

Original Article

The Relationship Between Eating Behavior and Job Satisfaction of Academic Staff

Gulcan Kendirkiran, PhD, BSN

Assistant Professor, Halic University - Faculty of Health Sciences, Department of Nursing, Turkey

Burcu Batur, RN

Istanbul, Turkey

Correspondence: Gulcan Kendirkiran, PhD, BSN, Assistant Professor, Halic University - Faculty of Health Sciences, Department of Nursing, Turkey Address: Halic University, Faculty of Health Science, Sutluce Mah. Imrahor Cad. No: 82, Beyoglu, Istanbul, Turkey E- mail: gulcank_87@hotmail.com

Abstract

Background: It is stated that job satisfaction and eating behaviors of individuals, in general, are affected by socioeconomic conditions and the functioning of the institution they work in. However, the number of studies on academic staff on this topic is negligible.

Aim: This study was conducted to investigate the relationship between job satisfaction and the eating behaviors of academic staff.

Methodology: The study used a descriptive design and was conducted with a total of 147 academicians who worked at a university in the European side of Istanbul city and agreed to participate in the study. A Personal Information Form, The Job Satisfaction Scale, and the Dutch Eating Behavior Questionnaire were used for data collection. Parametric methods (t-test, ANOVA) and nonparametric methods (Mann-Whitney U, Kruskal-Wallis H test, Bonferroni correction, and Spearman correlation coefficient) were used for data analysis.

Results: In the study, the job satisfaction level of the participants who were aged 31-40 and who had been working for more than 5 years was found significantly high. Considering gender, the job satisfaction level of the males was significantly higher. External and restrictive eating scores of the females, academicians aged 41-50, and those who followed a special diet were found significantly high. A statistically significant negative relationship was found between the eating behaviors total score and job satisfaction ($r=-0.199$; $p=0.016$).

Conclusion: An increase in workload and total work experience increased job satisfaction of academicians. There was a negative relationship between job satisfaction and emotional eating, restrictive eating, and external eating behaviors. It is recommended that the job satisfaction levels of the academic staff should be considered more and measured regularly. It is also recommended that further studies should be conducted on this topic due to the inadequate number of studies on academicians in the literature.

Keywords: Academician, job satisfaction, eating behaviors

Introduction

Job satisfaction is a concept that describes the positive feelings of an employee towards their job (Pan et al., 2015; Mousazadeh et al., 2018; Yagci Ozen & Yuceler, 2019). The pleasure, joy, excitement, and positive emotional state that an employee feels as a result of their assessment of their work and business life show their job satisfaction (Fleury et al., 2018; Mousazadeh et al., 2018; Mert et al., 2019). Job dissatisfaction can affect the employee's job, their colleagues, and the quality of the service they provide (Squires et al., 2015), and these employees may have difficulty doing even the easiest tasks

(Bakan et al., 2015). Job satisfaction is an important factor affecting productivity, increasing the quantity and quality of work, establishing good relationships at work, creating interest in work, and reducing stress (Khiavi et al., 2016). How much positive or negative emotion an employee feels as a result of the emotional evaluation of their job is accepted as an indicator of that employee's level of satisfaction and job satisfaction (Naktiyok & Kaygın, 2012). People who pay attention to their nutrition and eat healthily become productive and successful (Kucuk, 2019), and healthy eating habits contribute to the general sense of well-being (Jovičić, 2015). Eating behavior is defined

as a process that has both internal and environmental and social effects and is not easy to understand (Deveci et al., 2017). The idea that food affects human health has been known for centuries (Reddy et al., 2018), and it is stated that the eating habits of individuals affect them symbolically, psychologically, socially, and politically (Kaleli et al., 2017; Ozdemir, 2019). Improving and maintaining both physical and psychological health can be achieved by consistent eating habits and behaviors (Jovičić, 2015). Emotions are also a very important factor affecting the eating behavior of the individual, and the spiritual needs of that person determine the frequency of meals, the amount of food eaten, and the type of food consumed during the meal (Sevincer & Konuk, 2013). Universities are very important institutions that create human resources and prepare the individual for business life (Güven et al., 2018); therefore, academic staff has significant responsibilities in preparing the individual for the business world (Bas et al., 2019). Job satisfaction is a very important concept for academic staff (Masum et al., 2015) because the provision of quality service by these personnel, who take on the important responsibility of raising the manpower needed by society, depends on their satisfaction with their job (Kocoglu, 2015). A healthy work environment both positively affects the job satisfaction level of academic staff and increases the quality of the learning environment, thereby increasing their performance and service quality (Tatar et al., 2020). In addition, eating behaviors have serious effects on health, psychosocial functionality, and quality of life (Hilbert et al., 2017). Reflecting on these findings, this study was planned to examine the relationship between the eating behaviors of academic staff and their job satisfaction.

Methods

Design and sample: This study was conducted to investigate the relationship between the eating behaviors of academic staff and their job satisfaction. The study used a descriptive design and was carried out between April 2020 and June 2021 with a total of 147 academicians who worked at a foundation university in the European region of Istanbul city and agreed to participate in the study.

Instruments and data collection: Personal Information Form: The researchers created this form following a review of the literature

(Dagdeviren & Mirza, 2017). It includes 12 questions about the sociodemographic characteristics and eating habits of the participants.

The Job Satisfaction Scale: This questionnaire was developed by Brayfield and Rothe in 1951. Its original version consists of 18 items. In 1998, a 5-item short version was created by Judge, Locke, Durham, and Kluger, and this short version has been used more widely over time. In the evaluation of the scale consisting of 5 items, a 5-point Likert-type scale is used. Of the items on the scale, 3 are positive and 2 are negative. High scores show an increased level of job satisfaction. The scale was translated into Turkish by Bilgin (1995), and its Turkish validity and reliability were established by Keser and Ongen Bilir (2019). Cronbach's alpha value of the Job Satisfaction Scale was found to be 0.85 (Keser and Ongel Bilir, 2019). The alpha value of the scale was found as 0.84 in the current study.

The Dutch Eating Behavior Questionnaire (DEBQ): This 33-item questionnaire was developed by Van Strein et al. (1986) and adapted into Turkish by Bozan et al. (2011). It consists of 3 sub-dimensions that evaluate emotional eating, external eating, and restrictive eating behaviors. The questionnaire does not have a cut-off point, and each of the 3 sub-dimensions is evaluated on a Likert scale. High total scores indicate eating behaviors. In the Turkish version of the DEBQ, the test-retest reliability coefficients of the scale were found as 0.90 for emotional eating, 0.94 for restrictive eating, and 0.96 for external eating. The internal consistency coefficients of the sub-dimensions were found as 0.92 for emotional eating, 0.90 for external eating, and 0.96 for restrictive eating (Bozan et al., 2011). In the current study, Cronbach's alpha values were found as 0.97 for emotional eating, 0.84 for external eating, and 0.83 for restrictive eating.

Data Analysis: Statistical analyses were conducted on the SPSS (IBM SPSS Statistics 24) software package. Frequency tables and descriptive statistics were used to interpret the findings. Parametric methods, namely, the "Independent Sample-t" test (t-table value) and the "ANOVA" test (F-table value), were used for measurement values suitable for normal distribution. Considering the homogeneity of variances, the Tukey test was employed for pairwise comparisons of variables with a significant difference in three or more groups. Consistent with non-parametric methods, the

"Mann-Whitney U" test (Z-table value) and the "Kruskal-Wallis H" test (χ^2 -table value) were used for measurements that did not fit the normal distribution. Bonferroni correction was used for pairwise comparisons of variables with significant differences in three or more groups. Spearman correlation coefficient was used to examine the relationship between measurement values that did not have a normal distribution.

Ethical Approval: The study complies with the principles of the Declaration of Helsinki. It was approved by the University Non-Interventional Clinical Research Ethics Committee (date: 18/05/2020, issue: 92). The institutional permission and the permission of the authors of the scales were obtained to conduct the study. After obtaining the necessary permissions, written consent was obtained from all participants before the study was initiated.

Ethics Statement: The study complies with the principles of the Declaration of Helsinki. It was approved by the Haliç University Non-Interventional Clinical Research Ethics Committee (date: 18/05/2020, issue: 92). The institutional permission and the permission of the authors of the scales were obtained to conduct the study. After obtaining the necessary permissions, written consent was obtained from all participants before the study was initiated, and permission to utilize the scale was obtained from its authors.

Results

The mean age of the academic staff was 44.10 ± 14.62 (years), 36.1% of the participants were in the 31-40 age group, 52.4% were female, 86.4% had a nuclear family, 46.9% had a good economic level, 21.1% had a chronic disease, the mean work experience was 5.30 ± 5.93 (years), 40.1% had been working for 2-5 years, 51.7% had a course load of >10 hours per week, 70.1% did not work in another job, 53.7% did sports, 23.8% went on a diet under dietitian control, and 89.8% paid attention to their eating without receiving professional support. The findings regarding the responses of the academic staff to the scales are given in the table.

A statistically significant difference was found between the scores of the participants from the job satisfaction scale ($\chi^2=9.665$; $p=0.022$), external eating sub-dimension ($\chi^2=9.323$; $p=0.025$), and the overall DEBQ ($F=3.943$; $p=0.010$) in terms of age. The scores of the

participants aged 31-40 from the job satisfaction scale compared to the scores of those aged ≤ 30 , the scores of those aged ≤ 30 from the external eating sub-dimension of the DEBQ compared to the scores of those aged >50, and the scores of those aged 41-50 from the overall DEBQ compared to the scores of those aged >50 were statistically significantly higher.

There was a statistically significant difference between the scores of the participants from the emotional eating sub-dimension of the DEBQ ($Z=-3.062$; $p=0.002$) and the overall DEBQ ($t=2.599$; $p=0.010$) according to gender. The scores of the females from the emotional eating sub-dimension of the DEBQ and the overall DEBQ were statistically significantly higher than those of males.

A statistically significant difference was found between the scores of the participants from the restrictive eating sub-dimension of DEBQ in terms of doing sports ($t=2.599$; $p=0.010$). The scores of those who did sports from the restrictive eating sub-dimension of DEBQ were statistically significantly higher than those who did not. The scores of the participants from the restrictive eating ($Z=-2.094$; $p=0.036$) and the emotional eating ($Z=-2.996$; $p=0.003$) sub-dimensions of DEBQ and the overall DEBQ ($t=2.649$; $p=0.009$) indicated a significant difference according to the status of going on a diet under dietitian control. The restrictive eating, emotional eating, and the overall DEBQ scores of the participants who went on a diet under the control of a dietitian were statistically significantly higher than those who did not. A statistically significant difference was found between the scores of the participants from the restrictive eating sub-dimension of the DEBQ according to the status of paying attention to eating without receiving professional support ($Z=-2.934$; $p=0.003$). The scores of the participants who paid attention to eating without receiving professional support from the restrictive eating sub-dimension of the DEBQ were statistically significantly higher than those who did not.

A statistically significant, weak, and negative relationship was found between job satisfaction scale scores and the overall DEBQ scores ($r=-0.199$; $p=0.016$). There was also a negative relationship between job satisfaction scale scores and the sub-dimensions of DEBQ.

Table 1. Distribution of Findings About The Academic Staff (N=147)

Variable	n	%
Age groups		
≤30	25	17.0
31-40	53	36.1
41-50	23	15.6
>50	46	31.3
Gender		
Female	77	52.4
Male	70	47.6
Family type		
Core	127	86.4
Extended	5	3.4
Broken	15	10.2
Status of income		
Middle	68	46.3
High	69	46.9
Very High	10	6.8
Chronic diseases		
Yes	31	21.1
No	116	78.9
Total work experience		
≤1 year	42	28.6
2-5 years	59	40.1
>5 years	46	31.3
Course load (weekly)		
No course load	19	12.9
1-10 hours	52	35.4

>10 hours	76	51.7
Working in another job		
Yes	44	29.9
No	103	70.1
Doing sports		
Yes	79	53.7
No	68	46.3
Diet under the control of a dietitian		
Yes	35	23.8
No	112	76.2
Paying attention to eating without support		
Yes	132	89.8
No	15	10.2

Table 2. Distribution of Findings About The Scales (N=147)

Scales		Mean	SD	Median	Min.	Max.
Job satisfaction		3.94	0.69	4.0	1.4	5.0
Dutch Eating Behavior Questionnaire	<i>Restrictive eating</i>	29.09	6.49	30.0	10.0	45.0
	<i>Emotional eating</i>	29.14	12.41	27.0	13.0	64.0
	<i>External eating</i>	28.86	6.25	29.0	11.0	46.0
	DEBQ-Total	87.08	17.54	86.0	43.0	143.0

Table 3. Comparison of The Scores of The Academicians from the Job Satisfaction Scale and Dutch Eating Behaviors Questionnaire - DEBQ by Their Personal Characteristics (N=147)

Variable	Scales n	Dutch Eating Behaviors Questionnaire - DEBQ									
		Job Satisfaction Scale		Restrictive eating		Emotional eating		External eating		DEBQ-Total	
		$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]
Age groups											
≤30 ⁽¹⁾	25	3.71±0.69	3.8 [0.9]	28.00±6.36	30.0 [10.5]	31.84±12.35	30.0 [18.0]	30.56±5.13	30.0 [7.0]	90.40±15.22	92.0 [24.5]
31-40 ⁽²⁾	53	4.11±0.63	4.2 [0.6]	29.11±5.91	30.0 [7.0]	27.58±12.06	24.0 [21.0]	29.77±5.93	29.0 [9.5]	86.47±15.06	85.0 [21.0]
41-50 ⁽³⁾	23	3.75±0.82	4.0 [1.0]	31.74±6.28	33.0 [9.0]	34.78±16.14	32.0 [24.0]	29.30±8.34	29.0 [11.0]	95.83±25.26	93.0 [38.0]
>50 ⁽⁴⁾	46	3.95±0.65	4.0 [0.7]	28.33±7.12	30.0 [6.3]	26.63±9.66	26.0 [21.3]	26.65±5.53	25.5 [9.0]	81.61±14.96	84.0 [21.0]
Statistical analysis*		$\chi^2=9.665$		$\chi^2=5.671$		$\chi^2=5.961$		$\chi^2=9.323$		F=3.943	
Probability		p=0.022		p=0.129		p=0.113		p=0.025		p=0.010	
Difference		[1-2]						[1-4]		[3-4]	
Gender											
Female	77	3.88±0.68	4.0 [0.8]	29.18±5.88	30.0 [7.5]	32.06±12.39	30.0 [15.5]	29.35±6.56	29.0 [9.0]	90.59±18.07	89.0 [21.5]
Male	70	4.01±0.70	4.0 [0.7]	28.99±7.15	30.0 [7.0]	25.91±11.70	24.0 [20.0]	28.31±5.89	28.5 [10.0]	83.21±16.20	83.0 [21.3]
Statistical analysis		Z=-1.179		Z=-0.023		Z=-3.062		t=1.003		t=2.599	
Probability		p=0.238		p=0.981		p=0.002		p=0.317		p=0.010	
Family type											
Core	127	3.93±0.65	4.0 [0.8]	29.61±6.09	30.0 [7.0]	29.68±12.68	28.0 [19.0]	29.16±6.19	29.0 [9.0]	88.44±17.10	88.0 [22.0]
Extended	5	3.80±0.87	4.0 [1.5]	27.00±5.43	29.0 [10.0]	27.20±11.21	26.0 [17.0]	27.20±7.85	25.0 [12.5]	81.40±23.67	77.0 [37.0]
Broken	15	4.07±0.95	4.2 [1.0]	25.40±8.89	26.0 [12.0]	25.20±10.21	26.0 [18.0]	26.89±6.31	26.0 [11.0]	77.47±17.02	82.0 [22.0]
Statistical analysis		$\chi^2=1.937$		$\chi^2=4.016$		$\chi^2=1.941$		F=1.083		F=2.976	
Probability		p=0.380		p=0.134		p=0.379		p=0.341		p=0.054	

Economic status											
Middle	68	4.02±0.67	4.0 [0.8]	28.87±7.03	30.0 [9.0]	29.34±13.46	27.0 [21.8]	28.34±6.56	28.5 [7.0]	86.54±20.56	86.5 [25.5]
High	69	3.89±0.64	4.0 [0.8]	28.83±6.13	30.0 [7.0]	29.32±11.07	27.0 [16.5]	28.81±6.07	29.0 [10.0]	86.96±14.40	86.0 [17.5]
Very high	10	3.68±1.08	4.0 [1.9]	32.40±4.38	31.5 [5.3]	26.50±14.70	22.5 [26.3]	32.70±4.14	33.5 [6.8]	91.60±15.84	84.5 [27.5]
Statistical analysis		$\chi^2=1.265$		$\chi^2=2.746$		$\chi^2=0.827$		$\chi^2=5.735$		F=0.362	
Probability		p=0.531		p=0.253		p=0.661		p=0.057		p=0.697	
Chronic diseases											
Yes	31	3.81±0.84	4.0 [1.2]	28.06±6.65	30.0 [5.0]	28.26±11.84	26.0 [23.0]	28.77±5.96	30.0 [10.0]	85.10±17.06	85.0 [16.0]
No	116	3.97±0.65	4.0 [0.8]	29.36±6.45	30.0 [8.0]	29.37±12.60	27.0 [20.5]	28.88±6.36	29.0 [9.0]	87.61±17.70	86.5 [23.8]
Statistical analysis		Z=-0.655		Z=-0.709		Z=-0.338		t=-0.083		t=-0.708	
Probability		p=0.513		p=0.478		p=0.736		p=0.934		p=0.480	

***Independent Sample-t” test (t-table value) was used for the comparison of measurement values of two independent groups in data with normal distribution; “ANOVA” test (F-table value) statistics were used to compare three or more independent groups; “Mann-Whitney U” test (Z-table value) was employed for the comparison of measurement values of two independent groups in data with no normal distribution; “Kruskal-Wallis H” test (χ^2 -table value) was used to compare three or more independent groups.

Table 4. Comparison of The Scores of The Academicians from The Job Satisfaction Scale and Dutch Eating Behaviors Questionnaire - DEBQ by Their Professional Processes and Habits (N=147)

Variable	Scales n	Dutch Eating Behaviors Questionnaire - DEBQ									
		Job Satisfaction Scale		Restrictive eating		Emotional eating		External eating		DEBQ-Total	
		$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]	$\bar{X}\pm SD$	Median [IQR]
Work experience											
≤1 year	42	4.01±0.65	4.0 [0.7]	28.64±7.22	31.0 [11.5]	30.24±11.90	30.0 [16.5]	28.76±5.90	28.5 [9.5]	87.64±16.45	87.5 [25.0]
2-5 years	59	3.81±0.80	4.0 [0.8]	30.31±5.59	31.0 [7.0]	28.97±13.17	26.0 [20.0]	29.20±6.98	30.0 [9.0]	88.47±19.27	86.0 [23.0]
>5 years	46	4.03±0.55	4.0 [0.6]	27.93±6.74	29.5 [5.8]	28.35±12.07	27.0 [20.5]	28.50±5.66	28.0 [10.3]	84.78±16.27	83.5 [17.5]
Statistical analysis		$\chi^2=1.864$		$\chi^2=3.717$		$\chi^2=0.888$		F=0.168		F=0.599	
Probability		p=0.394		p=0.156		p=0.641		p=0.845		p=0.550	
Course load (weekly)											
No course load	19	3.68±0.85	3.8 [1.6]	28.47±7.13	30.0 [11.0]	26.47±11.14	27.0 [19.0]	29.68±5.39	29.0 [9.0]	84.63±14.25	84.0 [25.0]
1-10 hours	52	3.95±0.59	4.0 [0.6]	29.48±6.10	30.5 [6.8]	32.44±13.46	30.5 [15.8]	29.13±6.61	29.0 [9.0]	91.06±19.68	88.0 [24.3]
>10 hours	76	3.99±0.71	4.0 [0.8]	28.97±6.66	30.0 [7.0]	27.54±11.62	26.0 [21.8]	28.46±6.26	28.5 [10.8]	84.97±16.43	85.0 [22.0]

Statistical analysis		$\chi^2=2.412$		$\chi^2=0.581$		$\chi^2=4.460$		F=0.367		$\chi^2=2.815$	
Probability		p=0.299		p=0.748		p=0.108		p=0.694		p=0.245	
Working in another job											
Yes	44	3.96±0.80	4.0 [1.0]	30.11±6.68	31.0 [6.8]	26.68±11.68	25.0 [18.8]	28.36±5.13	28.0 [7.0]	85.16±17.75	83.5 [20.0]
No	103	3.93±0.64	4.0 [0.8]	28.65±6.39	30.0 [7.0]	30.18±12.62	30.0 [18.0]	29.07±6.69	29.0 [9.0]	87.90±17.47	87.0 [23.0]
Statistical analysis		Z=-0.899		Z=-1.595		Z=-1.601		t=-0.693		t=-0.868	
Probability		p=0.369		p=0.111		p=0.109		p=0.490		p=0.387	
Doing sports											
Yes	79	3.88±0.73	4.0 [0.8]	30.76±5.27	30.0 [7.0]	28.00±12.29	26.0 [16.0]	28.61±6.65	29.0 [10.0]	87.35±17.70	87.0 [17.0]
No	68	4.00±0.65	4.0 [0.6]	27.16±7.25	28.0 [11.8]	30.46±12.52	32.0 [22.0]	29.15±5.80	29.0 [8.5]	86.76±17.48	86.0 [24.0]
Statistical analysis		Z=-0.958		Z=-2.773		Z=-1.439		t=-0.520		Z=-0.028	
Probability		p=0.338		p=0.006		p=0.150		p=0.604		p=0.978	
Going on a special diet											
Yes	35	3.75±0.73	4.0 [1.2]	30.89±5.08	32.0 [8.0]	34.29±11.99	32.0 [13.0]	28.63±6.24	29.0 [9.0]	93.80±16.59	90.0 [31.0]
No	112	3.99±0.67	4.0 [0.6]	28.53±6.80	30.0 [7.8]	27.52±12.15	26.0 [21.0]	28.93±6.29	29.0 [9.0]	84.98±17.37	84.5 [22.5]
Statistical analysis		Z=-1.836		Z=-2.094		Z=-2.996		t=-0.247		t=2.649	
Probability		p=0.066		p=0.036		p=0.003		p=0.805		p=0.009	
Paying attention to the diet											
Yes	132	3.94±0.69	4.0 [0.8]	29.58±6.43	30.0 [8.0]	28.80±12.48	27.0 [21.0]	28.69±6.09	29.0 [7.8]	87.08±17.88	86.5 [23.8]
No	15	3.92±0.72	4.0 [0.6]	24.73±5.48	24.0 [9.0]	32.07±11.82	30.0 [14.0]	30.33±7.64	34.0 [12.0]	87.13±14.74	85.0 [14.0]
Statistical analysis		Z=-0.406		Z=-2.934		Z=-1.012		t=-0.964		t=-0.012	
Probability		p=0.685		p=0.003		p=0.311		p=0.336		p=0.990	

**Independent Sample-t" test (t-table value) was used for the comparison of measurement values of two independent groups in data with normal distribution; "ANOVA" test (F-table value) statistics were used to compare three or more independent groups; "Mann-Whitney U" test (Z-table value) was employed for the comparison of measurement values of two independent groups in data with no normal distribution; "Kruskal-Wallis H" test (χ^2 -table value) was used to compare three or more independent groups.

Table 5. Examination of The Relationships Between The Scales (N=147)

Correlation*	Job Satisfaction Scale	
	r	p
Dutch Eating Behaviors Questionnaire		
<i>Restrictive eating</i>	-0.128	0.122
<i>Emotional eating</i>	-0.153	0.064
<i>External eating</i>	-0.137	0.098
DEBQ - total	-0.199	0.016

* "Spearman" correlation coefficient was used to examine the relationship between two quantitative data that did not have a normal distribution.

Discussion

The emotions or reactions that employees show towards various situations in the working environment indicate their job satisfaction levels (Azimi & Akan, 2019). High job satisfaction of employees means that they love their job, are satisfied with their job, and have positive feelings towards their job (Canak, 2014; Kocak & Tunc, 2020). Job satisfaction occurs if employees' needs are met, working conditions are improved, and their demands and the characteristics of the job are compatible with each other (Sahin, 2013). The satisfaction of individuals from their jobs is of great importance in terms of their organic and psychological existence (Yalcin and Calisir, 2021), and since a significant part of their life is spent at work, the concept of satisfaction affects life to a great extent (Aydin et al., 2017). In addition, satisfaction in business life affects eating behaviors.

In this study, the job satisfaction level of the participants in the 31-40 age group (4.11 ± 0.63) was found to be statistically significantly higher. The overall job satisfaction was found higher in individuals aged 35 and over in a study conducted by Dagdeviren and Mirza (2017) on the personnel of vocational higher schools, teachers aged 41-47 in a study conducted by Kavak (2019) on branch teachers working in areas populated with immigrants, and teachers aged 40 and over in a study by Canak (2014) on teachers working in secondary education institutions. As the age advances, the salary increases, as well. The increase in the reward received for the effort spent is one of the reasons

for the increase in the level of job satisfaction as age advances (Guler and Bircan, 2020).

In this study, the job satisfaction level (4.03 ± 0.55) of employees with work experience of more than 5 years was found to be higher. In a study conducted by Kocak and Tunc (2020) on the administrative staff of Mersin University, the job satisfaction scores of those with work experience of 20 years or more were found to be statistically significantly higher. Also, job satisfaction levels were found higher in teachers with work experience of 21 years or more in the study of Kavak and Guler (2019), teachers with work experience of 1-10 years in the study of Canak (2014), staff in vocational higher schools with work experience of 7 years or more in the same workplace in the study of Dagdeviren and Mirza (2017). As experience increases, one's ability to adapt also increases (Bayar & Ozturk, 2017).

In this study, the job satisfaction level of male academicians (4.01 ± 0.70) was found to be higher than female academicians (3.88 ± 0.68). Some studies conducted with teachers indicated that the job satisfaction level of males was higher than that of females (Sahin, 2013; Azimi and Akan, 2019; Kavak and Guler, 2019; Sahin, 2013). On the other hand, in a study with teachers working in secondary education institutions, Canak (2014) found the job satisfaction level of females statistically significantly higher than that of males. The social roles of female and male genders are different from each other, and therefore their expectations may differ from each other, which can affect their job satisfaction

levels (Aazami et al., 2015; Bayar and Ozturk, 2017; Miao et al., 2017).

In this study, the job satisfaction level (4.07 ± 0.95) of employees with a broken family was higher. Some studies showed that the general job satisfaction levels of married employees were statistically significantly higher than those of single employees (Canak, 2014; Azami and Akan, 2019; Kavak and Guler, 2019; Kocak and Tunc, 2020). In a study conducted by Sahin (2013) with teachers, the job satisfaction level of single teachers was significantly higher than that of married ones. In line with the literature, it can be thought that job satisfaction is high in married individuals because they act jointly with their spouses during both earning their life and making expenditures.

In this study, females' emotional eating (32.06 ± 12.39), external eating (29.35 ± 6.56), and restrictive eating (29.18 ± 5.88) scores were statistically significantly higher than those of males. Nagl et al. (2016) found females' emotional eating and restrictive eating scores and males' external eating scores statistically significantly higher. It is known that the incidence of eating disorders and negative eating behaviors is higher in women and youth (Foà et al., 2019; Hay, 2020).

In this study, restrictive eating (31.74 ± 6.28) and emotional eating (34.78 ± 16.14) scores of individuals aged 41-50 years, and external eating (30.56 ± 5.13) scores of those aged 30 and younger were statistically significantly higher. Nagl et al. (2016) determined the restrictive eating scores of the 55-64 age group and the emotional eating and external eating scores of those aged 24 and below were statistically significantly higher. Eating behaviors differ according to age and occupation.

The restrictive eating score of individuals who did sports (30.76 ± 5.27) was statistically significantly higher than that of individuals who did not (27.16 ± 7.25) in this study. It can be thought that individuals who do sports think that they should pay attention to their nutritional status, so they tend to restrict their eating behaviors.

In this study, restrictive eating (30.89 ± 5.08) and emotional eating scores (34.29 ± 11.99) of those who went on a special diet were statistically significantly higher than those of participants who did not. It can be thought that individuals on

a special diet are stressed because they have to constantly eat under certain rules, and therefore they show emotional eating and restrictive eating behaviors due to the stress they experience.

In addition, the restrictive eating score (29.58 ± 6.43) of the employees who paid attention to their diet was statistically significantly higher than that (24.73 ± 5.48) of the employees who did not. It can be thought that individuals who pay attention to their diet tend to restrict their eating because they are afraid of consuming more food than they need.

Limitations: One of the limitations of the study is that it was conducted in a single institution. In addition, due to the pandemic, the study data could not be collected face to face. Accessing the sample was also limited due to the problems in using and accessing the online platforms experienced by the teaching staff. Also, studies on the topic were limited in the literature.

Conclusions and Recommendations: In this study, the relationship between eating habits and job satisfaction levels of academic personnel was examined. Job satisfaction is much more important for the academic staff serving at universities because the quality service of these employees, who are responsible for raising the manpower that the country needs, depends on their job satisfaction at an adequate level, and the order or disorder in business life affects their eating habits. An increase in workload and work experience leads to increased job satisfaction in academicians. There is a negative relationship between job satisfaction and emotional eating, restrictive eating, and external eating behaviors. In conclusion, institutions need to focus more on the job satisfaction levels of the academic staff and measure the job satisfaction levels of the personnel at regular intervals. It is recommended that more studies should be conducted on this topic due to the lack of enough number studies on academicians in the literature.

Acknowledgements: We acknowledge the support of the academicians who participated in the study.

References

- Aazami S., Shamsuddin K., Akmal S. & Azami G. (2015) The relationship between job satisfaction and psychological/physical health among Malaysian working women. *The Malaysian Journal of Medical Sciences* 22(4):40-46.
- Aydin A. S., Akyuz K. C., Yıldırım I. & Kose S. (2017) The analysis of job satisfaction

- and organizational commitment levels for teachers work in elementary and middle schools. *International Journal of Economic and Administrative Studies* (18):23-52.
- Azimi M. & Akan D. (2019) Job satisfaction levels of the teachers. *National Journal of Education Academy* 3(2):126-138.
- Bakan I. Tasliyan M. Tas F.& Aka N. (2015) Relationship between organizational depression and job satisfaction; A study case on a university with academic staff. *Kahramanmaraş Sütçü İmam University Faculty of Economics and Administrative Sciences Journal* 4(1):296-315.
- Bas M., Aksu M., Unubol H. & Hizli Sayar G. (2019) Investigation of the relationship between job satisfaction and perceived social support in academicians. *Uskudar University Journal of Social Sciences* 9:347-377.
- Bayar HT. & Ozturk M. (2017) Examination of job satisfaction and job stress on the research assistant: Example of Süleyman Demirel University. *Süleyman Demirel University The Journal of Faculty of Economics Administrative Sciences* 22(2):525-546.
- Bozan, N., Bas, M., Asci, F.H. (2011). Psychometric properties of Turkish version of Dutch Eating Behaviour Questionnaire (DEBQ). A preliminary results. *Appetite*, 56(3):564-566
- Canak M. (2014) An analysis on job satisfaction of teachers who work in high school institutions. *OPUS-International Journal of Society Researches* 4(7): 7-26.
- Dagdeviren IT., Mirza S. (2017) Determination of job satisfaction levels of vocational school staff: Usak University Case. *Usak University Journal of Social Sciences* 10(4): 691–707.
- Deveci B., Deveci B., Avcikurt C. (2017) Eating Behavior: An investigation on gastronomy and culinary arts pupils. *Journal of Tourism and Gastronomy Studies* 5(3): 118-134.
- Fleury MJ., Grenier G., Bamvita JM., Farand L. (2018) Variables associated with job satisfaction among mental health professionals. *Plos One* 13(10): e0205963. Doi:10.1371/journal.pone.0205963
- Foà C., Bertuol M., Deiana L., Rossi S., Sarli L., Artioli G. (2019) The case/care manager in eating disorders: the nurse's role and responsibilities. *Acta Biomedica* 90(suppl 11):17-28.
- Guler A. & Bircan H. (2020) Determination of factors effecting job satisfaction and corporate loyalty: An application in Sivas Cumhuriyet University. *Politics, Economics and Administrative Sciences Journal of Kirsehir Ahi Evran University* 4(1):10-33.
- Güven A., Kaplan C. & Acungil Y. (2018) The impact of academic incentives on motivation of academic staff in Turkey. *Ankara University Faculty of Political Sciences Journal* 73(1):245-268.
- Hay P. (2020) Current approach to eating disorders: a clinical update. *Internal Medicine Journal* 50(1):24-29.
- Hilbert A., Hoek H. W. & Schmidt R. (2017) Evidence-based clinical guidelines for eating disorders: international comparison. *Current Opinion in Psychiatry* 30(6):423-437.
- Jovicic A. Đ. (2015) Healthy eating habits among the population of Serbia: gender and age differences. *Journal of Health, Population and Nutrition* 33(1):76-84.
- Kaleli S., Kilic N., Erdogan M. & Erdogan N. (2017) Nutrition habits of the students of Faculty of Medicine in Sakarya University. *Online Turkish Journal of Health Sciences* 2(2):12-18.
- Kavak A. & Guler G. (2019) The job satisfaction and of branch teachers working in migration region: Example of Sultangazi. *Istanbul Aydın University Journal of Education Faculty* 5(1):1-21.
- Keser A. & Ongen Bilir B. (2019) Turkish reliability and validity study of Job Satisfaction Scale. *Kırklareli Üniversitesi Sosyal Bilimler Dergisi* 3(3):229-239.
- Khiavi F. F., Dashti R. & Zergani N. (2016) The association between job satisfaction and general health among employees of Golestan Hospital in Ahvaz, Iran. *Electronic Physician* 8(4):2263-2268.
- Kocak E. & Tunc B. (2020) Job satisfaction and loneliness in working life: A study on Mersin University Administrative Staff. *MANAS Journal of Social Studies* 9(4):2092-2112.
- Kocoglu CM. (2015) Measurement of academic staff job satisfaction level. *Ordu University Journal of Social Sciences Research* 5(13):16–35.
- Kucuk U. (2019) Nutritional status and affecting factors of paramedic students. *Journal of Adnan Menderes University Health Sciences Faculty* 3(1):1-10.
- Masum A. K. M., Azad M. A. K. & Beh L. S. (2015) Determinants of academics' job satisfaction: empirical evidence from private universities in Bangladesh. *Plos One* 10(2): e0117834.
- Mert G., Dorduncu H. & Incaz S. (2019) The effect of transformational leadership behaviors on job satisfaction: the case of foundation university. *Journal of International Social Research* 12(65):1169-1182.
- Miao Y., Li L. & Bian Y. (2017) Gender differences in job quality and job satisfaction among doctors in rural western China. *BMC Health Services Research* 17(1):848.
- Mousazadeh S., Yektatalab S., Momennasab M. & Parvizy S. (2018) Job satisfaction and related factors among Iranian intensive care unit nurses. *BMC Research Notes* 11(1):823.
- Nagl M., Hilbert A., de Zwaan M., Braehler E. & Kersting A. (2016) The German version of the dutch eating behavior questionnaire: psychometric properties, measurement invariance, and

- population-based norms. *Plos One* 11(9): e0162510.
- Naktiyok A. & Kaygin E. (2012) An investigation to determine the level of burnout and job satisfaction of academic staff. *Sosyal ve Beşeri Bilimler Dergisi* 4(1):23–32.
- Ozdemir S. (2019) View of food culture in social media: Example of Instagram. *Anatolian Academy Social Sciences Journal* 1(2):21-32.
- Pan B., Shen X., Liu L., Yang Y. & Wang L. (2015). Factors associated with job satisfaction among university teachers in northeastern region of China: a cross-sectional study. *International Journal of Environmental Research and Public Health* 12(10):12761-12775.
- Reddy V. S., Palika R., Ismail A., Pullakhandam R. & Reddy G. B. (2018) Nutrigenomics: opportunities & challenges for public health nutrition. *The Indian Journal of Medical Research* 148(5):632-641.
- Sevincer G. M. & Konuk N. (2013). Emosyonel eating. *Journal of Mood Disorders* 3(4):171-178.
- Squires J. E., Hoben M., Linklater S., Carleton H. L., Graham N. & Estabrooks C. A. (2015) Job satisfaction among care aides in residential long-term care: a systematic review of contributing factors, both individual and organizational. *Nursing Research and Practice* 2015(6):157924.
- Sahin I. (2013) Job satisfaction levels of teachers. *Van Yuzuncu Yil University Journal of Education* 10(1):142-167.
- Tatar A., Camkerten S., Saltukoglu G., & Namli M. (2020) Development of A Job Satisfaction Scale for academic staff and investigation of its psychometric properties. *Journal of Behavior at Work* 5(1):38-45.
- Yagci Ozen M. & Yuceler A. (2019) Emotional labor in healthcare staff, analysis of burnout and job satisfaction relationship: An application in the Province of Konya. *Selcuk University The Journal of Institute of Social Sciences* (41):194-209.
- Yalcin D. & Calisir V. (2021) A research on determining job satisfaction of employees in ship agencies. *Journal of Maritime Transport and Logistics* 2(1):37-51.