In the research conducted, it was aimed to determine job satisfaction levels of the employees. Within the framework of this aim, whether job satisfaction of the employees showed any significant difference according to their demographic features was also analyzed.

It was determined that 77% of the employees were male, 83% were married, 43% were between 35-44 years old, 55% were high school graduates, 35% were doing the same profession for 16 years and more, and 45% were working together with a team of 7 people and more.

In general, when the employees' job satisfaction levels were analyzed, it was concluded that their satisfaction levels were positive. In terms of the sub dimensions of the employees' job satisfaction levels, it is possible to mention that the highest mean score of the employees is at extrinsic satisfaction dimension. General satisfaction is in the second rank and intrinsic satisfaction is in the third rank, albeit there is no significant difference between these two dimensions.

No significant differences were found between intrinsic, extrinsic and general satisfaction levels of the employees and their gender. It is seen that studies related to the relationship between job satisfaction and gender do not produce consistent results.

No significant differences were found between intrinsic, extrinsic and general satisfaction levels of the employees and marital status. The fact that the employees are married or single does not make any difference in terms of the satisfaction they get from work.

As a result of the analysis performed, it was detected that the age of the employees did not make any difference in terms of their job satisfaction. Even though the results are not statistically significant, it is remarkable to say that the employees between 45-54 years old have the most intense intrinsic satisfaction, followed by extrinsic and general satisfaction, respectively.

When the intrinsic satisfaction levels of the employees are examined in the survey, it is observed that the intensity is in elementary, university and high school levels, and when the extrinsic and general satisfaction are analyzed, it is seen that the intensity is in elementary, high school and university. However, as sig. value is not significant, it is an indicator that the educational status of the employees has no impact on the work they do. In addition, the employees also indicated while answering the questions that the fields they are specialized in and where they have worked are the elements more important than education.

It is seen that intrinsic satisfaction of the employees in terms of term of employment is meaningful. If the seniority of employees increases as the term of employment increases, the satisfaction they get from work automatically increases, too. It was found in the study that intrinsic satisfaction and general satisfaction of the employees increases as the term of employment increases. Therefore, the results obtained are consistent with the results of the study in the literature.

In terms of individuals, job satisfaction is important because they primarily want to reveal and realize their personal capabilities. Low job satisfaction leads to dispiritedness, alienation to work, low productivity and an unhealthy society. Behaviors that are directly caused by job dissatisfaction come to the forefront as turnovers, absenteeism, poor performance, impairment in mental and physical health [27]. It is thought that the results of this study will contribute to the literature in terms of revealing a factor causing such negative conclusions on the individuals.

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M.Sc.Selma ATABEY. "Job Satisfaction Levels Of The Employees: South Aegean Marmaris Chefs Association Sample." *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)* 22.7 (2017): 83-92.