

The Role of Organizational Identificational in The Influnce of The Perceptions of Organizational Justice on Organizational Health: A Study in Three, Four And Five Star Hospitality Enterprises in Nevşehir

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Extensive Summary

Increasing contribution of the service sector to the country's economy has increased the importance of occupations in their ability to be superior to their competitors in the sector. Because of that reason, it is aimed to increase the performances of the workers and increase the efficiency and effectiveness of the organizations. It is thought that the establishment of healthy organizations and the creation of an environment where justice is given to the workshops should be created in order to increase and improve the performance of the workers.

The purpose of this research in this context is to determine the role of organizational identification in the influence of the perceptions of organizational justice on organizational health professionals working in three, four and five star hospitality enterprises in Nevşehir. In this research, organizational justice independent is variable, organizational health dependent is variable and organizational identification tool is variable.

The relationship between organizational justice, organizational health, concepts of organizational identification, characteristics and variables are explained in a detailed way. In an attempt to test hypotheses put forward after the theoretical framework of the research was applied to 488 occupations in three, four and five star hospitality enterprises in Nevşehir. A correlation analysis was performed for the significance of the inter-variable correlations, and it was determined that the organizational justice perception affects the organizational health positively according to the results obtained by applying the Sobel Test to the question of whether it is an intermediary relationship or not.

According to research findings, partial mediator effect has been determined thanks to organizational identification in this relation. Literature survey made within the scope of the thesis study and are included the conclusion and recommendations in consequence of the application.