

Arife DÜZGÜN

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL STRESS
AND ORGANIZATIONAL COMMITMENT OF TOP LEVEL
MANAGERS: A STUDY ON FIVE STAR HOTELS IN ANTALYA
REGION**

ABSTRACT

The purpose of this research is to analyse correlations between organizational stress and organizational commitment of senior managers in hotel.

The first chapter of the research; the concepts of Stress and Organizational Stress were explained in detail. In this context, the theoretical explanations, fundamental concepts, classification and the effects are analysed.

In the second chapter; the concept of organisational commitment was clarified as well as giving the importance and related theories and the classification.

In the third and last chapter; research forms part of the application. Questionnaire conducted on 109 senior managers which selected with method of basic random sampling and employing in 336 five stars group hotel administrations in Antalya. The data obtained from the senior managers who work, via surveys are analyzed in the SPSS 20.0.

In consequence of this analysis, significant negative correlation between organizational stress and affective commitment, and between organizational stress and normative commitment were determined. According to this consequence, as organizational stress decreases, affective commitment and normative commitment increases.

KEY WORDS

Stress, Organizational Stress, Organizational Commitment