



## Awareness on The Legal Rights of Employees in the Tourism Sector: A Research on the Accommodation Business Employee

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### Abstract

The tourism industry is a labour-intensive industry and has some difficulties, such as long working hours, lack of job security, lack of union rights, lack of social security rights, violation of off-hours or free working hours, and recruitment of low-wage foreign employees. This study is very important as it finds the knowledge and perception levels of tourism employees about labour rights. Therefore, the study offers action to be taken for non-governmental organizations, trade unions and tourism employers. These actions can lead to an improvement in the lives of tourism employees as human beings by defending human rights. In terms of employers, it is a fact that employees who have an improvement in their living standards can work more efficiently in their workplaces. For instance; According to the Collective Voice / Institutional Response Approach developed by Freeman and Medoff (1979) unions are an organization that tries to increase productivity and respond to the interests of employees with different interests. According to Freeman and Medoff (1979) with unions, the rate of turnover decreases, businesses adopt better production methods, communication between the employee and the employer is strengthened, and the enterprise is provided with the right decision. As a result, work efficiency increases by increasing the motivation of employees who are aware of the employees' rights.

### Article Type

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