



## The Impact of Fatalistic Beliefs of Employees in Accommodation Companies Regarding Occupational Accidents on Burnout

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### Abstract

Every year millions of people throughout the world lose their lives due to occupational accidents and occupational diseases. Studies of occupational accidents have found that the majority are human induced. The fatalistic beliefs of employees regarding occupational accidents affect people's attitudes toward occupational accidents. In this regard, the main purpose of the research is to determine the effect of fatalistic beliefs of employees in five-star accommodation businesses regarding occupational accidents on burnout. Quantitative data came from a survey of employees in five-star accommodation businesses. This study focuses on kitchens, housekeeping, restaurants, bars and technical service departments, since the risk of occupational accidents in these four departments is higher than in others. The results of the research reveal that fatalistic beliefs of employees regarding occupational accidents affect their burnout levels; in other words, a fatalistic attitude regarding occupational accidents is a very powerful predictor of burnout. The research on impact of fatalistic beliefs of employees regarding occupational accidents on burnout lacks empirical evidence. This study provides a empirical evidence on impact of fatalistic beliefs of employees regarding occupational accidents on burnout. This research provides an important contribution not only to the safety workplace literature, but also to the field of organizational behaviour and human resource management.

### Article History

Received: 13.03.2018

Accepted: 05.06.2018

### Keywords

Fatalism

Occupational accidents

Burnout

Accommodation businesses

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