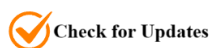


Investigation of Employee Happiness and Job Satisfaction of Folk Dancers Dancing in Turkish Nights in Terms of Various Variables

*Mehmet Bilgin KARADEMİR ¹  Murat YETKİN ² 



Academic Editor: Akan Bayrakdar

Received: 07.07.2025

Accepted: 06.11.2025

Published: 30.12.2025

Citation: Karademir, M. B., & Yetkin, M. (2025). Investigation of employee happiness and job satisfaction of folk dancers dancing in Turkish nights in terms of various variables. *Journal of Sport for All and Recreation*, 7(4), 605-617.

<https://doi.org/10.56639/jsar.1736618>

Copyright: © 2025 by the authors. Submitted for possible open access publication under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).



¹ Alanya Alaaddin Keykubat University, Alanya Chamber of Commerce and Industry Tourism Vocational School; Antalya/Türkiye

² Alanya Alaaddin Keykubat University, Alanya Chamber of Commerce and Industry Tourism Vocational School; murat.yetkin@alanya.edu.tr; Antalya/Türkiye

* Corresponding author: Mehmet Bilgin Karademir; mehmet.karademir@alanya.edu.tr

Abstract: The primary objective of this research is to examine the employee happiness and job satisfaction levels of folk dancers who dance at Turkish night events, based on various variables. Within the scope of this objective, the research population consists of a total of 300 folk dancers working in organization companies that provide performance services to accommodation facilities in Antalya. 196 individuals selected from this population constitute the sample group of the study. In this context, the current study employed a standardized “Employee Happiness” scale along with a Turkish-adapted version of the “Job Satisfaction” scale. Data obtained from the folk dancers was analyzed using Smart-PLS version 4.1.2 and SPSS 22. The analyses revealed that the dimensions of employee happiness have a very low explanatory power on job satisfaction. In addition to all this, it has been determined that the fact that folk dancers see the job as a temporary activity and do not include this field in their career plans causes job satisfaction to be limited only to the dimensions of co-workers and working conditions.

Keywords: Hotel animation, Turkish night, folk dances, cultural shows.

1. Introduction

Tourism is one of the most fiercely competitive industry due to the significant financial benefits it provides to host countries. The United Nations World Tourism Organization (UNWTO) reports that 1.4 billion international tourists and 1.9 trillion USD tourism income figures have been reached in 2024 (unwto.org). The global size of the tourism sector is reflected in academic studies in tourism and tourism-related fields. Although trending topics change periodically, it is observed that many scientific researches are carried out on topics such as tourist satisfaction, sustainability, tourism marketing, destination management, use of technology in tourism, tourism perception of local people, etc. Yet, scientific research on tourism animation has remained limited. When the tourism development in Türkiye is examined, a mass growth has been recorded on the axis of coastal tourism. Coastal tourism, also known as the sea-sand-sun trilogy, has adopted the all-inclusive system over time and both the number of tourists and the time they spend in the facility have increased. The phenomenon of animation, which entered into Turkish tourism with foreign-owned holiday villages, showed a rapid development in the 1990s and has become an indispensable activity of many hotels operating in coastal tourism today (Koçak, 2001). As a result of this development, the animation activities in the hotel have diversified and have taken on a structure that needs trained human resources. Accordingly, accommodation facilities have started to outsource especially night shows by purchasing shows from organizers (Dalkılıç & Mil, 2017; Ayvaci & Gülcan, 2021).

The Turkish night-themed show, which includes folk dances, is a show purchased from organization companies by almost all of the accommodation facilities. The success of these shows plays an important role in both destination perception and brand value, as well as tourist satisfaction. An important part of the Turkish night show is folk dances. Although these dances require team effort, the success of the team is affected by the performance of each individual. It

is thought that during the activity process, the folk dancers' feelings of enjoyment and job satisfaction should be at their highest.

Happiness is defined as individuals' positive emotional states and their satisfaction with their own lives (Yüksekbilgili & Akduman, 2016). According to Güllü (2018), employees spend a significant portion of their lives in the work environment. The reason employees are successful, meaningful, and happy in their work is because they love their jobs and feel safe at work. Therefore, workplace conditions become a determining factor in both the psychological and social well-being of individuals (Bozyiğit & Durmuş, 2018). The overall level of satisfaction resulting from an individual's experiences in the work environment is defined as employee happiness (Yeşil, 2025). Researchers have linked employee happiness to organizational performance, stating that happiness can have meaningful consequences in both individual and organizational contexts (Saritha & Mukherjee, 2024). In this context, employee happiness is generally addressed through individual, social, environmental and managerial dimensions (Fisher, 2010; Page & Vella-Brodrick, 2009). The subject of this study is to examine the employee happiness and job satisfaction levels of folk dancers who perform in stage shows called Turkish nights in hotels in Antalya region in terms of various variables.

Folk dances are an important cultural heritage that carries the traces of past generations to the present, reflects the culture, identity, language, beliefs, ceremonies and festivals of a region, and is usually exhibited with music (Uluç, 2023). These dances play a critical role in preserving cultural values and carrying them to the future (Akdoğan, 2024). Those who are interested in folk dances contribute to the preservation of cultural diversity and the strengthening of understanding between societies by assuming the responsibility of keeping these traditions alive and transferring them to the next generations (Gülbeyaz, 2018). Folk dances, which are generally performed with music and lyrics, highlight an aesthetic value with rhythmic and regular movements. Folk dances are a reflection of our country's folkloric past. In this context, folk dances are a very important cultural activity that attracts attention from many people

Folk dance performances performed in touristic areas are usually staged under the name of "Turkish Night" and presented to local and foreign tourists (Bozkurt, 2017). According to Akgöz (2003), village weddings, folk dances (folklore performances), Turkish music or fasıl, Turkish cuisine, mehter music and oriental events are the events organized under the name of Turkish night. Yalçinkaya-Akkaya and Yılmaz (2023) state that Turkish nights are an important stage in the development process of professional folk dance studies. This process has allowed folk dances to gain a solid place in the cultural industry and to gain a dynamic structure that continues to exist with new forms of presentation over time (Yılmaz and Ünlü, 2022). There are also various criticisms of Turkish night shows. One of the main points of these criticisms is that these shows, which are prepared by incompetent people in a careless way and prioritize only their saleability as a touristic commodity, do more harm than good to culture (Karaman et al., 2016). Some touristic facilities and hotels see local dance groups as insufficient in terms of stage shows and therefore prefer foreign dance groups (Bozkurt, 2019). According to Akgöz (2003), it is very important to choose the folk-dance ensemble that will perform in tourism enterprises, especially in terms of influencing tourists. In this context, hotel businesses organize Turkish nights in order to ensure the satisfaction of visitors, to contribute to their travel motivation and to extend their stay (Metin, 2018).

According to Akgül (2003), it is very important for tourists to see how people in other countries live, work and have fun. In this context, the promotion and dissemination of Turkish culture lies in the Turkish nights organized within the structure of the hotels. The basis of these activities is the human factor. The participants in these activities are crucial to the accomplishment of the pertinent actions in this context. Folk dance teams have a number of roles in terms of reflecting and disseminating the relevant culture. The results show that hotel managers and tourists believe hotel animations and staff have an important role in customer satisfaction. (Demir and Demir, 2015). According to the results obtained by analyzing the questionnaires collected from hotel businesses operating in Antalya, Marmaris, Bodrum, Kuşadası and Çeşme, the majority of the guests are satisfied with the recreation-animation activities, the activities are often based on land / water sports activities and the operation team has received in-service training to a great extent. The results show half of the recreation and animation teams are hotel staff, and the other half are outsourced. In addition, it is among the information obtained at the end of the research that although entertainment services have an effect on the guests' re-preference for the business, they do not have an effect on increasing the number of overnight stays (Dalkılıç and Mil, 2017).

One of the most basic goals of people in their lives is to be happy or to maintain happiness (Shagufta, Shaista, & Aneeqa, 2014). People encounter many positive and negative life events throughout their lives. If the positive emotions and thoughts that arise as a result of positive experiences are more than the negative emotions and thoughts that result from negative experiences, the individual feels happy (Diener et al., 1991; Myers and Diener, 1995). Business life is an area that covers a significant part of the lives of individuals and is of great importance (Bozkurt, 2024). People spend a large proportion of their time at work, so ensuring happiness at work is a critical issue for both employees and managers. Happiness in the workplace is shaped under the influence of many factors, and the work environment plays an important role in determining this happiness (Salas-Vallina et al., 2017). In the positive psychology approach, the importance of being happy in the workplace, where we spend most of our time, is emphasized in order to improve the current conditions in the living spaces of individuals and to develop their strengths (Ayдын-Küçük, 2020).

Job satisfaction includes the results of the work of the employees, that is, the positive emotions they feel and the degree to which their expectations are met (Gündüz, 2024). Individuals are constantly examining and evaluating the organization or environment they work for (Yıldırım and Ada, 2017). As a result of these examinations and the experiences they have gained, individuals have some expectations and attitudes by evaluating the conditions they are in (Yilmaz, 2012). The extent to which these expectations are met and to what extent their attitudes and arguments are accepted and reciprocated by the other party are important in the formation of a sense of job satisfaction (Somuncuoğlu and Baran, 2013). While job satisfaction refers to the result of positive attitudes of individuals, job dissatisfaction refers to the negative attitude (Günbayı & Tokel, 2012). There are many factors that cause job satisfaction or dissatisfaction, and these factors also affect individuals' attitudes and opinions towards work (Gökçe, 2021). According to the sources stating that environmental factors play a major role in the job satisfaction of individuals, it is possible for the individual to contribute to the environment with the positive course of these environmental factors (Özdayı, 1998). For folk dancers dancing on Turkish nights, these factors are thought to play an important role, both physically and emotionally. The working environments of the folk dancers, the stage conditions, their interactions with the spectacles are also the factors that can affect job satisfaction, and the factors such as feedback and appreciation obtained after the performance are the factors that can also affect the happiness levels of the folk dancers. In addition to all these, as it is known, in folk dances that include teamwork, it is thought that relations with the individuals in the team are very important for both happiness and job satisfaction.

Animation is a set of planned events and activities aimed at providing enjoyable and unforgettable experiences for guests in hotels and tourist establishments, appealing to different age groups (Dalkılıç & Mil, 2017). According to Mikulić and Prebežac (2011), the animation services offered in hotels include sports activities, night shows, and children's animation (mini club). According to Demir and Demir (2015), night shows, designed to help tourists unsure how to spend their time after dinner, include skits, playback shows, cabarets, musicals, dance performances, various competitions, and nights featuring performances from various countries (such as Turkish Night and Latin Night). In this context, folk dances are among the key components of Turkish nights. Based on all these, the main purpose of this study is to examine the employee happiness and job satisfaction levels of the folk dancers dancing in Turkish nights in terms of various variables.

2. Materials and Methods

2.1. Research Model and Hypotheses

This study used a quantitative research method. Quantitative research aims to measure and statistically analyze relationships or causal links between predetermined variables (Bekman, 2022; Patton, 2005). The quantitative method was chosen in this study to numerically measure employee happiness and job satisfaction variables and test the relationship between them. SPSS and SmartPLS 4.1.2 were used in the analyses. SPSS was used for descriptive statistics, normal distribution checks, and demographic difference tests, while SmartPLS was preferred for testing the relationships between variables using structural equation modeling (SEM). The advantages of SmartPLS include its ability to conduct analyses with small samples, its tolerance for model complexity, its support for analyses with multiple dependent and variable variables, and its ability to provide unbiased estimates (Yıldız, 2020).

The current study utilized employee happiness and job satisfaction scales. While the job satisfaction scale offers a one-dimensional structure, the employee happiness scale consists of five sub-dimensions: managers, working conditions,

coworkers, development opportunities, and recognition/rewards. In this context, the model shown in Figure 1 was developed to examine the effects of employee happiness sub-dimensions on job satisfaction.

The advantages of SmartPLS include its ability to conduct analyses with small samples, its tolerance for model complexity, its support for analyses with multiple dependent and variable variables, and its ability to provide unbiased estimates (Yıldız, 2020).

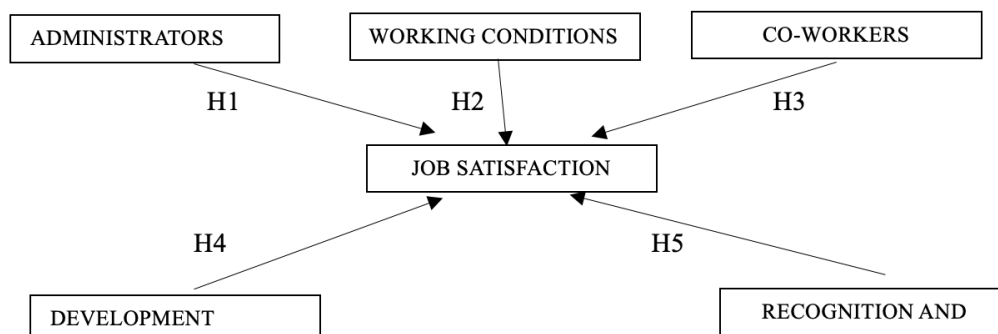


Figure 1. Research Model

The hypotheses formed according to the research model are listed below.

H1: The managerial dimension of workplace happiness positively affects job satisfaction.

H1: The managers' dimension of employee happiness positively affects job satisfaction.

H2: The co-worker dimension of employee happiness positively affects job satisfaction.

H3: The working conditions dimension of employee happiness positively affects job satisfaction

H4: The self-actualization dimension of employee happiness positively affects job satisfaction.

H5: The recognition and award dimension of employee happiness positively affects job satisfaction.

2.2. Variables and Coding of the Research

The intermittent scales used in the study consist of a 20-item and 5-dimensional employee happiness scale in Turkish culture developed by Gülbeniz Akduman and a one-dimensional 5-item job satisfaction scale adapted to Turkish language by Oğuz Başol and Mehmet Fatih Çömlekçi. (Akduman, 2021; Başol and Çömlekçi, 2020). Both are 5-point Likert-type scale formed as 1 (I do not agree at all) – 5 (completely agree) on two scales. In Turkish culture, 3 propositions of the Managers dimension of the employee happiness scale are coded in the range of Y1-Y3, 3 propositions of the co-workers dimension are in the range A1-A3, 3 propositions of the Conditions dimension are coded in the range K1-K3, 4 propositions of the self-actualization dimension are coded in the range G1-G4, 7 propositions of the recognition and award dimension are coded in the range of O1-O7, and 5 propositions of the one-dimensional Satisfaction scale are coded in the T1-T5 range.

2.3. Sampling and Data Collection Method Process

In order to calculate the universe, researchers contacted with the organization companies that provide outsourcing show services to accommodation facilities in Antalya. The interviews revealed that the companies worked with a total of 300 folk dancers. However, it is not possible to prove this figure with recorded data due to the fact that the folk dancers are in the status of seasonal and temporary personnel. Based on the number 300, the sample size was determined as a minimum of 169 people using the OpenEpi program at the 95% confidence limit, 50% prevalence and 0.05 error level, taking the design effect as 1.

In the study, an e-survey form prepared on the Google forms platform was used. The link of the survey form was shared with all the event organizers contacted and requested to be forwarded to the dancers. Although an effort has been made

to reach the whole universe, research has been conducted with 196 usable questionnaires by purposive sampling method.

2.4. Validity and Reliability Analyses of the Scales

The validity and reliability assessments of the constructs used in the research were completed prior to the analysis of the research model. Internal consistency reliability, convergent validity, and discriminant validity were assessed as part of validity and reliability calculations. Internal consistency reliability was assessed using Cronbach's Alpha and Composite Reliability (CR=Composite Reliability) coefficients. The average variance (AVE=Average Variance Extracted) values accounted for by factor loads were utilized to assess the convergent validity. Cronbach's Alpha and combined reliability coefficients were $0.70 \geq$, factor loads were projected to be $0.70 \geq$, and the average variance is anticipated to be $0.50 \geq$ (Hair et al., 2019; Hair et al., 2022). According to Hair et al. (2022), if factor loading of a statement is less than 0.40, it ought to be disregarded. Statements with factor loadings between 0.40 and 0.70 should be excluded from the measurement model if the AVE or CR values of the variable to which they belong are below the threshold value. In the Smart-PLS program, factor loads were calculated and it was observed that the factor load of the proposition "Not to give off-duty work", coded as K3 in the Conditions dimension, was 0.273. Therefore, this statement is removed from the model. The results of the measurement model obtained after this process are shown in Table 1.

Table 1. Measurement model results

Variable	Expression	Factor Load	Cronbach's Alpha	CR	AVE
Administrators	Y1	0,938	0,811	0,857	0,669
	Y2	0,735			
	Y3	0,765			
Co-workers	A1	0,877	0,901	0,938	0,834
	A2	0,901			
	A3	0,961			
Conditions	K1	0,791	0,706	0,849	0,739
	K2	0,923			
Self-Realization	G1	0,805	0,803	0,870	0,626
	G2	0,716			
	G3	0,851			
	G4	0,788			
Recognition and Award	O1	0,586	0,881	0,902	0,573
	O2	0,764			
	O3	0,772			
	O4	0,658			
	O5	0,866			
	O6	0,762			
	O7	0,850			
Satisfaction	T1	0,904	0,942	0,955	0,809
	T2	0,914			
	T3	0,908			
	T4	0,925			
	T5	0,844			

In the Recognition and Award dimension, the factor loads of the first (O1) and fourth (O4) expressions were calculated below the threshold value. Since the AVE and CR values of the variable to which the expressions belong are above the threshold value, the specified expressions remained. Cronbach's Alpha coefficients of the structures were found to be between 0.942 and 0.706, since the CR coefficients were between 0.955 and 0.849, internal consistency reliability was ensured. The convergent validity ensured because the AVE values of the structures are between 0.834 and 0.573.

The HTMT criterion by Henseler et al. (2015) and the Fornell and Larcker (1981) criteria were applied to determine discriminant validity cross loadings. Table 2 displays the statements' cross loadings, Table 3 displays the findings of Fornell and Larcker (1981), and Table 4 displays the HTMT coefficients.

Table 2. Cross loadings

	Administrators	Co-workers	Conditions	Self-Realization	Recognition and Award	Satisfaction
A1	0,304	0,877	0,162	0,458	0,571	0,205
A2	0,373	0,901	0,219	0,666	0,663	0,195
A3	0,401	0,961	0,202	0,678	0,606	0,282
G1	0,230	0,464	0,462	0,805	0,395	0,188
G2	0,178	0,393	0,453	0,716	0,475	0,102
G3	0,369	0,572	0,312	0,851	0,632	0,147
G4	0,359	0,643	0,147	0,788	0,592	0,165
K1	0,122	0,223	0,791	0,277	0,282	-0,058
K2	0,155	0,161	0,923	0,428	0,288	-0,092
T1	0,164	0,250	-0,095	0,118	0,172	0,904
T2	0,044	0,240	-0,052	0,207	0,236	0,915
T3	0,013	0,206	-0,076	0,185	0,165	0,908
T4	-0,019	0,284	-0,076	0,242	0,222	0,926
T5	0,041	0,111	-0,137	0,086	0,128	0,842
Y1	0,938	0,296	0,098	0,221	0,240	0,059
Y2	0,736	0,462	0,237	0,555	0,593	0,010
Y3	0,765	0,407	0,202	0,439	0,406	0,026
Ö1	0,183	0,308	0,359	0,382	0,586	0,009
Ö2	0,444	0,658	0,219	0,626	0,764	0,115
Ö3	0,414	0,666	0,218	0,595	0,772	0,169
Ö4	0,246	0,429	0,358	0,529	0,658	0,108
Ö5	0,275	0,507	0,287	0,426	0,866	0,149
Ö6	0,250	0,435	0,367	0,487	0,762	0,143
Ö7	0,206	0,486	0,180	0,438	0,850	0,249

The cross-loading limit is taken as 0.1. In other words, there must be at least a 10% difference between the effect of a proposition on more than one variable. The cross-loadings table in Table 2 shows that there is no overlapping item.

Table 3. Discriminant validity results (fornell and larcker criterion)

	1	2	3	4	5	6
Administrators (1)	0,818					
Co-workers (2)	0,396	0,913				
Conditions (3)	0,163	0,212	0,860			
Self-Realization (4)	0,365	0,662	0,424	0,791		
Recognition and Award (5)	0,372	0,667	0,328	0,653	0,757	
Satisfaction (6)	0,051	0,255	-0,091	0,197	0,213	0,899

The Fornell and Larcker (1981) criterion states that the square root of the AVE values of the constructs must be greater than the correlation coefficients among them.

Table 4. Discriminant Validity Results (HTMT Criterion)

	1	2	3	4	5	6
Administrators (1)						
Co-workers (2)	0,531					
Conditions (3)	0,283	0,287				
Self-Realization (4)	0,585	0,763	0,569			
Recognition and Award (5)	0,586	0,738	0,484	0,809		
Satisfaction (6)	0,068	0,257	0,119	0,205	0,193	

The developers of the Smart-PLS program recommend the use of HTMT (Heterotrait-Monotrait Ratio) in dissociation validity analyses (www.smartpls.com). Henseler et al. (2015) state that HTMT is the ratio of the geometric means of the correlations of the expressions of the same variable to the mean of the correlations of the expressions of all the variables

in the study (the heterotrait-heteromethod correlations). According to the authors, in theory, the HTMT value for close concepts should be less than 0.90, while for distant concepts, it should be less than 0.85. Table 4's HTMT coefficients fall below the cutoff point. The HTMT criterion, the Fornell-Larcker criterion, and the cross loadings all guarantee discriminant validity.

2.5. Ethical Approval

The ethical approval for this study was obtained during the meeting of Alanya Alaaddin Keykubat University Social and Human Sciences Scientific Research and Publication Ethics Committee held on June 06, 2025, with decision number 04/19.

3. Results

In the findings section, demographic findings, descriptive findings, normal distribution assumption, difference tests and testing of the research model are reported under the headings.

3.1. Demographic Characteristics of Participants

Table 5. Demographic findings

Variables	Groups	F	%
Gender	Female	100	51
	Male	96	49
Age Group	15-18	85	43.4
	19-22	66	33.6
	23-26	25	12.8
	27+	20	10.2
Your Education Level	High school	115	58.7
	Associate Degree	35	17.9
	Bachelor's degree	46	23.5
How many years have you been working in Turkish night show groups?	Less than 1 year	62	31.6
	1- 3 years	75	38.3
	4- 6 years	28	14.3
	7 and over	31	15.8
Do you have a second job?	Yes	85	43.4
	No	111	56.6

100 of the dancers participating in the study are women and 96 are men. The mean age was calculated as 20.67. The majority of the participants (n: 115, 58.7%) are high school graduates or high school students. In addition, 134 of the participants have 1 year or more of experience in show groups. In addition, 85 participants work in a separate job during the day.

3.2. Descriptive Findings

Table 6. Descriptive statistics of scale scores

Dimensions	$\bar{x}$	Ss
Administrators	4.7568	0.38687
Co-workers	4.5544	0.77415
Working Conditions	4.0782	1.02704
Self-Realization	4.551	0.53584
Recognition and Award	4.4118	0.68476
Satisfaction	4.3061	0.789

It is observed that the general workplace happiness ($\bar{x}=4.47 \pm 0.681$) found by the mean of all dimensions of the participants is high. The size with the highest average value is the administrators dimension ($\bar{x}=4.76 \pm 0.39$). Satisfaction

with co-workers ($\bar{x}=4.554 \pm 0.774$) comes second. It was observed that the dimension with the lowest average was the working conditions ($\bar{x}=4.09 \pm 1.03$). In addition, the participants are satisfied with their jobs ($\bar{x}=4.30 \pm 0.79$).

3.3. Data Distribution and Difference Analysis Findings

Then, the skewness and kurtosis values of each dimension were examined to understand whether the data set was suitable for the normal distribution assumption. At this point, the accepted values to ensure univariate normality are that both skewness and kurtosis remain within the range of +2 and -2 (George and Mallery, 2010). The skewness value was -2.6 in the friendship dimension, the kurtosis was 7.54, and the skewness and kurtosis values in the satisfaction variable were -2.01 and 5.83, respectively. After this observation, a normality test was performed, and the results are reported in table 7 below.

Table 7. Normality test findings

Variables	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Friendship	,287	196	,000	,627	196	,000
Administration	,388	196	,000	,670	196	,000
Conditions	,223	196	,000	,841	196	,000
Personal Development	,222	196	,000	,810	196	,000
Recognition and Award	,207	196	,000	,829	196	,000
Satisfaction	,190	196	,000	,785	196	,000

Although the Kolmogorov-Smirnova and Shapiro-Wilk tests are two different analyses that measure the normal distribution of the data set, both are reported. The assumption of normal distribution is not supported because there is a degree of significance ($p = 0.000 \leq 0.05$) in all dimensions.

In order to perform difference analyses, independent samples are selected from the nonparametric tests tab of the SPSS program and H0: All dimensions are listed in which the hypothesis that there is no difference between the groups is rejected at the 95% confidence interval. As a result of the analysis, there was a difference in the dimensions of working conditions and personal development opportunities for the age group, and in the working conditions for the educational status, in the dimensions of administrators, working conditions and recognition-award between those who work in another job and those who do not, and in the dimension of colleagues of the folk dance experience. There is no difference in any dimension for gender.

Kruskal-Wallis and Mann-Whitney U tests were performed in the sizes where differences were detected. After the significance of the difference between the groups was confirmed from the Kruskal-Wallis test, Tamhane's T2 was selected from the assumption of unequal variances tab of the Anova test to determine which groups there was a difference. According to the results, participants between the ages of 15-18 ($\bar{x}=3.7$, $ss=0.12$) were less happy with working conditions than participants between the ages of 19-22 ($\bar{x}=4.37$, $ss=0.12$) and participants between the ages of 23-26 ($\bar{x}=4.61$, $ss=0.115$) were statistically significantly less happy with working conditions ($p \leq 0.001$). No significant differences were observed between other age groups. In terms of personal development opportunities, the participants between the ages of 15-18 ($\bar{x}=4.45$, $ss=0.53$) were significantly happier ($p = 0.032 \leq 0.05$) than those between the ages of 19-22 ($\bar{x}=4.68$, $ss=0.6$).

According to the level of education, high school students ($\bar{x}=3.8$, $ss=0.105$) are less happy with their working conditions than those studying associate degree ($\bar{x}=4.54$, $ss=0.12$) and undergraduate ($\bar{x}=4.42$, $ss=0.11$). Participants who have a second job ($\bar{x}=4.83$, $ss=0.36$) stated that they were significantly happier than their administrators ($p=0.023 \leq 0.05$) than those who did not ($\bar{x}=4.70$, $ss=0.4$). Participants who have a second job ($\bar{x}=4.27$, $ss=0.96$) stated that they were significantly happier with the working conditions ($p = 0.021 \leq 0.05$) than those who did not ($\bar{x}=3.93$, $ss=1.055$). In the dimension of appreciation and reward, participants who have a second job ($\bar{x}=4.56$, $ss=0.57$) were significantly happier ($p = 0.009$) than those who did not ($\bar{x}=4.4$, $ss=0.745$).

In terms of folk-dance experience, those who have been dancing for 1-3 years ($\bar{x}=4.44$, $ss=0.84$) are significantly happier ($p = 0.033 \leq 0.05$) than those with more than 7 years of experience ($\bar{x}=4.785$, $ss=0.39$).

3.4. Testing the Research Model and Results

Figure 2 displays the structural equation model developed to test the research hypotheses.

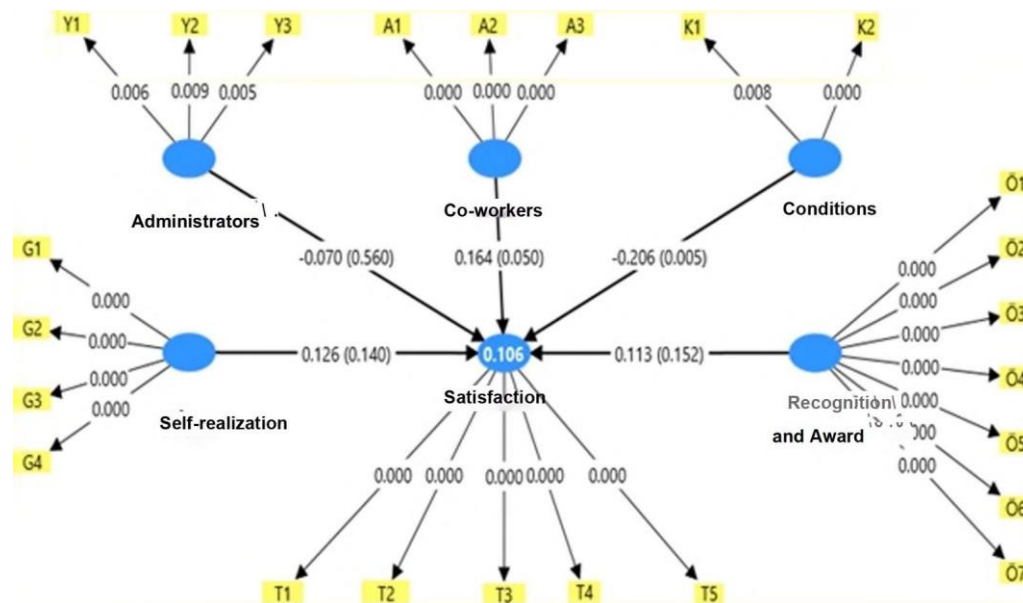


Figure 2. Structural Equation Model

Regarding the research model; The PLS algorithm was run to calculate linearity, path coefficients, R2 and effect size (f2). By resampling (bootstrapping) 10,000 subsamples from the sample, t values were computed to assess the significance of the PLS path coefficients. Table 8 displays the values for VIF, R2, and f2.

Table 8. Research model coefficients

Variables	VIF	R2	f2
Administrators	1,222		0,004
Co-workers	2,251		0,013
Conditions	1,250	0,106	0,038
Self-Realization	2,339		0,008
Recognition and Award	2,160		0,007

A VIF (Variance Inflation Factor) coefficient of less than 5 indicates that there is no linearity issue between the variables, (Hair et al., 2022). Table 8 shows that the coefficients are below 5. According to the results, there is no linearity problem between the study's variables. In addition, there was no common method variance problem in the model because the VIF coefficients were less than 3.3 (Yildiz, 2024). When the R2 value obtained from the model was examined, the satisfaction variable was explained by 11%. According to Cohen (1988), a score of 0.02 or higher indicates a low effect size coefficient (f2), 0.15 or higher indicates a medium one, and 0.35 or higher indicates a strong one. Sarstedt et al. (2017) state that when the coefficient is less than 0.02 it is impossible to discuss an effect. When the effect size coefficients (f2) were examined, only the conditions dimension had a low level of effect size on satisfaction.

Table 9. Research model direct impact coefficients

Variables	Standardized β	Standard deviation	t-value	p
Administrators -> Satisfied	-0,070	0,120	0,582	0,560
Co-workers -> Satisfaction	0,164	0,084	1,963	0,050
Conditions -> Satisfaction	-0,206	0,074	2,806	0,005
Self-Development -> Satisfaction	0,126	0,086	1,477	0,140
Recognition and Award -> Satisfaction	0,113	0,079	1,433	0,152

When the effects calculated in Table 9 are analyzed, it is observed that only the effects of co-workers ($\beta=0.164$; $p\leq 0.05$) and conditions ($\beta=0.206$; $p<0.01$) on the satisfaction variable are statistically significant. Therefore, the H2 and H3 hypotheses were supported and the H1, H4 and H5 hypotheses were rejected.

4. Discussion

In this study, the employee happiness and job satisfaction levels of folk-dance artists dancing in Turkish nights and the demographic and occupational factors that may affect these variables were examined. The findings revealed that the participants generally had high levels of job satisfaction and happiness. In addition, variables such as age, educational status, working in a second job and folk-dance experience were found to create significant differences in some sub-dimensions. Since the normal distribution assumption could not be met, nonparametric tests were preferred in the analysis. However, structural equation model analyses showed that especially “co-workers” and “working conditions” factors had a significant effect on job satisfaction. This finding obtained within the scope of the current research shows that the satisfaction and happiness levels of folk actors in their work life are closely related to the social and physical conditions in the work environment as well as individual characteristics.

In our study, the effects of age on employee happiness and job satisfaction were examined. The findings of the study revealed that age created significant differences on these two variables ($p<0,05$). Folk dance artists who dance in Turkish nights have more positive attitudes towards social relations and working environment and have high motivation and in-group interaction. This finding suggests that younger workers achieve higher extrinsic satisfaction, and motivation and interaction in this group are particularly noteworthy (Kollmann et al., 2019). As they age, employees begin to value the intrinsic rewards of the job (such as task contribution, recognition, and the meaning of the job), but increased physical fatigue, professional burnout, and anxiety about the future can lead to decreased levels of job satisfaction and happiness (Kalleberg and Loscocco, 1983). In the literature, job satisfaction generally follows a U-shaped course with age, starts at a moderate level at a young age, decreases in middle age and increases again in older ages (Clark et al., 1996). In this context, the findings of our study highlight the significant effects of age on employees' job satisfaction and happiness.

Educational attainment made significant differences on employee happiness and job satisfaction ($p<0,05$). Participants who graduated from high school reported higher job satisfaction and happiness. This situation may affect the level of expectation of the level of education, leading to more highly educated individuals having more expectations from their working conditions, thus seeing the current situation as inadequate. Solomon et al. (2021) suggested that there is a negative relationship between education and job satisfaction and that more job demand increases stress and decreases job satisfaction. Low-educated individuals, on the other hand, can evaluate the current conditions more positively and see this field as a source of belonging and success and increase their satisfaction. One study stated that the effects of training on employee satisfaction, excluding work conditions and rewards, were insignificant, but there was no evidence of any negative effects of training (Martin and Shehan, 1989). However, another study reports that highly educated employees are more satisfied than their low-educated counterparts, but this satisfaction may be due to better job quality rather than education level (Verhofstadt et al., 2007).

Participants who had a second job reported lower happiness and job satisfaction. Additional workload reduces satisfaction by creating physical and mental fatigue; Economic insufficiency and time pressure negatively affect motivation. In a study of teachers, second-career teachers experienced higher job satisfaction and lower job stress; moreover, self-efficacy was found to be more effective on job stress in this group (Trosch and Bauer, 2017).

As a result of the structural equation model used in the research, the variables affecting employee happiness and job satisfaction were examined in detail. Among the sub-dimensions within the scope of the model, only the variables of “co-workers” ($\beta = 0.164$) and “working conditions” ($\beta = -0.206$) had a significant effect on job satisfaction. These findings show that the positive effect of social relations and the negative effect of physical or managerial conditions come to the fore on the occupational satisfaction levels of individuals. The strong social bonds that individuals who perform folk dances establish with the team members they work with can balance the difficulties in the work environment and increase the sense of satisfaction. On the other hand, adverse or inadequate working conditions reduce the general satisfaction of the individual and weaken their satisfaction with the job.

This research has provided important clues to understanding the job satisfaction and employee happiness levels of individuals who perform folk dances. The findings show that while these individuals generally experience high levels of happiness and job satisfaction, this situation is especially fed by social relations. However, some demographic variables (age, educational status, duration of work and experience in a second job) created significant differences on job satisfaction and happiness. The results of the structural equality model, on the other hand, emphasize that the friendship relationships of individuals in the work environment increase satisfaction, while working conditions have a negative effect. In this context, it is considered important to take steps to improve the physical conditions of individuals working in the field of folk dances and to support social ties within the team in terms of the sustainability of professional satisfaction and employee happiness.

5. Conclusions

This study determined that only the coworkers and working conditions dimensions of employee happiness had a significant and positive effect on job satisfaction, while the other sub-dimensions had no statistically significant effect. This result obtained within the scope of the current study indicates that the five dimensions of employee happiness only explain 10.4% of job satisfaction. This may be explained by the fact that folk dance performers generally view this activity as a temporary occupation and do not include it in their career plans.

Author Contributions: Conceptualization, M.B.K. and M.Y.; methodology, M.B.K.; software, M.Y.; validation, M.B.K., M.Y.; formal analysis, M.Y.; investigation, M.B.K.; resources, M.B.K.; data curation, M.Y.; writing - original draft preparation, M.Y.; writing - review & editing, M.Y.; visualization, M.Y.; supervision, M.Y.; project administration, M.B.K. All authors have read and accepted the published version of the manuscript.

Conflicts of Interest: The authors declare no conflict of interest.

Informed Consent: Informed consent form was obtained from all participants who participated in the study.

Declaration of Data Availability: Data is not publicly available for confidentiality reasons.

References

- Akdoğan, G. (2024). *Halkoyunlarının algılanan öğretmen öz yeterliğine etkileri üzerine bir araştırma: Gaziantep örneği* [Yayımlanmamış yüksek lisans tezi]. Gaziantep Üniversitesi.
- Akduman, G. (2021). Çalışan Mutluluğu Ölçeği (ÇMÖ): Türk kültüründe çalışanları mutlu eden kriterleri analiz eden bir ölçek geliştirme çalışması. *International Academic Social Resources Journal*, 6(30), 1505–1516.
- Akgöz, E. (2003). *Turizm işletmelerindeki Türk gecelerinin Türk kültürünü tanıtmaya katkıları* [Yayımlanmamış yüksek lisans tezi]. Selçuk Üniversitesi.
- Akgül, O. (2003). *Turistik ürün çeşitlendirmesi kapsamında kültür turizmi, Aphrodisias-Geyre örneği* [Yayımlanmamış yüksek lisans tezi]. Adnan Menderes Üniversitesi.
- Yalçınkaya Akkaya, M. Y., & Yılmaz, K. C. (2023). Türk halk dansları ve meslek ilişkisi. *Eurasian Academy of Sciences Eurasian Studies / Avrasya Çalışmaları*, 17, 30–37.
- Aydın-Küçük, B. (2020). KOVID-19 küresel salgın döneminde örgütsel destek algısının iş yerinde mutluluk üzerindeki etkisi: Psikolojik güçlendirmenin aracı rolü. *İnsan ve Toplum Bilimleri Araştırmaları Dergisi*, 10(2), 1348–1372.
- Ayvaci, H., & Gülcan, B. (2021). Türkiye’de turizm animasyonlarında somut olmayan kültürel miras ulusal unsurlarından yararlanma ve Türk gecesi gösterileri sorunu. *Turizm Akademik Dergisi*, 8(2), 111–129.
- Başol, O., & Çömlekçi, M. F. (2020). İş tatmini ölçeğinin uyarlanması: geçerlik ve güvenirlik çalışması. *Kırklareli Üniversitesi Sosyal Bilimler Meslek Yüksekokulu Dergisi*, 1(2), 17–31.
- Bekman, M. (2022). Halkla ilişkiler uygulamalarında nicel araştırma yöntemi: İlişkisel tarama modeli. *Meriç Uluslararası Sosyal ve Stratejik Araştırmalar Dergisi*, 6(16), 238–258.
- Bozkurt, A. (2017). Türkiye’de uzaktan eğitimin dünü, bugünü ve yarını. *Açıköğretim Uygulamaları ve Araştırmaları Dergisi*, 3(2), 85–124.
- Bozkurt, B. (2024). *Sağlık çalışanlarının mutluluk yönelimlerinin iş tatmini üzerindeki etkisi* [Yayımlanmamış yüksek lisans tezi]. Fırat Üniversitesi.
- Bozkurt, F. (2019). *Türkiye’de halk danslarının ticarileştirilmesi* [Yayımlanmamış yüksek lisans tezi]. Ege Üniversitesi.
- Bozyiğit, E., & Durmuş, D. E. (2018). Profesyonel futbolcuların iş doyum düzeyleri. *Spor Eğitim Dergisi*, 2(1), 1–11.
- Clark, A., Oswald, A., & Warr, P. (1996). Is job satisfaction U-shaped in age? *Journal of Occupational and Organizational Psychology*, 69, 57–81. <https://doi.org/10.1111/j.2044-8325.1996.tb00600.x>
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2nd ed.). Lawrence Erlbaum Associates.

- Dalkılıç, G., & Mil, B. (2017). Rekreasyon-animasyon hizmetlerinin sınıflandırılması ve otel işletmelerindeki öneminin değerlendirilmesi. *Beykoz Akademi Dergisi*, 5(2), 40–72.
- Demir, M., & Demir, Ş. Ş. (2015). Otel animasyon hizmetlerinin yöneticiler ve turistlerin bakış açısıyla değerlendirilmesi. *International Journal of Social Sciences and Education Research*, 1(1), 35–48.
- Diener, E., Sandvik, E., & Pavot, W. (1991). Happiness is the frequency, not the intensity, of positive versus negative affect. In F. Strack, M. Argyle, & N. Schwarz (Eds.), *Subjective well-being: An interdisciplinary perspective* (pp. 119–139). Pergamon Press.
- Fisher, C. D. (2010). Happiness at work. *International Journal of Management Reviews*, 12(4), 384–412. <https://doi.org/10.1111/j.1468-2370.2009.00270.x>
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39–50. <https://doi.org/10.1177/002224378101800104>
- George, D., & Mallery, M. (2010). *SPSS for Windows step by step: A simple guide and reference (17.0 update)* (10th ed.). Pearson.
- Gökçe, E. (2021). *Örgütsel yabancılaşmanın iş tatmini üzerindeki etkisine yönelik eğitim sektöründe bir araştırma* [Yayımlanmamış yüksek lisans tezi]. Altınbaş Üniversitesi.
- Gülbeyaz, K. (2018). *Hareket bilimi ve kültürel açıdan Türk halk oyunlarının incelenmesi (Türkiye örneği)* [Yayımlanmamış doktora tezi]. Sakarya Üniversitesi.
- Güllü, S. (2018). Spor işletmelerinde çalışan mutluluğu. *International Journal of Social Sciences and Education Research*, 4(3), 547–559.
- Günbayı, İ., & Tokel, A. (2012). İlköğretim okulu öğretmenlerinin iş doyumu ve iş stresi düzeylerinin karşılaştırmalı analizi. *Ordu Üniversitesi Sosyal Bilimler Enstitüsü Sosyal Bilimler Araştırmaları Dergisi*, 3(5), 77–95.
- Gündüz, F. B. (2024). *İş tatmininin örgütsel muhalefet ile arasındaki ilişkide duygusal bulaşmanın aracılık rolü: Kayseri ili örneği* [Yayımlanmamış yüksek lisans tezi]. Kayseri Üniversitesi.
- Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2019). *Multivariate data analysis* (8th ed.). Pearson Prentice Hall.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A primer on partial least squares structural equation modeling (PLS-SEM)* (3rd ed.). Sage.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43, 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
<https://www.smartpls.com/documentation/algorithms-and-techniques/discriminant-validity-assessment>. Access date: 31.4.2025
<https://www.unwto.org/un-tourism-world-tourism-barometer-data>, Latest Tourism Data, Access date: 27.03.2025
- Kalleberg, A. L., & Loscocco, K. A. (1983). Aging, values, and rewards: Explaining age differences in job satisfaction. *American Sociological Review*, 48(1), 78–90. <https://doi.org/10.2307/2095146>
- Karaman, M., Özgürel, G., & Bingöl, Z. (2016). Turizm pazarlamasında animasyon aktivitelerinin bir araç olarak değerlendirilmesi. *OPUS Uluslararası Toplum Araştırmaları Dergisi*, 6(11), 600–618.
- Karasar, N. (2018). *Bilimsel araştırma yöntemleri: Kavramlar, ilkeler ve teknikler* (32. baskı). Nobel Yayın Dağıtım.
- Koçak, N. (2001). Konaklama işletmelerinde animasyonun önemi ve animasyon personeline yönelik bir araştırma. *Dokuz Eylül Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 16(1), 61–79.
- Kollmann, T., Stöckmann, C., Kensbock, J., & Peschl, A. (2019). What satisfies younger versus older employees, and why? An aging perspective on equity theory to explain interactive effects of employee age, monetary rewards, and task contributions on job satisfaction. *Human Resource Management*. <https://doi.org/10.1002/hrm.21981>
- Martin, J., & Shehan, C. (1989). Education and job satisfaction. *Work and Occupations*, 16(2), 184–199. <https://doi.org/10.1177/0730888489016002005>
- Metin, T. C. (2018). Animasyon hizmetleri kapsamında Türk gecelerinin somut olmayan kültürel miras unsurları bağlamında değerlendirilmesi. *GSI Journals Serie A: Advancements in Tourism Recreation and Sports Sciences*, 1(1), 34–44.
- Mikulić, J., & Prebežac, D. (2011). Evaluating hotel animation programs at Mediterranean sun-and-sea resorts: An impact-asymmetry analysis. *Tourism Management*, 32(3), 688–696.
- Myers, D. G., & Diener, E. (1995). Who is happy? *Psychological Science*, 6(1), 10–19.
- Özdayı, N. (1998). Liselerde görev yapan öğretmenlerin eğitim ortamlarının iş tatmini ve verimlilik açısından değerlendirilmesi. *Marmara Üniversitesi Atatürk Eğitim Fakültesi Eğitim Bilimleri Dergisi*, 10(10), 237–252.
- Page, K. M., & Vella-Brodrick, D. A. (2009). The ‘what’, ‘why’ and ‘how’ of employee well-being: A new model. *Social Indicators Research*, 90(3), 441–458.
- Patton, M. Q. (2005). *Qualitative research*. John Wiley & Sons.
- Salas-Vallina, A., Lopez-Cabral, Á., Alegre, J., & Fernandez, R. (2017). On the road to happiness at work (HAW). *Personnel Review*, 46(2), 314–338.
- Saritha, S. R., & Mukherjee, U. (2024). Happiness at work: A systematic literature review. *International Journal of Organizational Analysis*, 7(5), 38–44.
- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2017). Partial least squares structural equation modelling. In C. Homburg, M. Klarmann, & A. Vomberg (Eds.), *Handbook of market research*. Springer.
- Shagufta, B., Shaista, J., & Aneeqa, B. A. (2014). Happiness: A psycho-philosophical appraisal. *Dialogue*, 9(3), 313–325.

- Solomon, B., Nikolaev, B., & Shepherd, D. (2021). Does educational attainment promote job satisfaction? The bittersweet trade-offs between job resources, demands, and stress. *Journal of Applied Psychology*, 107(7), 1227–1241. <https://doi.org/10.1037/apl0000904>
- Somuncuoğlu, A. B. (2013). *Psikolojik güçlendirme ve iş tatmini arasındaki ilişki ve bir uygulama* [Yayımlanmamış yüksek lisans tezi]. İstanbul Üniversitesi.
- Troesch, L., & Bauer, C. (2017). Second career teachers: Job satisfaction, job stress, and the role of self-efficacy. *Teaching and Teacher Education*, 67, 389–398. <https://doi.org/10.1016/j.tate.2017.07.006>
- Uluç, E. A. (2023). Halk oyuncuların halk oyununa yönelme sebeplerinin incelenmesi. *Yalova Üniversitesi Spor Bilimleri Dergisi*, 2(1), 113–123.
- Verhofstadt, E., Witte, H., & Omev, E. (2007). Higher educated workers: Better jobs but less satisfied? *International Journal of Manpower*, 28, 135–151. <https://doi.org/10.1108/01437720710747965>
- Yeşil, B. (2025). *Türkiye ahşap levha sanayiinde çalışan mutluluğu üzerine bir araştırma* (Yayımlanmamış yüksek lisans tezi). Isparta Uygulamalı Bilimler Üniversitesi.
- Yıldırım, İ., & Ada, Ş. (2017). Okul müdürlerinin kişilik özellikleri ve denetim odağı inançları öğretmenlerin iş doyumunu etkiler mi? *Hitit Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 10(2), 1473–1488.
- Yıldız, E. (2024). *SmartPLS ile yapısal eşitlik modellemesi: Reflektif ve formatif yapılar* (3. baskı). Seçkin Yayıncılık.
- Yılmaz, K. (2012). İlköğretim okulu öğretmenlerinin iş doyumları düzeyleri ile örgütsel vatandaşlık davranışları arasındaki ilişki. *Anadolu Journal of Educational Sciences International*, 2(2), 1–14.
- Yılmaz, K. C., & Ünlü, Y. H. (2022). Kafkasya Kökenli Halk Danslarının Turizm Sektörü İçerisinde Değişim ve Dönüşümü. *Electronic Turkish Studies*, 17(7).
- Yüksekbilgili, Z., & Akduman, G. (2016). Bireysel mutluluk ve işkoliklik ilişkisi. *Kocaeli Üniversitesi Sosyal Bilimler Dergisi*, 31, 95–112.

Disclaimer/Publisher's Note: Statements, opinions and data contained in all publications are solely those of the individual author(s) and contributor(s) and not of JSAR and/or the editor(s). JSAR and/or the editor(s) do not accept any liability arising from any ideas, methods, instructions or products referred to in the content.