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**Job Satisfaction and Expectations of Forestry Staff**

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**Abstract:** The importance of human resources for improving performance of the forestry sector has been increasingly highlighted in recent years. The role of forestry staff is also important for Turkey because 99% of the forest area is publicly owned and Turkish forestry has also distinctive dynamics in terms of ecology, biodiversity, society-forestry relations, forestry administration system etc.

In Turkey a public human resources management system is applied in forestry sector because more or less all forestry organizations have public institute characteristics. On the other hand some legal arrangements like regulations on appointment and replacement of technical staff, promotion, in-service training, and supervisory board system were enacted to regulate related human resources management issues in forestry organizations. In this context the human resources management system and the practice of personnel classification in Turkish forestry are introduced briefly.

Then job satisfaction and expectations of forestry staff is investigated by questionnaires that were conducted in a provincial forestry unit. Totally 262 staff participated filling in the questionnaire, 13% of them is technical personnel, 32,2 % is forest rangers and the rest is administrative staff.

The questionnaire consists of two main question groups. The first group is related with staff's expectations and the second is on job satisfaction. The questions were formulated through expressions prepared by a five point scale. Reliability analysis was conducted in testing scale reliability and the item-total correlation values. According to the results of Cronbach Alfa Coefficient ( $\alpha$ ) for the groups of questions were found highly reliable.

Moreover the findings showed that the technical personnel's prominent expectations are related with determination of performance criteria and enhancing tools to improve motivation and morale of staff. On the other hand generally they expressed that they are satisfied with their job but have some problems in terms of salaries, equal treatment, in-service training etc. Forest rangers as another staff group consider development of opportunities related prevention of accidents and health problems, enhancing tools to improve motivation and morale and also specifying job definitions as the foremost expectations. They have also problems on salaries and distribution of work among staff. Furthermore administrative staff has some similar expectations like motivation tools, accident and health problems prevention and in-service training.

On the basis of the findings from the questionnaires and the investigation of human resources management system in Turkish forestry organizations the main problems are determined and also some suggestions are presented.

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