



## The Effect of Career Plateau on Time Banditry: An Application in a Five-Star City Hotel in Turkey

\* Songül ÖZER<sup>a</sup> 

<sup>a</sup> Van Yüzüncü Yıl University, Faculty of Tourism, Department of Recreation Management, Van/Turkey

### Article History

Received: 09.02.2021

Accepted: 21.02.2021

### Keywords

Career plateau

Time banditry

Five-star city hotels

Turkey

### Abstract

Digitalization and globalization lead to an increasing competition amongst the companies. Labor-intensive and substitutable nature of tourism makes it a sector where competition is intense. It can be said that accommodation establishments are the core components of the tourism sector. The key to provide high quality services in order to stand out from competitors is the high quality of human resources. Therefore, career opportunities play a major role for the establishments. This study aims to review the effect of career plateau on the time banditry behavior of the employees working at five-star city hotels in Turkey. For this purpose, between the employees' demographic characteristics, the relationship and the degree of effect level of career plateau and time banditry behavior are reviewed. The first part of this study conceptually deals with career plateau and time banditry, while the second part discusses the findings of the survey that was implemented to 416 employees in order to find answers to the research hypotheses. The findings obtained from this survey indicate a weak positive correlation between the career plateau and time banditry. The findings also indicate that employees' level of career plateau affect their time banditry behavior. The results section contains discussions about the findings, and recommendations for the executives and researchers.

### Article Type

Research Article

\* Corresponding Author

E-mail: [songulduz@yyu.edu.tr](mailto:songulduz@yyu.edu.tr) (S. Özer)

DOI: [10.21325/jotags.2021.781](https://doi.org/10.21325/jotags.2021.781)