

---

## JOB RESOURCES AS A PREREQUISITE FOR JOB SATISFACTION IN THE HOTEL BUSINESS CONTEXT

Marinela Dropulić Ružić<sup>a</sup>

<sup>a</sup>PhD, Institute of Agriculture and Tourism, Karla Huguesa 8, 52440 Porec, marinela@iptpo.hr

Klara Trošt Lesić<sup>a</sup>

<sup>a</sup>PhD, Institute of Agriculture and Tourism, Karla Huguesa 8, 52440 Porec, klarat@iptpo.hr

### ABSTRACT

#### ARTICLE INFO

Keywords:

- Job satisfaction
- Job resources
- Employees
- Hotel industry

The purpose of this study is to determine the levels of satisfaction with job-related factors among different groups of employees and an investigate job satisfaction as an organizational outcome in the hotel business context which has important theoretical and empirical implications. The sample is made up of 682 questionnaires, completed by employees in 20 facilities of various categories, as well as in two administrative facilities in Istria. Using the descriptive analysis, above average job satisfaction was determined, while the independent t-test points to the fact that female employees are less satisfied with their work conditions, their salary, their working climate and the possibilities for development, as well as the existence of differences in job satisfaction of both permanently and seasonally employed staff. The differences at employee hierarchical levels are determined using ANOVA.