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TITLE: THE EFFECTS OF LEADERSHIP BEHAVIOURS OF ACADEMICIANS WHO ARE AT MANAGER POSITION IN TOURISM DEPARTMENTS OF UNIVERSITIES OFFERING THE UNDERGRADUATE ON ORGANIZATIONAL COMMITMENT OF EMPLOYEES

ABSTRACT

The main purpose of this study is to research effects of leadership behaviours of academicians who are at manager position in tourism departments of universities offering the undergraduate on organizational commitment of employees. The other sub-objectives of this study are to determine organizational commitment of academicians in universities in different regions of Turkey and are to reveal how they perceive leadership behaviours of their managers. In the research, questionnaire is distributed for data collection. The research data is obtained with 198 academicians who work in 21 state universities in Turkey.

Two measures were used to collect research data. These measures are "organizational commitment" and "leadership behaviours". Mowday, Steers and Porter's Organizational Commitment Questionnaire was used to measure organizational commitment of academicians. There are fifteen expressions in this measure; five expressions for affective commitment, five expressions for continuance commitment, and five expressions for normative commitment. The questionnaire, labelled as "Organizational Commitment", measures 15 organizational commitment of employees. In the second questionnaire of study, Robert Kabacoff's 'Leadership Effectiveness Analysis' were performed. This measure was used to identify leadership behaviours of academicians and managers, and if any, differences between their leadership behaviours and in which areas these differences are. The questionnaire, labelled as 'Leadership Behaviours Questionnaire', consisting of 22 variables prepared to measure leadership behaviours of managers.

In the study for assessment of data; reliability analysis, percentage, frequency distribution, arithmetical mean, standard deviation, correlation, two way variance

analysis, independent sample t-test and regression analysis have been used. These methods are applied with the help of "SPSS for Windows 15.0" software package.

KEY WORDS: Organizational Commitment, Affective Commitment, Continuance Commitment, Normative Commitment, Leadership, Leadership Behaviour.