



Relationship Between Mobbing and Intention to Leave in Hotel Industry**

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Abstract

The purpose of this study is to investigate the employees' perceptions of mobbing and explore the relationships between mobbing and intention to leave in hospitality settings. A questionnaire was prepared by using Heinz Leymann (1990) and Scott et al (1999)'s scales to collect data about mobbing and intention of leaving of employees. The study was carried out over 308 hotel employees of 17 accommodation firms which have the operating certificate issued by the Ministry of Culture and Tourism in Konya, Turkey. Mean, standard deviations, frequencies, correlation and regression were utilized to analyze the data gathered by survey. The results indicated that (1) the levels of mobbing and intention to leave were low, and (2) mobbing was related positively and significantly to intention to leave and; (3) mobbing affected significantly and positively to intention to leave.

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