

البحث السابع – بحث مشترك	
The Effect of Corporate Social Responsibility on Job Satisfaction, Organizational Commitment and Turnover Intention in Fast-Food Restaurants in Egypt	عنوان البحث
تأثير المسؤولية الاجتماعية للشركات على الرضا الوظيفي ، والالتزام التنظيمي ، ونية الدوران في مطاعم الوجبات السريعة في مصر	
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<p>Abstract</p> <p>The aim of this study was to look at the impact of the perceived corporate social responsibility (CSR) activities (i.e., environmental and social) on job satisfaction (JS), organizational commitment (OC) and turnover intention (TI) in fast food restaurants in Egypt. Adopting a quantitative approach, the author used a self-administrative questionnaire to collect data from a convenient sample of fast-food employees (n= 237). The analysis techniques included descriptive statistics and the structural equation modeling (SEM) was used to test the developed hypotheses. The findings exposed that the CSR perceived activities positively influenced JS ($\beta=.25$ and $P<.01$), and OC ($\beta=.23$ and $P<.01$) as well as the JS positively influenced OC ($\beta1=.17$ and $P<.05$). In addition, JS and OC negatively and significantly influenced TI ($\beta=-.27$ and $P>.05$) and ($\beta=-.22$ and $P<.01$), respectively. However, CSR perceived activities negatively but not significantly influenced TI ($\beta=-.18$ and $P>.05$). This study fills the gap in the CSR knowledge in fast food and may guide future related research, as well as its findings may help fast food chains to consider more CSR activities in particular during crisis time, e.g. the current COVID19.</p>	