

# The Effect of Human Resources Management Practices in the Aviation Industry on Employees' Belonging to Work and Turnover Intention: Mediating Role of Perceived Supervisor Support

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**Abstract**— The importance of human resources in today's enterprise environment is an undeniable fact. The importance of human resources varies according to the dynamics of the industries. Enterprises in the aviation industry; whether it is an airline, airport operator, ground handler, they operate in the same technological environment with similar national and international regulations and similar enterprise models. Therefore, it can be said one of the most important factors that make enterprise successful in the industry is human resources. Human resources practices in enterprises are directly related to employees' motivation, efficiency, loyalty to the organization and turnover intention, consequently enterprise profitability. When the management organization studies on the aviation industry are analyzed, a limited number of studies on human resources practices, more specifically perceived supervisor support, exist. Motivated by this absence, this study focuses on human resource management practices in the aviation industry and the impact of these practices on employees' sense of belonging to work and turnover intention, with the mediating role of perceived supervisor support.