



The Relationship between Creativity Processes and Organizational Culture in Five-Star Hotel Cuisines

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Abstract

Cuisine is a department that is open to innovations in terms of quality, development and creativity of human resources. However, there is likely to be some relationship between the perceived organizational culture in the cuisine department and the creativity processes of the employees. Based on this suggestion, this study has the main objective of analyzing the relationship between the organizational culture perceptions of kitchen staff at hotels and their creativity processes. In addition, this study has the sub-objective of examining the relationship between kitchen employees' demographic characteristics and personal features and their creativity processes and organizational culture perceptions. In this purpose, 275 kitchen employees from 17 five-star hotels operating in the Kemer district of Antalya were involved during the field survey of the study. Quantitative research methods were used in the research and data was collected by questionnaire technique. As a result of the research, it was found that there was a statistically significant relationship between the perception of organizational culture and the processes of creativity of kitchen employees. Besides, it was concluded that there were significant relationships between the various demographic characteristics and personal features of the kitchen employees and their organizational culture perceptions.

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