



## Investigation of the effects of some demographic characteristics of employees in the forest products sector on their organizational identification

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Received: 16/06/2021, Accepted: 26/06/2021

### Abstract

In the study, the effect of some demographic characteristics of the employees of an enterprise operating in forest products on the levels of organizational identification was examined. The research population consists of the employees in the production facility of the company operating in the forest products industry sector. Within the scope of the study, 97 surveys were evaluated. As a result, it was determined that the organizational identification scale averages of the employees were at a moderate level. According to the logistic regression analysis, while there was a significant difference between the organizational identification levels of the employees according to the working time, there was no significant difference between the organizational identification levels according to the other demographic characteristics.

**Keywords:** Forest industry sector, Organizational identification, Logistic regression

### Please cite this article as follows:

Ersen, N. (2021). Investigation of the Effects of Some Demographic Characteristics of Employees in the Forest Products Sector on Their Organizational Identification. *Journal of Biometry Studies*, 1(1), 20-22. <https://doi.org/10.29329/JofBS.2021.348.04>

### 1. Introduction

Today, companies expect employees to go beyond some emotions such as loving the workplace, being loyal and being committed to the business, and companies want their employees to adopt the enterprise in a way that will identify them with their individual identities. Making the membership of the organization an important part of the personalities of the employees and making the employees proud of their membership in the organization while introducing themselves is very important in the competitive environment for the enterprises to gain strategic advantages. For this reason, the issue of organizational identification is a concept that should be understood in terms of today's enterprises (İşcan, 2006; Merihli Taştan, 2020).

There are many definitions in the literature on organizational identification. Mael and Ashforth (1992) define it as the situation in which the individual perceives the successes and failures of the organization as her own, together with her psychological closeness to the

organization. Scott and Lane (2000) expressed organizational identification as the individual's seeing herself as an integral part of the organization while defining the organization.

Organizational identification, which is defined as seeing the organization in which the individual works as her own, can direct the behavior of individuals within the organization. Because, the individual who identifies with the organization sees himself as an element that ensures the survival of the organization and avoids behaviors that may harm the organization by making efforts to benefit the organization. As a result, high-performing individuals emerge (İşcan, 2006; Özdemir, 2010; Göze, 2021).

This study was carried out to determine the effect of the demographic characteristics of the employees in an enterprise operating in the forest products sector on their levels of organizational identification.



## 2. Material and Methods

In this study, the effect of some demographic characteristics of employees in an enterprise operating in the forest products sector on their organizational identification levels was tried to be determined.

The universe of the study consists of the employees in the enterprise operating in the forest products sector. All employees who agreed to take the survey were included in the study. Within the scope of the study, 97 employees agreed to conduct a survey.

The survey form was used as data collection tool. The survey form prepared within the scope of the study consists of two parts. The first part consists of the statements asked in order to determine the demographic characteristics of the employees participating in the study. In the second part, there are statements that determine the organizational identification levels of the participants, and for this, the Organizational Identification Scale developed by Mael and Ashforth (1992) was used. The scale consists of 6 statements in total. The Turkish adaptation of this scale was made by Tak and Aydemir (2004). The statements in the scale were prepared according to a 5-point Likert scale. Cronbach's alpha value of the organizational identification scale was found to be 0.844. A Cronbach Alpha value greater than 0.60 indicates that the scale is reliable (Kalaycı, 2016).

The data obtained within the scope of the study were analyzed using the SPSS 15.0 statistical package program. Descriptive statistical analysis and logistic regression analysis were used in the analysis of the data obtained in the study.

## 3. Results and Discussion

99% of the participants are male and 1% is female. In terms of age group, 40.2% of the employees participating in the survey are in the 34-41 age range, 29.9% are in the 26-33 age range, 19.6% are 42 years old and over and 10.3% are in the 18-25 age range. 76.3% of the employees are married and 23.7% are single. The vast majority (55.7%) of the participants receive a wage between 3001-4500 Turkish liras. In terms of education level, 53.6% of the employees are high school graduates, 21.6% are associate degree graduates, and 20.6% are undergraduate or graduate students. The rate of primary school graduates (4.1%) is quite low. The vast majority (84.5%) of the participants are workers or administrative staffs. When examined in terms of working time in the enterprise, more than 40% of the employees said that they have worked in their current company for 8 years or more.

According to the descriptive analysis results in Table 2, the mean score of the organizational identification dimension of the employees in the forest products enterprise was found to be 3.60. In another study on employees in a private enterprise in Ankara, the level of identification of employees with the enterprise they work for was

determined as 3.76 (Polat & Meydan, 2010). In a study by Şantaş et al. (2016) on healthcare personnel, the level of identification of employees was found to be moderate

Table 1. Demographic characteristics of the participants

| Demographic characteristics |                         | f  | %    |
|-----------------------------|-------------------------|----|------|
| Gender                      | Female                  | 1  | 1.0  |
|                             | Male                    | 96 | 99.0 |
| Marital status              | Married                 | 74 | 76.3 |
|                             | Single                  | 23 | 23.7 |
| Age                         | 18-25                   | 10 | 10.3 |
|                             | 26-33                   | 29 | 29.9 |
|                             | 34-41                   | 39 | 40.2 |
|                             | ≥ 42                    | 19 | 19.6 |
| Income                      | ≤ 3000 Turkish liras    | 24 | 24.7 |
|                             | 3001-4500 Turkish liras | 54 | 55.7 |
|                             | ≥ 4501 Turkish liras    | 19 | 19.6 |
| Educational Status          | Primary education       | 4  | 4.1  |
|                             | High school             | 52 | 53.6 |
|                             | Associate degree        | 21 | 21.6 |
|                             | Bachelor and above      | 20 | 20.6 |
| Position                    | Manager                 | 15 | 15.5 |
|                             | Worker/Administrator    | 82 | 84.5 |
| Working time                | 0-3 years               | 27 | 27.8 |
|                             | 4-7 years               | 27 | 27.8 |
|                             | ≥ 8 years               | 43 | 44.3 |

Table 2. Descriptive statistics on the organizational identification scale

| Scale                         | n  | Mean | Std.Dev. | Min. | Max. |
|-------------------------------|----|------|----------|------|------|
| Organizational identification | 97 | 3.60 | 0.89     | 1.67 | 5.00 |

Variables with more than two options were categorized in the study. The last category value was taken as the reference category for all independent variables. Considering the statistical significance of the Exp (B) values in the model (Table 3), it was determined that only the working time was significant ( $p \leq 0.05$ ). Participants working between 0 and 3 years have about 18 times more organizational identification than participants working 8 years and above. Also, it was determined that marital status, age, position, income and education were not significant variables explaining organizational identification ( $p > 0.05$ ). Merihli Taştan (2020) found that the level of organizational identification of employees differs significantly according to the working time in the institution they are currently working in.

## 4. Conclusion

In this study, it was aimed to determine the effects of demographic variables such as age, education level, marital status, position of the employees in the enterprise, income, working time of the employees in the enterprise on the organizational identification levels of employees. The organizational identification levels of the employees were found to be moderate. Logistic regression analysis was used to determine the demographic factors affecting

Table 3. Descriptive statistics on the organizational identification scale

| Features                            | B      | S.E.  | Wald  | df | p     | Exp(B) | 95% C.I. |         |
|-------------------------------------|--------|-------|-------|----|-------|--------|----------|---------|
|                                     |        |       |       |    |       |        | Lower    | Upper   |
| Marital status                      | 1.386  | 0.962 | 2.077 | 1  | 0.149 | 4.001  | 0.607    | 26.357  |
| Age                                 |        |       | 0.226 | 3  | 0.973 |        |          |         |
| Age (16-25)                         | -0.085 | 1.825 | 0.002 | 1  | 0.963 | 0.918  | 0.026    | 32.866  |
| Age (26-33)                         | 0.268  | 0.945 | 0.081 | 1  | 0.776 | 1.308  | 0.205    | 8.340   |
| Age (34-41)                         | 0.282  | 0.709 | 0.158 | 1  | 0.691 | 1.326  | 0.331    | 5.316   |
| Position                            | 2.643  | 1.784 | 2.196 | 1  | 0.138 | 14.061 | 0.426    | 463.803 |
| Income                              |        |       | 3.916 | 2  | 0.141 |        |          |         |
| Income ( $\leq$ 3000 Turkish liras) | 2.728  | 1.418 | 3.701 | 1  | 0.054 | 15.304 | 0.950    | 246.531 |
| Income (3001-4500 Turkish liras)    | 2.197  | 1.199 | 3.358 | 1  | 0.067 | 8.994  | 0.858    | 94.233  |
| Education                           |        |       | 3.994 | 3  | 0.262 |        |          |         |
| Education (Primary school)          | -2.816 | 1.737 | 2.627 | 1  | 0.105 | 0.060  | 0.002    | 1.803   |
| Education (High school)             | -0.785 | 1.293 | 0.369 | 1  | 0.544 | 0.456  | 0.036    | 5.752   |
| Education (Associate degree)        | -1.450 | 1.320 | 1.207 | 1  | 0.272 | 0.235  | 0.018    | 3.117   |
| Working time                        |        |       | 6.201 | 2  | 0.045 |        |          |         |
| Working time (0-3 years)            | 2.869  | 1.462 | 3.850 | 1  | 0.050 | 17.628 | 1.003    | 309.778 |
| Working time (4-7 years)            | -0.450 | 0.690 | 0.426 | 1  | 0.514 | 0.637  | 0.165    | 2.464   |
| Constant                            | -1.865 | 1.880 | 0.984 | 1  | 0.321 | 0.155  |          |         |

the levels of the organizational identification of the employees. As a result of this analysis, it was found that only the working time in the enterprise was statistically significant. However, in the study, it was concluded that there was no statistically significant effect of age, education, marital status, income, and employees' position variables on the organizational identification. The efficiency and productivity of the enterprises, which consist of employees who see the organization as their own enterprise, may be higher than other enterprises. In other words, organizational identification is one of the factors that will increase the efficiency and productivity of enterprises. This study can contribute to the literature because there is no such study in the literature for personnel working in the forest products sector.

### Conflict of interest

The author declares that there is no conflict of interest.

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