

The Effects of Workplace Safety Climate on Organizational Identification and Job Satisfaction Perceptions in Hotel Kitchens

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Abstract

In this study, it is aimed to investigate whether workplace safety climate has an effect on organizational identification and job satisfaction perceptions of hotel employees. The data used in the study were obtained from 205 employees in 2019 with a web-based questionnaire prepared for kitchen employees of 4 and 5 star hotel establishments in Ankara. By means of SPSS 25 program, t test, anova test and correlation analysis were conducted in order to determine the relationships between variables, the effects of the variables on each other, and the effect of workplace safety climate on organizational identification and job satisfaction perceptions. According to the results of correlation analysis; with organizational identification and job satisfaction of workplace safety climate; organizational identification with workplace safety climate and job satisfaction; job satisfaction is also found to have positive relationships between workplace security climate and organizational identification.

Keywords: workplace safety climate, Job Satisfaction, Organizational Identification

1. Introduction

It is important to research on which emotional perceptions can affect the development of service industry employees' physical abilities. Emotional perceptions is strongly correlated with whether the workplace is safe or not. With technological speed, expectation of high production at low cost and similar causes, developments on business life lead to an environment that affects worker health negatively and that has negative effects on organization identification and work satisfaction by creating the perception of an unsafe workplace. Therefore, if the management thinks that the staff has negative perceptions, it should take necessary precautions in order to create positive perceptions on workplace safety climate by considering emotional perceptions of staff. The aim of this research is to determine the effects of workplace safety climate on organizational identification and job satisfaction perceptions of kitchen employees of 4 and 5 stars hotel businesses. The perception of workplace safety climate, organizational identification, and job satisfaction perception, which can affect the productivity of kitchen workers in labor-intensive hotel businesses, can lead to many problems in the work environment. In order to investigate whether the workplace security climate has an impact on the organizational identification and job satisfaction of the employees, a web-based questionnaire prepared for the kitchen staff of 4 and 5 star hotel businesses was sent and the data obtained from 205 employees were analyzed. It has been determined that there is a significant relationship between the perception of organizational identification of the workplace safety climate, the perception of job satisfaction of the workplace safety climate, and the perception of job satisfaction of the organizational identification, and as a result of the analysis, It has been found that kitchen employees of 4

and 5 star hotel establishments in Ankara the workplace safety climate on the organizational identification, the perception of workplace safety climate on job satisfaction and organizational identification that have effects.

2. Literature review

2.1 Workplace Safety Climate

Organizational identification and job satisfaction perception of employees is important for productivity. When other perceptions that affect these perceptions are examined, the work environment in which the employees work comes to the fore. Although there are different opinions in the literature as a definition (Milijic, 2014), taking institutional precautions called the workplace safety climate that will make the employee feel safe during the work (Avram et al, 2015), especially work accidents should be prevented. Very close relationships have been found between safety attitudes and accident rates depending on businesses and the sector they are in (Luria & Yagil, 2010). The knowledge that approximately 1500 workers died in work accidents in our country strengthens this idea. The Occupational Health and Safety Law No. 6331, which came into force on 30 June 2012, required some legal arrangements to be made in order to prevent occupational accidents (Öztürk & Bolcan, 2019). However, the legislation is not sufficient to prevent occupational accidents. The important thing is to consider the measures at the outset so that the health of the employee is not compromised. For example, questions such as what should be the general structure of the kitchen, which points should be taken into consideration during construction, for work accidents faced by the employee working in hotel kitchens (Küçükyaman & Demir, 2019). In this case, the most appropriate kitchen location is between the warehouse where food supplies will be provided and the area where food is served. Good illumination of this area, light color of ceiling paint enables the worker to work in a good environment, but knives etc. light reflection can be dangerous for those working with materials (Çakır, 2015). When considering the physical structure of the kitchen, the psychological structure of the employee should also be taken into consideration. In an environment where there is not enough heat and light sources, the spiritual structure of the employee may also be impaired. Besides the physical structure of the kitchen, the Psychosocial Security Environment should also be taken into consideration. Flexible working conditions in hotel kitchens pose some difficulties for employees. Workload uncertainty, heavy workload, non-standard working conditions, stress caused by trying to train work cause the work performance to decline and work accidents naturally (Sormaz et al, 2014). Various studies may be required in this area, such as safety climate, organizational climate, working systems, work environment, and theories of work stress. According to the studies on organizational climate in the literature, the idea that Psychosocial Security Environment is the belief shared by the employee that management protects their psychological security is widely adopted (Bond et al, 2010). In their study, Kwan et al (2016) stated that providing a useful working environment for employees in terms of health, safety and psychology creates efficiency for the business.

2.2 Organizational Identification

Organizational Identification is the perception of belonging that is developed by the employees for the business they work in and defined psychologically. If the employee, who is a social entity, feels the presence of a positive organizational climate in the workplace, an emotional and cognitive bond is created. In the research conducted by Teng et al (2019) in a 3-star hotel business, the idea that perceived ethical work environment will strengthen organizational identification.

Organizational identification strives to achieve workplace goals by increasing the willingness to work in the employee and takes a role in the increase in productivity (Öncer & Yıldız, 2012). It is also effective in creating customer satisfaction (Bartels et al, 2019). This information highlights the importance of motivation in creating a positive organizational climate (Karolidis & Vouzas, 2019). Creating a corporate identity asset in motivation enables employees to act in the interests of the organization. Satisfying expectations especially from a socio-

emotional perspective creates trust and loyalty (Lu et al, 2016). Although organizational identification is called the perception of unity with the organization's own organization, experimental evidence shows that organizational identification can also lead to negative consequences. For example; such as decreased cooperation among employees, conflicts in the workplace, unethical behavior (Conroy et al, 2017).

2.3 Job satisfaction

Job Satisfaction is a positive emotional perception regarding the fulfillment of the goals and values of the employees (DiPietro et al, 2020), it is an expression of the extent to which the employees love their jobs. Job satisfaction is a perception that affects the psychological structure and productivity of employees in labor-intensive accommodation establishments. It can even lead to turnover. This perception may not apply to every employee, and sometimes her productivity may not diminish if she is not satisfied with her job (Ann & Blum, 2020). The cultural structure in the business environment also affects job satisfaction. Organizational climate created by managers from different cultures causes negative job satisfaction. Various motivation tools can overcome this negativity (Chan & Ao, 2019).

Managers, as motivation tools, can ensure attendance to job of the employees, increase the job security, and the level of wages. In the study of Weale et al (2018), it was stated that efforts should be made to ensure flexible working arrangements and use by the management in order to create a work-life balance and provide job satisfaction for the employees. Job satisfaction also positively affects customer relations, especially in labor-intensive sectors, job satisfaction is important in this respect (Yeh, 2013). Employees are very affected by motivation tools due to their nature, daily work activities may not be sufficient in terms of job satisfaction, more efforts should be made (Gorenak et al, 2019).

Based on the purpose of the research, the following hypotheses will be tested:

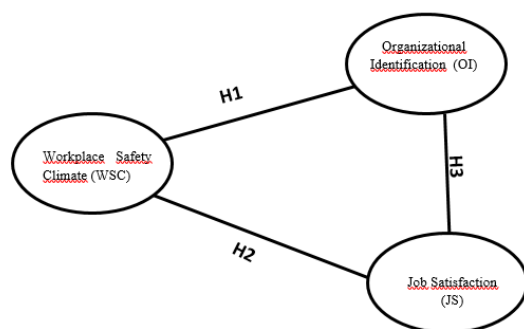
H1: Workplace safety climate has an impact on organizational identification perceptions.

H2: Workplace safety climate has an impact on perceptions of job satisfaction.

H3: Organizational identification has an impact on perceptions of job satisfaction.

Figure 1

The model of the research



3. Research Method

3.1 Population and Sample

The research population consists of the Ministry of Tourism in Turkey depends on the 4 and 5 star hotels who are working in the kitchen employees. The sample was chosen due to the difficulty of reaching the research group in the population. The sample group consists of kitchen employee working in 4 and 5 star hotel

businesses in Ankara. All employees in the kitchens of 4 and 5 star hotels in Ankara province have been sent electronic questionnaire. 205 people who filled in the questionnaire form the database of the research.

3.2 Data Collection

In the research, primary and secondary data sources were used. In this context, written sources such as previous studies, articles and theses were scanned. Then, a questionnaire was applied to determine the effects of 4 and 5 star hotel enterprises kitchen employees on the organizational identification of the workplace safety climate, the job satisfaction of the workplace safety climate and the perception of organizational identification on the job satisfaction.

The data collection tool consists of four parts; In the first part, the questions related to general information about the kitchen employees participating in the research, in the second part, the workplace safety climate scale, in the third part, the organizational identification scale, and in the fourth part, the job satisfaction scale. Türen, Gökmen, Tokmak ve Bekmezci (2014) tarafından hazırlanan beşli likert tipinde “İşyeri Güvenlik İklimi” ölçeği, beşli likert tipinde Mael ve Ashforth (1992) tarafından geliştirilen örgütsel özdeşleşme ölçeği kullanılmıştır. The "Workplace Safety Climate" scale in the five-likert type prepared by Türen, Gökmen, Tokmak and Bekmezci (2014) and the "Organizational Identification" scale developed by Mael and Ashforth (1992) in the five-likert type were used. Finally, to determine the level of perceived job satisfaction in the enterprises, the five- likert scale prepared by Chen et al (2009) by referencing Arnett (1999) and Judge et al (2009), the scale of Turkish adapted by Turunç and Çelik (2012) were used.

3.3 Reliability Tests

Alpha Model and Cronbach Alpha reliability test were used to determine the reliability level of the survey. Although the validity-reliability studies of the scales used in this study were done before, nevertheless Cronbach Alpha reliability coefficients were calculated for each sub-dimension and reliability analysis was performed. The alpha coefficient of the workplace safety climate scale is 0.87, and the alpha coefficient of the organizational identification scale is 0.80.

4. Results and Discussions

The introductory frequency and percentage distributions for the general structure of the kitchen workers, which constitute the sample group of the study, are shown in Table-1.

Table 1

Descriptive Statistics for the Sample Group

Number of people working in the unit	Number (f)	Percentage (%)
1-5 person	68	33,2
6-10 person	1	,5
11-15 person	62	30,2
16-20 person	16	7,8
21 and over	58	28,3
TOTAL	205	100,0

Number of people working in the unit	Number (f)	Percentage (%)
1-5 person	68	33,2
6-10 person	1	,5
11-15 person	62	30,2
16-20 person	16	7,8
21 and over	58	28,3
Age	Number (f)	Percentage (%)
18-25 age	40	19,5
26-30 age	29	14,1
31-35 age	55	26,8
36-40 age	41	20,0
41 age and over	40	19,5
TOTAL	205	100,0
Sex	Number (f)	Percentage (%)
Female	37	18,0
Male	168	82,0
TOTAL	205	100,0
Education	Number (f)	Percentage (%)
Primary education	27	13,2
High school	65	31,7
Associate degree	61	29,8
License	43	21,0
Postgraduate	9	4,4
TOTAL	205	100,0
Seniority	Number (f)	Percentage (%)
1-5 Year	89	43,4
6-10 Year	73	35,6
11-15 Year	25	12,2
16-20 Year	7	3,4
21 and over	11	5,4
TOTAL	205	100,0
Professional Seniority	Number (f)	Percentage (%)
1-5 Year	44	21,5
6-10 Year	32	15,6
11-15 Year	25	12,2
16-20 Year	56	27,3
21 and over	48	23,4
TOTAL	205	100,0

Number of people working in the unit	Number (f)	Percentage (%)
1-5 person	68	33,2
6-10 person	1	,5
11-15 person	62	30,2
16-20 person	16	7,8
21 and over	58	28,3
Job	Number (f)	Percentage (%)
Chef de Cuisine	54	26,3
Demi-Chef	42	20,5
Chef de Partie	30	14,6
Chef	39	19,0
Assistant Cook	40	19,5
TOTAL	205	100,0

When the findings in the demographic factors are analyzed, it is seen that the working period of more than half of the participants in the research is between 16-20 years. When the education level of the kitchen workers is examined, there are the most high school and associate degree graduates, and the number of employees is between the ages of 31-35. Due to this information, it can be said that kitchen employees are conscious. And this can give an idea about the perception of organizational identification, workplace safety climate and job satisfaction.

Table 2

Organizational Identification of Workplace Safety Climate and Job Satisfaction Correlation Analysis

		Workplace Safety Climate	Organizational Identification	Job Satisfaction
Workplace Safety Climate	r	1	,649**	,444**
	p		,000	,000
	n	205	205	205
Organizational Identification	r	,649**	1	,471**
	p	,000		,000
	n	205	205	205
Job Satisfaction	r	,444**	,471**	1
	p	,000	,000	
	n	205	205	205

** Correlation is significant at the 0.01 level.

The relationship between Workplace Safety Climate and organizational Identification levels of the sample group participating in the study was examined, and a significant relationship was found at the significance level of 0.01, and the severity of the relationship was $r = ,649$. In other words, the correlation coefficient found in the analysis was found to be quite high ($p = 0,000$) and a remarkable relationship was found between the Workplace Safety Climate and Organizational Identification.

The relationship between the workplace safety climate and the Job Satisfaction of the sample group participating in the study was examined and a significant relationship was determined at the significance level of $p < 0.01$, and the severity of the relationship was found to be $r = ,444$. A statistically significant relationship was found between the workplace safety climate and the Job Satisfaction. The correlation coefficient found in the analysis was found to be quite high ($p = 0,000$).

The relationship between Organizational Identification and Job Satisfaction of the sample group participating in the study was examined, and a significant relationship was determined at the significance level of $p < 0.01$ and the severity of the relationship is $r = ,471$. In other words, a remarkable relationship has been found between Organizational Identification and Job Satisfaction. The significance of the correlation coefficient found in the analysis was found to be quite high ($p = 0,000$).

Table 3

The Effect of Workplace Safety Climate on Organizational Identification Perceptions in Hotel Kitchens

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Workplace Safety Climate - Organizational Identification Perception (Model 1)	,649 ^a	,421	,418	,51537

In the regression analysis, it was observed that the Workplace Safety Climate had an effect on Organizational Identification, and the value of this effect was found to be 42%.

Table 4

The Effect of Workplace Safety Climate on Job Satisfaction Perceptions in Hotel Kitchens

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Workplace Safety Climate - Perception of Job Satisfaction (Model 2)	,444 ^a	,197	,193	,53487

When we look at the Effect of Workplace Safety Climate on Job Satisfaction Perceptions in Hotel Kitchens, it is seen that this effect is at a level of 19%.

Table 5
The Effect of Organizational Identification on Perception of Job Satisfaction in Hotel Kitchens

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Organizational Identification - Perception of Job Satisfaction (Model 3)	,471 ^a	,221	,218	,52672

According to the results of the regression analysis when the table-5 is paid attention, it has been observed that the effect of organizational identification on the job satisfaction perception is at a level of 22%. Therefore, it has been determined that organizational identification has a 22% impact on job satisfaction of kitchen employees.

Table 6
Differentiation between Organizational Identification and Job Satisfaction of Workplace Safety Climate in Terms of the Number of Employees Variable (ANOVA)

Number of Employees		Number (f)	X (Mean)	s.s.	F	p
Workplace Safety Climate	1-5	68	3,9895	,70411		
	6-10	1	5,0000			
	11-15	62	4,0956	,59255		
	16-20	16	4,0893	,66777	,799	,527
	21 and over	58	4,1121	,72190		
	Total	205	4,0690	,67331		
Organizational Identification	1-5	68	3,9436	,65955		
	6-10	1	5,0000			
	11-15	62	4,0591	,50507	,859	,489
	16-20	16	4,1042	,72744		
	21 and over	58	4,0316	,82567		
	Total	205	4,0211	,67546		
Job Satisfaction	1-5	68	3,5706	,59276		
	6-10	1	4,8000			
	11-15	62	3,6323	,44382	4,458	,002
	16-20	16	3,7500	,77803		
	21 and over	58	3,9379	,61810		
	Total	205	3,7132	,59547		

In the anova test conducted by considering the number of employees in the kitchens of 4 and 5 star hotels in Ankara province, no differentiation was detected in the significance level of $p < .05$ in terms of the Workplace Safety climate and the number of employees variables. When it is tested whether there is a difference in the level of significance of $p < .05$ in terms of the number of employees variables with Organizational Identification, it is determined that there is no significant difference. When looking at the variable of number of employees in terms of Job Satisfaction, a differentiation was found at the level of $p < .05$ significance.

Table 7

Differentiation between Organizational Identification and Job Satisfaction of Workplace Safety Climate in terms of Age Groups (ANOVA)

Age Groups		Number (f)	X (Mean)	s.s.	F	p
Workplace Safety Climate	18-25	40	3,5839	,85453		
	26-30	29	3,8966	,71034		
	31-35	55	4,1597	,49772	9,980	,000
	36-40	41	4,2979	,37962		
	41 and over	40	4,3196	,62730		
	Total	205	4,0690	,67331		
Organizational Identification	18-25	40	3,7125	,87624		
	26-30	29	3,8563	,80884	5,104	,001
	31-35	55	4,0061	,60686		
	36-40	41	4,2236	,39897		
	41 and over	40	4,2625	,50480		
	Total	205	4,0211	,67546		
Job Satisfaction	18-25	40	3,5000	,84246		
	26-30	29	3,7103	,57715		
	31-35	55	3,6836	,51882	2,777	,028
	36-40	41	3,7512	,38414		
	41 and over	40	3,9300	,53311		
	Total	205	3,7132	,59547		

In the Anova test conducted by age groups, a differentiation was determined at the significance level of $p < .05$ in terms of the workplace safety climate and age variable of the participants in the sample group. In terms of age variable and organizational identification, a differentiation also was found at the level of $p < .05$ significance. In terms of Job Satisfaction and age variable, a differentiation was detected at the $p < .05$ significance level. Therefore, a differentiation was found in terms of the age group variable in all three dimensions.

Table 8

Differentiation between Organizational Identification and Job Satisfaction of Workplace Safety Climate by Employees by Gender (t-test)

Gender		Number (f)	X (Mean)	s.s.	t	p
Workplace Safety Climate	Female	37	4,0174	,69750	-,514	,608
	Male	168	4,0804	,66947		
Organizational Identification	Female	37	3,8739	,84291		
	Male	168	4,0536	,63112	-1,469	,143
Job Satisfaction	Female	37	3,7081	,77831	-,057	,955
	Male	168	3,7143	,55004		

Whether there is a difference in the perception of Workplace Safety Climate, Organizational Identification and Job Satisfaction according to the gender variable of the sample group participating in the research was investigated and there was no significant difference between all three dimensions and gender ($p < .05$).

Table 9

Differentiation between Organizational Identification and Job Satisfaction of Workplace Safety Climate by Employees by Education Groups (ANOVA)

Education Groups		Number (f)	X (Mean)	s.s.	F	p
Workplace Safety Climate	Primary Education	27	4,3466	,43929		
	High School	65	4,1747	,64534	3,095	,017
	Associate Degree	61	3,8677	,64928		
	License	43	4,0183	,81398		
	Graduate	9	4,0794	,53624		
	Total	205	4,0690	,67331		
Organizational Identification	Primary Education	27	4,1481	,62929		
	High School	65	4,1154	,58029		
	Associate Degree	61	3,9071	,68888	1,394	,237
	License	43	3,9225	,81353		
	Graduate	9	4,2037	,55137		
	Total	205	4,0211	,67546		
Job Satisfaction	Primary Education	27	3,8296	,54829		
	High School	65	3,7785	,43750		
	Associate Degree	61	3,5934	,70990	2,507	,043
	License	43	3,6233	,62520		
	Graduate	9	4,1333	,51962		
	Total	205	3,7132	,59547		

In the Anova test, taking into account the educational status of the employees in the sample group; While there is no difference in the organizational Identification dimension of the participants at the level of significance of the education level variable $p < .05$; When the relationship between workplace safety climate which is dimension 1 and work satisfaction which is dimension 3 is examined from the same variable opening, a differentiation was found at the level of significance of $p < .05$.

Table 10

Differentiation between Organizational Identification and Job Satisfaction of Workplace Safety Climate of Employees in Terms of Seniority Variable (ANOVA)

Working year in the institution (Seniority)		Number (f)	X (Mean)	s.s.	F	p
Workplace Safety Climate	1-5	44	3,7614	,75968		
	6-10	32	3,8371	,84130		
	11-15	25	4,1914	,49389	5,646	,000
	16-20	56	4,2219	,45659		
	21 and over	48	4,2634	,63618		
	Total	205	4,0690	,67331		
Organizational Identification	1-5	44	3,8258	,77255		
	6-10	32	3,8490	,80250	2,495	,044
	11-15	25	4,1067	,44326		
	16-20	56	4,0923	,64190		
	21 and over	48	4,1875	,57697		
	Total	205	4,0211	,67546		
Job Satisfaction	1-5	44	3,6045	,74520		
	5-10	32	3,7063	,76197	,865	,486
	10-15	25	3,7200	,38730		
	15-20	56	3,6964	,47938		
	21 and over	48	3,8333	,52565		
	Total	205	3,7132	,59547		

In the Anova test, which was conducted considering the working year, a differentiation was determined in the significance level of $p < .05$ in terms of the workplace safety climate and seniority year variable of the participants in the sample group. In terms of organizational identification and seniority variation a differentiation was determined at the level of $p < .05$ significance. In terms of Job Satisfaction and seniority year variable, no difference in the level of $p < .05$ significance was detected.

Table 11

Differentiation between Organizational Identification and Job Satisfaction of Workplace Safety Climate in Terms of Seniority Variable (ANOVA)

Working Year in Profession (Professional Seniority)	Number (f)	X (Mean)	s.s.	F	p	
Workplace Safety Climate	1-5	89	3,8868	,77005		
	6-10	73	4,1321	,50377		
	11-15	25	4,4314	,30617	4,023	,004
	16-20	7	4,2041	,86743		
	21 and over	11	4,2143	,91529		
	Total	205	4,0690	,67331		
Organizational Identification	1-5	89	3,8914	,80720		
	6-10	73	4,0845	,58076		
	11-15	25	4,1867	,40632	1,638	,166
	16-20	7	4,2381	,40663		
	21 and over	11	4,1364	,59544		
	Total	205	4,0211	,67546		
Job Satisfaction	1-5	89	3,6697	,72994		
	5-10	73	3,7288	,47066		
	10-15	25	3,6240	,34312	1,877	,116
	15-20	7	3,7143	,75593		
	21 and over	11	4,1636	,25009		
	Total	205	3,7132	,59547		

The same analysis was repeated according to the seniority groups in the profession as it is a subject parallel to the working year; a differentiation was found only at the significance level of $p < .05$ in terms of the Safety of Workplace climate and the seniority year variable in the profession. There was no difference in organizational identification and of Job Satisfaction perception compared to seniority groups in the profession.

Table 12

Differentiation Between Organizational Identification and Job Satisfaction of Workplace Safety Climate of Employees in Terms of Task Variable in Business (ANOVA)

Task Groups		Number (f)	X (Mean)	s.s.	F	p
Workplace Safety Climate	Executive Chef	54	4,1706	,71083		
	Demi-Chef	42	4,1956	,43920		
	Chef de Cuisine	30	4,1667	,56783	2,562	,040
	Chef	39	3,9835	,65001		
	Sous Chef	40	3,8089	,84552		
	Total	205	4,0690	,67331		
Organizational Identification	Executive Chef	54	4,1265	,71809		
	Demi-Chef	42	4,0595	,39616	1,541	,192
	Chef de Cuisine	30	4,1333	,67580		
	Chef	39	3,9487	,64680		
	Sous Chef	40	3,8250	,83798		
	Total	205	4,0211	,67546		
Job Satisfaction	Executive Chef	54	3,8852	,46395		
	Demi-Chef	42	3,6762	,42127	2,001	,096
	Chef de Cuisine	30	3,7600	,66726		
	Chef	39	3,5897	,56930		
	Sous Chef	40	3,6050	,81081		
	Total	205	3,7132	,59547		

In the Anova test conducted considering the task variable of the employees in the sample group; A differentiation was determined in the dimension of Workplace Security Climate at the level of significance of $p < .05$. In terms of organizational identification and task variable, no difference in the level of significance of $p < .05$ was detected. In terms of Job Satisfaction and task variable, a differentiation was detected at $p < .05$ significance level. Therefore, while there is a significant difference in the perceptions of workplace safety climate and job satisfaction, it is noteworthy that there is no significant difference in the perception of organizational identification.

5. Conclusion and Recommendations

The results of the analysis support the problem of the research. Researches in the literature also show that the workplace safety climate affects employees' perceptions of the workplace positively or negatively. It has been determined that there is a relationship between workplace safety climate and organizational identification perception of the sample group participating in the research, and the significance of this relationship is quite high. In addition, as a result of the regression analysis, the effect of the workplace safety climate on organizational identification perception in kitchen employees was found to be 42%. When we look at whether

there is a relationship between the employees' workplace security climate and their job satisfaction, it is seen that there is a relationship and the significance of this relationship is quite high. When the effect of workplace safety climate on job satisfaction perceptions is observed, it is seen that there is an effect of 19%. It can be said that the significance of the relationship between the perception of the workplace safety climate and the job satisfaction of the kitchen employees in the 4 and 5-star hotels in Ankara is an indicator that the job satisfaction will increase with the increase in the workplace safety climate. In this research, it was determined that there is also a relationship between organizational identification and job satisfaction. When the degree of this relationship is analyzed, it is seen that the effect of organizational identification on the job satisfaction perception is at a level of 22%. Therefore, it can be said that increased perception of organizational identification will increase job satisfaction. Based on the research findings, the following recommendations can be made for the researchers who will study on the same subject; the relationship between workplace safety climate, organizational identification and job satisfaction could not be investigated in terms of regional difference variate due to time constraints in the study. Considering the regional differences variable research can be done. Hypotheses can be tested in order to determine the relationship between workplace safety climate, organizational identification and job satisfaction in 4 and 5 star hotels in the Centers of Tourism, and studies can be conducted to increase the level of perception in all three dimensions. The relationship between the workplace safety climate, organizational identification and job satisfaction can be examined in terms of executive behavior. The scope of research can be deepened by making comparisons in terms of the educational levels of the employees, which are demographic variables.

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