The Role Of Professional Inclination And Parents On Recruitment

Zübeyir ÖZÇELİK[1]

Abstract

The aim of this study is to search to the topic "The role of professional inclination and parents on recruitment". The data analyzed in this study have been obtained from the TURKSTAT Study held on 2016 on the Structure of Family. The sample of this study is a group providing estimation at Turkey Nomenclature of Territorial Units for Statistics (NUTS) 1 Level (12 Region) to represent universe. Their professions and the professions of their parents were asked to the 42.044 persons who participated in that study and these were recorded and classified according to their International Standard Classification of Occupation (ISCO)-08 codes. During the analysis of data, the professions of mother, father and children were coded as white, blue, gray and pink-collars. Then, whether a relationship or not between mother, father and children profession and the collar color was investigated. At the end of the study, a high correlation level was established between the mother's collar color and the child's collar color. Another result is the correlation observed between the father's collar color and the child's collar color. In addition, it was determined that the collar color of the child is correlated with the mother's collar color at a higher level than with the father's collar color. This result indicates that the profession of parents should also be taken in consideration as a criterion by the managers for recruitment of employees.

Keywords: human resources, recruitment, white collar, blue collar

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Mesleki Eğilimin ve Ebeveynlerin İşe Alımdaki Rolü

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Öz

Bu çalışmanın amacı; mesleki eğilimin ve ebeveynlerin işe alımdaki rolü konusunu ele almaktır. Çalışmada incelenen bilgiler TÜİK 2016 yılı Aile Yapısı Araştırmasından elde edilmiştir. Bu çalışmanın örneklemi evreni temsil etme yönüyle İstatistiki Bölge Birimleri Sınıflaması (Nuts) 1 düzeyinde tahmin veren bir çalışmadır. Bu çalışmada yer alan 42.044 kişiye belli bir zaman diliminde kendi mesleği, anne ve baba mesleği sorulmuş ve Uluslararası Meslek Sınıflaması (ISCO)-08 kodlarıyla birlikte bu bilgiler kayıt altına alınmıştır. Verilerin analizinde anne, baba ve çocukların meslekleri beyaz, mavi, gri ve pembe yaka olarak kodlanmıştır. Sonrasında anne, baba ile çocuklarının meslekleri arasında yaka rengi yönüyle ilişki olup olmadığına bakılmıştır. Çalışma sonucuna göre annenin yaka rengiyle çocuğunun yaka renginin çok yüksek oranda uyumlu olduğu görülmüştür. Bir diğer sonuç babanın yaka rengiyle çocuğunun yaka rengiyle uyumlu olduğudur. Diğer taraftan çocuğun yaka rengi babadan daha fazla oranda annenin yaka rengiyle uyumlu olduğu tespit edilmiştir. Bu sonuçla birlikte yöneticiler çalışanlarının işe alımlarda anne baba mesleğini de bir kriter olarak ele almaları gerektiği değerlendirilmektedir.

Anahtar sözcükler: insan kaynakları, işe alım, beyaz yaka, mavi yaka

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Introduction

As technological development and innovation are developing very rapidly; graduating from a very good school, having a very good experience or having high knowledge, skills and equipment related to the job are not enough for employee during recruitment. At the same time, motivation, the personality traits, the ability to follow technology, innovations and developments closely, the desire to learn, and the ability of the employee to keep up with change gain importance.

As we are in the age of speed and pleasure, employees, especially young employees born after 1990, get bored with their work very quickly and can change jobs frequently. The rapid change in technology, the desire to learn quickly and consume fast, and the constant pursuit of innovation do not satisfy these young employees in a job for a long time. Employees want rapid promotion and are in a hurry to reach a higher position. Businesses, on the other hand, invest in employees beyond salaries and other expenses. For this reason, businesses want to employ their good employees in the long run. Especially business managers expect young employees to have patience, persistence and continuity. Otherwise, if the employee turnover rate is high, businesses are also in a difficult situation due to employee selection, recruitment, training and education costs.

In this study, we tried to search to topic "The role of professional inclination and parents on recruitment". In the first part of the study, there is a conceptual framework and literature review on personnel recruitment. In the second part, the occupational information of the mother, father and children and the relationship between them were analyzed by classifying them as white, blue, gray and pink collar, from the data obtained from the 2016 Family Structure Survey of TURKSTAT. In the last part which is the conclusion part, the results of the study were discussed with its limitations and suggestions were made to the researchers who want to work in a similar field.

Conceptual framework

Personnel recruitment

One of the most important functions of human resources management is the selection of personnel. The personnel selection process consists of 3 main stages: determining the personnel requirement, searching and finding candidates, and selecting personnel (Isir, 2006, p. 42). Bingol (2016, p. 55) defines personnel selection as "the process of determining who will show the best individual adaptation between the organization and the candidates who apply for a particular position". Acar (2013, p.35), on the other hand, defines personnel selection as "containing activities for researching, selecting and recruiting people with the appropriate qualifications (suitable for the job) needed by the business".

Businesses in the recruitment process apply methods such as internet advertisement, newspaper advertisement, consultancy companies, references of company employees, internal promotion, past applications, career days, etc. While public organizations select personnel, through public personnel examination and then written and/or oral examination (interview), private enterprises sometimes select personnel with 6-7 steps of examination

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and interview method in order to select the best employee. General skills, foreign language, personality tests (Boyraz, 2002, p .66), competency-based interviews, case studies and group games can be given as examples of these stages that private enterprises apply when selecting personnel. Businesses allocate certain time and cost for the personnel selection process, so the wrong candidate selection of businesses means additional costs and loss of time (Sahin, 2020, p. 3). On the other hand, it is aimed to see the problem-solving ability of the employees, to see the capacity to cope with difficult situations, see and evaluate the creativity, defend ideas, resist stress, see and evaluate the approach to the feelings and thoughts of others.

Importance of family in recruitment

Scientific research shows that parents have an impact on the child's career. In families where paternal authority dominates, the child is guided to continue his father's profession (Figengil (2019, p.77). Jungen (2008, p. 2) states that parents have been found to greatly impact the career selection process of their children. Many parents are unaware of all the ways they can influence their children's career decision. Studies also show that mothers tended to utilize different parenting practices according to their career. For example, Maier (2005) found that mothers who had a career in the math and science field provided an equal amount of challenge and support to their male and female teenagers. Parents do play an important role in laying career path by being a role model and also by providing them with sufficient guidance and exposure during their career life (Khatri, Periwal, 2020, p. 2848).

Selection of suitable candidates for the job is one of the issues that businesses focus on in personnel selection. The characteristics of the family of the employee to be employed are one of the issues that business managers focus on in recruitment and interviews. The marital status of the candidate to be employed, the number of children, the neighborhood where he/she lives and the location and condition of the house are important for some businesses. Within the scope of long-term employment policies, businesses want to select and place candidates who will be suitable and compatible with their own cultures. There are two basic practices in the selection of employees in recruitment, in terms of learning family information. Some business managers visit the personnel they will hire at their home and estimate whether the employee will adapt to the business by seeing the home-family environment of the employee they will hire. For example, Sarilar (2006, p. 14) states in the thesis that Central Bank administrators visit the candidates' homes before the oral interview, and interview the candidates themselves and their families. In these interviews, the aim is to obtain detailed information about the candidate herself/himself and her/his family life. In the other application, it is considered that it is not appropriate to ask or obtain information about the family. For example; in the section of his master thesis, titled "Codes Resulting from the Literature Review and Interviews with the Candidates", Caliskan (2019, p. 51) states that asking the candidate for information about their parents' identity/occupation, foreign language, etc. are summarized as behavioral errors of the HR and that it can be considered as discrimination.

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Collar distinction and definitions in employees

The occupation of the mother and father can provide basic information about the socio-economic position of the family, but is this important in the recruitment process? In this study, the profession of the parents and the profession of the child were evaluated together in a certain period and it was examined whether there was a relationship between the profession of the parents and the profession of the child. In order to define this relationship, the concept of white, blue, gray and pink collar has been defined as accepted in the national and international literature. Eris et al. (2020, p. 15) in their article in which they bring together the concepts of collar color that are used recently and that are just beginning to be used, specified various collar colors as white, blue, gray, pink. With the most general distinction, while blue-collar workers refer to individuals working in unskilled jobs; those who work as professionals in skilled jobs are called white-collar workers (Cakir, 2021, p. 16). The increased usage of information and communication technologies in the world has resulted in the rise of new type of collar, namely the collarless worker (Bester, Bester 2021, p. 205). These workers want to work in their home and they don't want to go workplace. These employees don't have a location or working hours. Having internet and a computer is sufficient for collarless workers. An increase in the use of industrial robots in the factories this will occur new type of collar, namely the steel collar workers (Scharre, 2018, p. 15). It is expected that these robots will replace blue-collar workers in the future.

However, since it is thought to be more comprehensive in this study, white, blue, gray and pink collar concepts are used while classifying the employees with the collar colors of the professions.

White-collar employees include professions such as teacher, banker, pharmacist, engineer, architect, notary, manager, doctor, lawyer, judge, prosecutor, academician, police officer, financial advisor, officer, director, economist, treasurer, specialist, insurer, etc.

Blue collar workers are defined as workers who work in the industrial sector and use manual power (Kocak and Uygun, 2011, p. 2767). Blue-collar workers are generally paid on piece, hourly, per diem (daily) wages. Blue-collar workers work more intensely with their body strength. They do the work planned by their superior. This group include worker (factory, textile, tea, seasonal etc.), farmer, cook, tea maker, daily worker, house cleaner, animal husbandry, fruit and vegetable growers, dishwasher, weaver, driver etc.

Gray-collar employees include professions such as foreman, corporal, accountant, weaver, technician (food, automation, electronics, etc.), quality control officer, barber, hairdresser, small business owner, graphic designer, municipal police, etc. Employees who are responsible for the organization and management of workers should not be considered as blue-collar (Dogan, 2011). Employees who do this type of work are considered as gray collar.

Pink collar employees include professions such as nurse, health officer, aircraft cabin crew, stewardess, office staff, physiotherapist, kindergarten teacher, patient advisor, patient caregiver, dental assistant, service sector, receptionist, etc. It generally covers the occupations of employees operating in the service sector.

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Methodology

Turkish Statistical Institute (Turkstat) conduct Family Structure Survey every 5 years. Data were collected by Turkish Statistical Institute using a face-to-face survey. The questionnaires consist of more than 300 questions. But in this study we used only 3 questions of them which contain job information's of people. So we used secondary data in this research. Data was requested from Turkish Statistical Institute in an official letter and used with the permission of Turkstat. Job information's of responders dealt with anonymously. The universe of the Family Structure Survey composed of more than 20 million households who lived in Türkiye at 2016. The sample of the study consist of 17.000 households. So, 42.044 individuals participated in the 2016 Family Structure Survey conducted by Turkstat (Turkstat, 2016, Family Structure Survey). However, the information of 4.871 individuals who participated in the study and who presented professional information for both their mothers and fathers were analyzed. Since this study is a household-based study, the data were compiled from the information of individuals aged 15+ in the household. In this article study, the reference individual in the household was evaluated on the basis of the child, and not on the basis of the mother or father. The child defines the person who is older than 15 years of age and is also living in the household. For example, a 60-year-old person in the household is also considered a child, since he/she is a reference individual, and the occupational information of his/her parents, who are 85 years old, is compared with his /her own occupational information.

An occupational classification is a tool for organising all jobs in an establishment, an industry or a country into a clearly defined set of groups according to the tasks and duties undertaken in the job. This occupational classification system name is ISCO-08 (International Standart Classification of Occupations) (https://www.ilo.org/). This coding system produced by International Labour Organization. In this study, occupational information of mothers, fathers and working children aged 15+ were obtained from the 2016 Family Structure Survey conducted by sampling method, and ISCO-08 (International Standart Classification of Occupations) occupational codes were matched with the generally accepted white, blue, gray and pink collar colors in the international literature, and the relationship between mother, father and child collar color was investigated.

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Table 1 Demographic characteristics of participants

		Number of working children	Rate of working children	Mother	Father
Gender	Men	3013	61.9	-	4871
	Women	1858	38.1	4871	-
Age	15-24	630	12.9	-	-
	25-35	1307	26.8	-	-
	36-45	1306	26.8	282	84
	46-55	959	19.7	869	672
	56-65	516	10.6	1180	1166
	66+	153	3.1	2540	2949
Civil status	Not married at all	1252	25.7	-	-
	Married	3326	68.3	-	-
	Divorced	219	4.5	-	-
	Widow	74	1.5	-	-
Graduation	Didnot graduate fromany school	184	3.8	1839	1001
	Primary school	1314	27.0	1919	2441
	General secondary school	546	11.2	237	382
	General high school	36	0.7	481	502
	Higher Education	2791	57.3	395	545

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Detailed demographic information of 4871 participants is presented in Table 1. 61.9% of the participants are male, 38.1% are female, approximately 72% are between the ages of 25-55, 68.3% are married, 25.7% are single, 4.5% are divorced, 1.5% are widows. While 57.3% of the participants are graduates of higher education, 27% are primary school graduates, 11.9% are high school graduates. 3.8% of them did not finish any school.

Collar colors of children whose mothers and fathers work

Both mothers and fathers of 4871 people in the sample are working. Therefore, in Table 2, frequency tables were created according to the collar color information of 4871 people who work with mother, father and child at the same time.

Table 2 Collar colors of working mothers, fathers and children

Father Collar Color	Mother Collar Color	Children (Number)				Children ratio			
		White	Blue	Pink	Gray	White	Blue	Pink	Gray
White	White	235	44	25	9	75,1	14,1	8,0	2,9
White	Blue	107	131	17	19	39,1	47,8	6,2	6,9
White	Gray	26	6	4	3	66,7	15,4	10,3	7,7
White	Pink	154	30	29	7	70,0	13,6	13,2	3,2
Blue	White	58	36	11	5	52,7	32,7	10,0	4,5
Blue	Blue	500	2348	211	184	15,4	72,4	6,5	5,7
Blue	Gray	18	16	8	6	37,5	33,3	16,7	12,5
Blue	Pembe	87	99	37	19	36,0	40,9	15,3	7,9
Gray	White	18	4	3	0	72,0	16,0	12,0	0,0
Gray	Blue	32	66	18	8	25,8	53,2	14,5	6,5
Gray	Gray	11	6	3	8	39,3	21,4	10,7	28,6
Gray	Pink	18	14	3	2	48,6	37,8	8,1	5,4
Pink	White	15	2	1	2	75,0	10,0	5,0	10,0
Pink	Blue	23	28	7	5	36,5	44,4	11,1	7,9
Pink	Gray	2	1	0	1	50,0	25,0	0,0	25,0
Pink	Pink	46	20	12	3	56,8	24,7	14,8	3,7

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Information in Table 2 is explained in detail in sub-tables below.

The mother and father collar colors of the children with the highest white-collar ratio

Table 3 Mother and father collar colors of the children with the highest white-collar ratio

Father Collar Color	Mother Collar Color	Children (Number)				Children ratio			
		White	Blue	Pink	Gray	White	Blue	Pink	Gray
White	White	235	44	25	9	75.1	14.1	8.0	2.9
White	Pink	154	30	29	7	70.0	13.6	13.2	3.2
Blue	White	58	36	11	5	52.7	32.7	10.0	4.5
Gray	White	18	4	3	0	72.0	16.0	12.0	0.0
Pink	White	15	2	1	2	75.0	10.0	5.0	10.0

When the mothers and fathers of the children with the highest white-collar ratio are examined, the level of white-collar of 75.1% is observed in children who have both parents being white-collar. The situation that draws attention in Table 3 is that, when both parents work, the highest rate of being white-collar in children is observed when the mother is white-collar too. On the other hand, if the father is blue-collar and the mother is white-collar, the child's status of being white-collar was 52.7%. Therefore, it can be said that the white-collar status of the child is related to the mother's white-collar status when both parents work.

The mother and father collar colors of the children with the highest blue-collar rate

Table 4 Mother and father collar colors of the children with the highest blue-collar ratio

Father Collar Color	Mother Collar Color	Children (Number)				Children ratio			
		White	Blue	Pink	Gray	White	Blue	Pink	Gray
White	Blue	107	131	17	19	39.1	47.8	6.2	6.9
Blue	Blue	500	2348	211	184	15.4	72.4	6.5	5.7
Gray	Blue	32	66	18	8	25.8	53.2	14.5	6.5
Pink	Blue	23	28	7	5	36.5	44.4	11.1	7.9

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When the mothers and fathers of the children with the highest blue-collar rate are examined, the blue-collar status of the children of parents whose parents are both blue-collar together is 72.4%. The situation that draws attention in Table 4 is that if both parents work, the children group with the highest rate of being blue-collar is the one with both mother and father being blue-collar. On the other hand, the blue-collar status of the children of blue-collar mothers was over 40%. Therefore, it can be said that the blue-collar status of the child is highly correlated with the mother's blue-collar status when both parents work.

Mother and father collar colors of the children with the highest pink-collar rate

Table 5 Mother and father collar colors of the children with the highest pink-collar ratio

Father Collar Color	Mother Collar Color	Children (Number)				Children ratio			
		White	Blue	Pink	Gray	White	Blue	Pink	Gray
White	Blue	18	16	8	6	37.5	33.3	16.7	12.5
Blue	Blue	87	99	37	19	36.0	40.9	15.3	7.9
Gray	Blue	32	66	18	8	25.8	53.2	14.5	6.5
Pink	Blue	46	20	12	3	56.8	24.7	14.8	3.7

When considering the ratio of pink-collar children with both working parents, this rate varies between 14.8% and 16.7%. According to the result in Table 5, it cannot be said that there is a high correlation between the pink-collar employee and the collar color of their parents.

Mother and father collar colors of the children with the highest gray-collar rate

Table 6 Mother and father collar colors of the children with the highest gray collar ratio

Father Collar Color	Mother Collar Color	Children (Number)				Children ratio			
		White	Blue	Pink	Gray	White	Blue	Pink	Gray
White	Blue	18	16	8	6	37.5	33.3	16.7	12.5
Blue	Blue	11	6	3	8	39.3	21.4	10.7	28.6
Gray	Blue	15	2	1	2	75.0	10.0	5.0	10.0
Pink	Blue	2	1	0	1	50.0	25.0	0.0	25.0

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It is seen that both parents of the children with the highest gray-collar rate of 28.6% are gray-collar workers. On the other hand, it is seen that 25% of the children of the employees whose mother is gray-collar and father is pink-collar are gray-collar. Another point that draws attention in Table 6 is that the mother's collar color of the children with a high gray-collar ratio is mostly gray.

Collar colors of children whose fathers only work

The mothers of 17,220 people in the sample are not working, only their fathers and children work. Therefore, in Table 7 frequency tables were created according to the collar color information of 17,720 people with both father and child working at the same time.

Table 7 Collar colors of children whose fathers work only and collar colors of their fathers

Father Collar Color	Child Collar Color	Number	Ratio (%)
White	White	1,619	55.7
White	Blue	828	28.5
White	Gray	162	5.6
White	Pink	296	10.2
Blue	White	2,913	23.2
Blue	Blue	7,788	62.0
Blue	Gray	824	6.6
Blue	Pink	1,039	8.3
Gray	White	378	37.4
Gray	Blue	401	39.7
Gray	Gray	104	10.3
Gray	Pink	127	12.6
Pink	White	307	41.4
Pink	Blue	256	34.5
Pink	Gray	60	8.1
Pink	Pink	118	15.9

When the collar color of the children whose father only is working and the collar color of their father are evaluated together, the blue and white-collar color of the child is highly compatible with the color of the father's collar. As it can be seen in Table 7, the white-collar status of the fathers of white-collar working children is 55.7%. On the other hand, the father

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of blue-collar working children is also blue-collar with 62%. Therefore, there is a high correlation between the blue and white-collar status of the fathers of the employees and the blue and white-collar status of the employees.

Collar colors of fathers of white-collar children whose fathers only work

Table 8 Collar colors of fathers of white-collar children whose fathers only work

Father Collar Color	Child Collar Color	Number	Ratio (%)
White	White	1619	55.7
Blue	White	2913	23.2
Gray	White	378	37.4
Pink	White	307	41.4

In Table 8, It is seen that the fathers of children whose fathers only work and are white-collar are also white-collar with a rate of 55.7%. The children of pink-collar working fathers are also white-collar employees at a rate of 41.4%. 37.4% of the children of gray-collar working fathers are also white-collar workers. The children of blue-collar working fathers are white-collar workers with 23.2%. According to the result in Table 8, while the children of blue-collar working fathers are less white-collar, the children of white-collar working fathers are white-collar workers with a higher ratio.

Collar colors of the father of blue-collar children whose fathers only work

Table 9 Collar colors of fathers of blue-collar children whose fathers only work

Father Collar Color	Child Collar Color	Number	Ratio (%)
White	Blue	828	28.5
Blue	Blue	7788	62.0
Gray	Blue	401	39.7
Pink	Blue	256	34.5

In Table 9, it is seen that 62% of the fathers of blue-collar children whose fathers only work are blue-collar. 39.7% of the children of gray-collar working fathers are also white-collar workers. The children of pink-collar working fathers are also blue-collar workers at a rate of 34.5%. The children of white-collar working fathers are blue-collar workers with 28.5%. Therefore, while the children of blue-collar working fathers are mostly blue-collar workers, they are white-collar at a lower rate.

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Father collar colors of gray-collar children whose fathers only work

Table 10 Collar colors of fathers of gray-collar children whose fathers only work

Father Collar Color	Child Collar Color	Number	Ratio (%)
White	Gray	162	5.6
Blue	Gray	824	6.6
Gray	Gray	104	10.3
Pink	Gray	60	8.1

When the collar colors of the fathers of gray-collar children whose fathers only work are examined, the collar color of their fathers is also gray at a rate of 10.3%. On the other hand, in Table 10, it is seen that the color of the fathers of gray-collar children is white-collar with a rate of 5.6%.

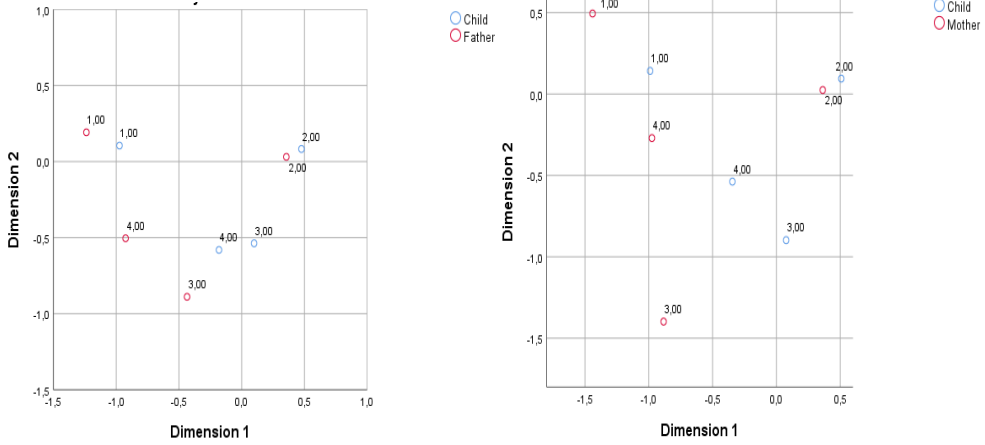### Father collar colors of pink-collar children whose fathers only work

Table 11 Collar colors of fathers of pink-collar children whose fathers only work

Father Collar Color	Child Collar Color	Number	Ratio (%)
White	Pink	296	10.2
Blue	Pink	1039	8.3
Gray	Pink	127	12.6
Pink	Pink	118	15.9

When the collar colors of the fathers of pink-collar children whose father only works are examined, in Table 11, it is seen that the collar color of their fathers is also pink at a rate of 15.9%. The children of blue-collar fathers are pink-collar with a rate of 8.3%.

According to the chi-square analysis, it was compared whether there was a relationship between the occupations of father and child, mother and child. As a result, significant differences were found. The association between father and child professions is meaningful. Similarly, the association between mother and child professions is also meaningful. Children choose professions similar to their parents' professions. When the Spearman correlations are examined, it is seen that although the correlation values are low ($r = 0.185$; $p < 0.05$, $r = 0.047$; $p<0.05$), but the association between them is significant.

A chi-square (goodness of fit) analysis was conducted to better understand this unity and similarity. Analysis results are presented below;

Graph 1: Child and father collar colors   Graph 2 : Child and mother collar colors

According to these graphs, children of fathers with white- collar and blue-collar professions preferred their fathers' professions. This situation is also noticeable in the professions of mothers. This is not so clear for parents with pink and gray professions.

Discussion

The important issue in choosing a profession is for the person to be happy while doing that profession. There are many important factors such as talent, interest, value, personality, environment, family, etc. in choosing a profession. However, people who choose professions that are not suitable for their personality, ability, family and environment, behave reluctantly while working in the relevant job, are absent from work, have low performance and productivity, and are unhappy in life. This situation is undesirable for both the employer and the employee.

Many authors agree that the family has a great influence on the career choice of employees (Demirel, Demirel & Dusukcan, 2012, p. 326). Li and Kerpelman (2007, p. 107) state that the mother's behavior in this regard is very important, especially since girls keep their mother under observation and follow them up in the career goals. Havighurst (1964, p. 35), on the other hand, states that children primarily tend towards the professions of people close to them, namely their parents. Roe (1957, p. 214) states that parenting styles have a great influence on a child's career choice. Otto (2000, p. 25) states in his study that parents have an influence on children's career goals, and that children follow their mothers while drawing their career path. Cağlı (2019) states that parents graduated from affects children's field choices; that parents can help their children's verbal lessons whatever their professions are; that they follow children's education period more strictly; and that all of those affect children's score in education positively. On the other hand, Simpson (2003, p. 452) puts

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forward a different view on this issue; it is seen that women who do high-career, high-wage and demanding jobs do not direct children to their own jobs compared to women who do relatively low-career, low-paid and undemanded jobs. According to the results of this study, it was revealed that there is a high correlation between the collar color of the children and the color of the mother's collar when both parents work. In the case where only the father worked, the father's occupation was found to be highly correlated with the child's occupation.

Conclusion

According to the results of this study, it was revealed that the profession information of the mother and father should be taken into account by the decision makers in the recruitment of employees. Because if the mother and father are white-collar, it is seen that 75.1% of the children are also white-collar. On the other hand, if the mother and father are blue-collar, the child has a blue-collar rate of 72.4%. If only the father is working and the father is white-collar, 55.7% of the children are also white-collar. Again, in cases where only the father works and is blue-collar, the child becomes blue-collar at a rate of 62%. In addition, it was determined that the collar color of the child is correlated with the mother's collar color at a higher level than with the father's collar color. According to these results, it can be stated that the collar color of the mother and father is highly correlated with the collar color of the child. Therefore, in the recruitment of employees, it is thought that the profession and the collar color of the mother and father should be questioned by the managers in order to be considered as data, taking into account both the disposition and familial and environmental conditions.

Another result is that if the child's parents are gray-collar, that is, if they are foremen, etc.; 21.4% of the children are blue-collar, 28.6% are gray-collar and 39.3% are white-collar. Therefore, it can be said that children whose parents work as foremen, chief, etc. are more prone to white collar and gray collar than blue collar. If the mother and father professions are taken into account, especially in the foreman and headworker positions that are vacant in promotion situations, it can be checked whether there is a family predisposition for the position to be promoted in terms of the manager.

When considering the limitations of the study, the professions of mothers, fathers and children in a certain period were asked and coded as 4 different colors (white, blue, gray and pink collar). Inter-professional collar transitions may be possible over the years. An employee working as a white-collar worker in a certain period may have worked as a blue-collar worker in another period. This situation was not taken into account in the survey and the most common job of the parents was taken into account. In addition, the mother or father whose professional information is asked may not be alive. Only the job and occupation mostly performed was taken into account. Future studies may explore on the children of parents working in a certain occupational group. For example, the professions of children of doctor parents or the professions of children of teacher parents. In addition, research can be conducted on the influence and guidance of parents in choosing a profession.

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	This study has been prepared in accordance with the values of "Research and Publication Ethics" and checked in a plagiarism control software. All responsibility of the article belongs to the author.
Acknowledgement	"The Role Of Professional Inclination And Parents On Recruitment" was not re-produced from any papers or thesis.
Conflict of Interest Statement	There is no conflict of interest in the study titled as "The Role Of Professional Inclination And Parents On Recruitment"
Author Contributions	I mention that I wrote the paper titled "The Role Of Professional Inclination And Parents On Recruitment" by myself.
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