

## **The Examination of the Relationship between Employees' Empowerment Perceptions and Their Organizational Commitments in Hotel Operations**

**İrfan Yazıcıoğlu**

Gazi University  
Faculty of Tourism  
Ankara, Turkey  
[irfanyaz@gazi.edu.tr](mailto:irfanyaz@gazi.edu.tr)

**Ersan EROL**

Eskişehir Osman Gazi University  
Faculty of Tourism  
Eskişehir, Turkey  
[ersane@ogu.edu.tr](mailto:ersane@ogu.edu.tr)

### **Abstract**

The main goal of this study is to research the relationship between employees' empowerment perceptions and their organizational commitments in accommodation operations. The second goal of the study is to examine the differentiation of empowerment perception and organizational commitment in term of some demographic variables. In this scope, a case study was applied to 410 workers selected randomly from 4216 workers in 16 hotels in Ankara-Turkey. A questionnaire was used to collect data from respondents. All data were analyzed by using regression, correlation, t, and Anova statistical tests. According to the statistical tests, a significant relationship was found between empowerment of employees and organizational commitment. Also, the level of the relationship was calculated as 49.8 %.

**Keywords:** Employee empowerment and organizational commitment