

The Effect Of Career Future Perception On Job Satisfaction And Turnover Intention: A Research In A Public Organization

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Extensive Summary

Introduction

Individuals are willing to choose a profession which is compatible with their ability, to work at a job which is compatible with this profession and making a career and advance in this career through their work life (Bingöl, 2014:328). The term ‘career’ is described as “level, success and expertise which is achieved by time and work at a profession” (TDK, 2016). Career planning on the other hand, means that deciding future career development roughly and continuing career goals (Zikic ve Klehe, 2006:398).

There are studies which are addressing the relationship between career and topics of organizational behaviour in the literature. For example, in the study of Kim et al. (2016) noted that career success and ethical behaviour affect organizational policy perception negatively and career commitment has a mediating effect on education motivation and turnover intention.

Job satisfaction, is an emotional state which ease the success of the employee or make the employee successful (Schwepker, 2001:41). Turnover intention can be described as planning to quit the job intentionally and purposefully. Generally it is measured based on a specific time period (within the next 6 months) and explain the idea of sealing the deal and the intention of searching alternative job opportunities (Tett ve Meyer, 1993:262). There are plenty of studies which show the negative relationship between the work commitment and turnover intention (Shore ve Martin, 1989; Tett ve Meyer, 1993; Hellman, 1997; Schwepker, 2001; Lambert vd., 2001; Allen vd., 2003; Poon, 2004; Van Dick vd., 2004; Castle vd., 2007).

The objective of this study is to determine the effect of career future perception on job satisfaction and turnover intention.

Methodology

The survey is used to collect data from 254 employee working in a public organization between January to April 2016. The questionnaire was conducted both electronically and face to face. However, only 196 of them were sufficient for analysis. Most of the participants are men (60,2 % and the rest are women (39,8 %). Most of the participants (49 %) have the age range between 25-30.

In order to measure career perception Career Future Scale developed by Rottinghaus, Day and Borgen (2005) which has 25 items and consists of three subscales referred to career adaptability (CA), career optimism (CO) and perceived knowledge (PK) was used. In addition, job satisfaction scale which is developed by Agho, Price and Müller (1992) consists of 6 item and turnover intention scale developed by Bluedorn (1982) which has 3 items are used. All of the scales were 5-point Likert (1= totally disagree, 5= totally agree).

Explanatory factor analysis was done for all three scales. KMO value and Barlett Test results for Career Future Scale, Job Satisfaction Scale and Turnover Intention Scale are presented respectively 0,77; [$\chi^2(300) = 2221,841, p < 0,001$], 0,85; [$\chi^2(15) = 656,002, p < 0,001$] and 0,67; [$\chi^2(3) = 136,288, p < 0,001$]. According to Explanatory factor analysis 5 items are removed from Career Future Scale (The subscales remain same).

Findings and Results

According to the findings of the study, career adaptability and optimism dimensions of career future perceptions have a significant and positive impact on job satisfaction respectively ($r=0,36; p<0,01$) and ($r=0,54; p<0,01$). However, perceived knowledge dimension does not have a significant impact on job satisfaction ($r=0,11; p>0,05$). Career adaptability, career optimism and perceived knowledge has a significant and negative impact on turnover intention respectively ($r=-0,30; p<0,01$), ($r=-0,33; p<0,01$) and ($r=-0,17; p<0,05$).

As a result, career adaptability and optimism dimensions of career future perception have a significant and positive impact on job satisfaction, but no significant impact observed with perceived knowledge dimension and job satisfaction. On the other hand, career adaptability and career optimism have a significant and negative impact on turnover intention, however, no significant impact observed with perceived knowledge and turnover intention.