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CARRIER PLANNING AND EMPLOYEES' BURNOUT LEVEL IN COMPANIES

ABSTRACT

In this research, increasing importance of carrier concept and its result of organizational planning and burnout because of intensive stress all results from globalization and enhanced competition have been investigated. Relationships among these concepts are also explored. Carrier is defined as all tasks assigned to a person during his work life. Carrier planning is defined as to form career targets for individuals and to pick appropriate individuals for promotion and tasks from the point of organization. Burnout is defined as the individuals to define higher targets and because of disappointment, the depreciation of individual energy and the feeling of exhaustion. The reason that research is applied in tourism industry is that this sector can supply necessary foreign currency needed for a developing country and can help to reduce unemployment because of higher employment opportunities. Since human capital is more vital in tourism industry, exhaustion of workers thought to effect the performance of the companies. Because of this, companies require to hire qualified workers to complete with other organizations in the industry. Survey has been sent to 37 five or four star hotel in Aydin region, yet only 29 responses have been received and total 190 people have been participated in the survey. The analysis of the data has been performed by using SPSS statistical package program. Results proved the research hypothesis and we found that there is negative relationship between the previously mentioned two factors. We could argue that as the importance of carrier increases, the burnout levels decreases.

Key words: Carrier planning, carrier management, exhaustion, burnout, stress