The Effect of Materialist Tendency, Job Stress, Supervisor Support and Work-Family Life Conflict on Job and Life Satisfactions[1]

(Research Article)

Materyalist Eğilim, İş Stresi, Yönetici Desteği Ve İş-Aile Yaşam Çatışmasının İş Ve Yaşam Tatmini Üzerindeki Etkisi

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ABSTRACT

Purpose of the research, based on the opinions of Düzce Police Department personnel, is to determine the effect of materialist tendency, job stress, supervisor support, work-family and family-work conflicts on job and life satisfaction. The research population consists of a total of 839 Düzce Police Department employees, 631 of whom work in the center and 208 in the districts. The study data were collected between the dates 18.07.2017-15.08.2017. The sample of the study consists of 153 employees involved in the universe of the study. The data of the study was obtained by the authorities of Düzce Police Department, delivering the surveys to their staff and delivering them to by taking returns. According to the results of the study, materialist tendency, job stress and work-family and family-work conflict have no statistically significant effect on the job and life satisfaction of the employees, whereas it has been found that supervisor support has a positive effect on job and life satisfaction.

1. INTRODUCTION

Human beings have wanted to show their identities and personalities to those around them in different stages of history and benefited from some material and spiritual elements for this

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[1] This study was produced from Enes BAYRAKTAR's master thesis.

purpose. These elements were generally the authorities and positions they possess, property, clothes, jewelry and precious stones (Aslay et al., 2013). Similarly, people can see themselves as successful or unsuccessful, happy or unhappy according to their possessions. Materialistic individuals, in particular, determine their satisfaction from life and achievements entirely according to the material elements they possess. Therefore, a materialistic individual who possesses a valuable and materially expensive jewelry or valuable clothing considers himself/herself as successful and happy. In this context, materialism is expressed as a great commitment one shows to material goods (Belk, 1985).

Associated with the developing technology and growing economy in the present century, living standards of individuals have been both positively and negatively affected. Accordingly, the expectations of each individual from life and work may also vary in this sense. Today, almost all of the working individuals spend most of their days in the workplace and business environment (Akça, 2014: 1). For this reason, the social relations of individuals in the organization they work for, the work they do, work pace, concerns about being unemployed, problems experienced with employees or managers, organizational and environmental problems all play an important role in individuals' lives and cause stress in the workplace (Alkaya, 2009). Work stress is the result of an employee's emotional and physiological situation that arises as a result of negative work experiences developing beyond his/her will and control (Judge & Colquitt, 2004: 395). As a result, people's satisfaction with daily life and work is also affected.

The fact that people receive positive support from almost all aspects of their lives in the life process allows them to feel happy. In the same way, the individual's positive support from the supervisor and colleagues in the workplace will also ensure job performance and job satisfaction. One of the most common research topics in the literature is "the support one receives from the organization he/she works for". Among these support types, one of the most important factors affecting employee satisfaction standing out is the concept of "supervisor support" (Giray & Şahin, 2012: 2). The concept improves job satisfaction by enabling employees to develop a positive attitude towards the job itself. Accordingly, the positive attitudes of the employees towards the work positively affect their daily social lives as well as job satisfaction. In other words, supervisor support is considered as an important factor for the happiness of employees in their work and private lives (Babin & Boles, 1996: 58). On the other hand, a role conflict arises when an individual adapts to one role while failing to fully adapt to another. In addition, work-family conflict may arise as a result of the pressures imposed on him/her from the family or work life where he/she spends a significant part of his/her life. This conflict can be categorized as a particular type of intermediate conflict inconsistent with pressures caused by work-related pressures and family roles (Thomas & Ganster, 1995: 7). One's struggle and conflict he/she experiences during the course of an effort to fulfill different roles at the same time are deemed to affect the level of his/her happiness as well as satisfaction with work and life. Job satisfaction is the result of one's meeting his/her wishes and expectations. In other words, it can be expressed as individual feeling positive feelings about his / her job. Life satisfaction, on the other hand, is the situation arising as a result of the comparison of the individual's expectations from life with what has been achieved by him/her. In this context, people should be able to adjust the role balances while carrying out their roles assigned to them.

The materialist tendencies of individuals, the support they receive from their supervisors, the level of workplace stress and experiences of work-family conflict can affect their job and life satisfaction. Therefore, in order to increase the level of satisfaction the individuals get from their job and life, materialist tendencies, the stress they experience in the workplace, the support they receive from their supervisors and the conflict levels they go through should be managed as a whole. The study was prepared bearing this aim in mind. In particular, the employees of the police department were aimed to be included in the study who have important responsibilities in maintaining social order, where the pressure of the workload is variable, with the possible highest stress one can experience, while at the same time trying to establish their family-work balance. It is thought that the results obtained from the study will have a guiding function for the academic researchers and the police department supervisors.

2. LITERATURE REVIEW

Under this heading, the results of the literature review on the materialist tendency, supervisor support, work-family life conflict, job satisfaction and life satisfaction are aimed to be shared.

2.1. Materialist Tendency

Materialism is used in colloquial language to attach importance to material. Although the concept of materialism has been the subject of many studies (Aslay et al., 2013: 46; Doğan, 2010: 58; Çabuk & Araç, 2016: 110; Karataş & Altunışık, 2016: 153; Öztürk & Nart, 2016: 46), a common definition has yet to be made. The concept was first investigated by Wackman and his colleagues (1972) defining it as "Individuals see money and materials as a way opening to their personal happiness and social progress" (Aslay et al., 2013: 46). Richins and Dawson (1992: 304) treat materialism as the center of gain (possession). Belk (1985), on the other hand, expresses the concept as one's attaching great importance to material assets. Materialism stands for the desire of consumers to have material assets. Therefore, the assets and objects possessed at the maximum levels of materialism are seen as the sources of satisfaction or dissatisfaction (Ger & Belk, 1996: 56). Due to the fact that people place the tangible assets in the centers of their lives, the importance attributed to the material reveals the level of satisfaction or dissatisfaction experienced by the person (Belk, 1985: 265).

Richins and Dawson (1992: 304) approached materialism as a three-dimensional asset as ownership-centered materialism (ambition to win), materialism (achievement) as an indicator of success, and materialism (happiness) focused on achieving happiness (happiness).

Success-centered materialism means using material assets as an indicator of success and desired image in life (Auken et al., 2014: 89). Materialist-oriented individuals evaluate success according to their money and possession level, which can be either their own success or the success of others. That is to say, the idea that "the more possession and money one has, the more successful one is" prevails. In other words, one feels successful as long as he/she has products that reflect the image he/she wants. According to these individuals, the value and cost of their property is more important than their satisfaction (Richins & Dawson, 1992: 309).

Acquisition-Centrality Materialism stands for the importance that materialistic individuals attach to money, product, property, wealth and similar tangible assets and also to buy these (Auken et al., 2014: 89). Materialist-oriented individuals in this group have made the material assets that they already have or wish to have become their goals in life. These individuals see

high material expenditures as a purpose. Therefore, materialistic individuals regard spending and consuming as a life purpose (Richins & Dawson, 1992: 309)

Happiness-Centered Materialism means that material assets are necessary for happiness rather than different reasons in individuals' lives (Auken et al., 2014: 89). According to materialistic individuals, the way to be happy from life is to have property, money and money. For materialistic individuals, personal relationships, experiences and achievements in their lives are of little importance. For these individuals, the level of happiness to be experienced in life is closely related to the acquired material assets at their possession (Richins & Dawson, 1992: 309).

According to Belk (1984), materialistic individuals are those who are not generous but jealous of their material possessions from others. In this sense, it can be asserted that selfish people tend to be more materialistic than generous people. In addition, materialist tendencies of individuals in societies with different characteristics (such as individualist or collectivist societies) may also differ. It is known that individuals with prevailing communitarian values are known to be sharing ones, whereas those with prevailing individualistic values are less selfish (Doğan, 2012: 20). Studies investigating the relationship between materialistic tendency and work and life satisfaction which are the dependent variables of the study were evaluated. In different studies (Otero-Lopez et al., 2011; Roberts & Clement, 2007; Ryan & Dziurawiec, 2001; Ahuvia & Wong, 1995; Richins & Dawson, 1992), the researchers found a negative relationship between materialist tendency and life satisfaction. Similarly, in different studies (Deckop et al., 2010; Roberts & Clement, 2007; Ryan & Dziurawiec, 2000), negative relationships were also observed between materialist tendency and job satisfaction. Our hypotheses formed in accordance with the literature findings are as follows:

"H1: Materialist tendency negatively affects job satisfaction of the individuals."

"H5: Materialist tendency negatively affects life satisfaction of the individuals."

2.2. Work Stress

In simple terms, job stress is the discomfort felt by employees in the face of all kinds of incurring pressure (Yılmaz, 2016: 21). In other words, it is a physical and socio-psychological tension situation arising from the inconsistency between one's values, attitudes, needs, abilities, skills and his/her desire coming from the environment he/she lives in (Yüksel, 2003: 219). The concept of stress was first brought up by Selye in 1976 and was defined as a non-specific response given by the body to an external effect (Turunç & Çelik, 2010: 186). Work stress, on the other hand, occurs when the employee gets into an emotional and physiological state emerging as a result of negative work experiences that develop beyond his/her will and control (Judge & Colquitt, 2004: 395). In other words, the reaction process shown by employee to physical, emotional elements and work environment in the workplace (Jamal, 1999; 153).Stress is an important problem affecting the individual's psychological, physical and social environment and life satisfaction. In addition, problems related to work are known to affect one's behavior, thoughts, work, and bilateral relations and communication with colleagues. Due to this interaction, an intensive amount of stress occurs in the individual. Therefore, a person's life satisfaction and productivity in business life decreases (Korkmaz & Ceylan, 2012: 314-315).

Stress, tension, distress, anxiety, frustration and fatigue resulting from the individual's job may act as something that prevent them from fulfilling his / her roles and responsibilities both in social life and in work or family life. Therefore, work stress could affect the individual's family-work life balance, non-work life and work-life satisfaction (Greenhaus & Beutell, 1985: 81). This can be either positive or negative for an employee experiencing work stress. The stress experienced at the most appropriate level can motivate the working individual and make him / her satisfied. However, the employee's negative stress accompanied by excessive stress may cause employee to fail and to disqualify him/her from the work (Aydın, 2004: 11). In many studies, it has been concluded that work stress negatively affects job satisfaction (Karabay, 2015; Tekingündüz & Kurtuldu, 2015; Günbayı & Tokel, 2012; Gül et al., 2008; Yüksel, 2003; Korkmaz & Ceylan, 2012). Similarly, there are studies revealing that work stress negatively affects general life satisfaction (Karabay, 2015; Hayes & Weathington, 2007; Abolghasemi & Varaniyab, 2010). Our hypothesis, based on the literature findings, is as follows:

H2: Work stress negatively affects the job satisfaction of the individuals.

H6: Work stress negatively affects the individual's life satisfaction.

2.3. Supervisor Support

The first study in the literature about support practices in organizations and about the perception of support by employees was presented by Eisenberger et al. (1986). Organizational support is defined as the perceptions aimed towards the fact that the organization is attaching importance to employee participation and caring about his/her well-being and also as the feeling that the activities affecting the employees are performed voluntarily by the organization. Employees, one of the most important elements that an organization needs to ensure its continuity in competition, can influence the achievement and sustainability of organizations. In order to make employees feel the perception of support, it is necessary to determine the expectations and needs of individuals. For the sake of determining these, the relations of the employees with the supervisor with whom they are in constant communication stand out in this context (Göktepe, 2016: 5). The support shown by supervisors to their employees brings about significant outcomes in terms of employees and businesses. In addition, it reduces employee stress (Akkoç et al., 2011: 95). People feel happy when supported by people around them. The fact that a person feels supported in the workplace where he/she works and the resulting outcomes therewith make the issue become important for organizations (Giray & Şahin, 2012: 2). Supervisor support is generally expressed as the degree of support and thought shown by the direct supervisor of the employee (Yoon & Lim, 1999: 925; Netemeyer et al., 1997: 88). A supportive supervisor is the one who meets the needs of his/her subordinates to perform better and who appriciates them (Bhanthumnavin, 2003: 79).

Supervisor support is how employees perceive the positive behaviors shown by organizational representatives (Eisenberger et al., 2002: 566). In other words, the value that the supervisor shows for the employee is the extent to which the employee feels the incentive and support (Babin & Boles, 1996: 60). Supervisor support is highly effective on undesirable situations such as work stress, work dissatisfaction and role conflicts, which do harm to the organization and bring about costs to the organization (Göktepe, 2016: 12). Therefore, effective support provided by the supervisors reduces the effects of stress by increasing the

job satisfaction of the employees in the organization and provides a better quality of work environment for them (Yang et al., 2015: 2).It is the supervisors who are in close contact with employees and who make the first comments, authorize, reward, punish and guide them about their success or failures (Garip, 2013: 16). If a supervisor gets equipped with a high level of support traits, this will provide high performance and efficiency for employees in the end (Yaşar et al., 2014: 39). Supervisors are the representatives of the organization who are responsible for evaluating and directing the success of the employees of the organization. Therefore, when their supervisors show a positive or negative evaluation of themselves, the employees will perceive this as an indicator of support by the organization (Eisenberger, et al., 2002: 565). When the theoretical approaches related to supervisor support are investigated, organizational support theory, social exchange theory, leader-member interaction and psychological contract theories stand out. In our study, supervisor support was handled within the scope of organizational support theory. Organizational support theory argues that perceived supervisor support leads the perceived organizational support (Eisenberger et al., 2002: 566). Supervisors can influence the performance of employees as a result of their decisions. Accordingly, they play an important role in the creation of the environment in which employees need to achieve maximum efficiency and performance and to fully expose their existing skills (Ceylan et al., 2015: 171). In the studies conducted to reveal the relationship between supervisor support and job satisfaction (Babin & Boles, 1996; Karatepe & Kılıç, 2007; Gagnon & Michael, 2004; Griffin et al., 2001; Ng & Sorenson, 2008; Zincirkıran et al., 2016) it was found that the variables had positive relationships with each other. Kale (2015) found that supervisor support positively affect job satisfaction and life satisfaction. Griffin et al. (2001: 544) revealed that there is a positive relationship between supervisor support and job satisfaction. According to the results of the research, it was found that work-family conflict has a negative effect on job and life satisfaction and that spouse and supervisor support supported this effect positively. Abendroth and Den Dulk (2011) stated that the level of support perceived by the individual from the workplace, the supervisor and his / her family significantly affects the satisfaction level of work-life balance. Ariani (2012) also states that there is an increase in job and career satisfaction of employees with high quality relations established with their leaders. Our hypothesis formed in accordance with the literature findings is as follows:

H3: Supervisor support positively affects the job satisfaction of the individuals.

H7: Supervisor support positively affects the individual's life satisfaction.

2.4. Work-Family Life Conflict

According to the definition by Kahn and his colleagues (1964), this concept is expressed as a form of intermediate conflict form where the pressure arising from the assumed role of the individual in the work-family areas is mutually inconsistent in some respects. As the tension created by the inconsistency of the roles adopted as a requirement of work-family life increases, the deterioration occurring in the work-family life balance of the employee causes work-family life conflict (Greenhaus & Beutell, 1985: 77). The basis of the idea that work and family life are separate areas was first mentioned by Wilensky (1960) under the name of division theory. This theory is based on the assumption that work and family lives can exist without affecting each other. In other words, issues related to family life do not affect business life and issues related to business life do not affect family life. Although there are rational perspectives, compensation, contribution, overflow and conflict approaches that

explain the work-family conflict, conflict theory was utilized within the scope of the study. According to the conflict theory, the situations that one comes across in work or family life alone are not a determining factor. The individual does not subject to an imbalance between work and family life by being affected just by a single reason in family life. Again, work life alone does not determine this imbalance. The person has a different role in work life and another role in family life which has very different characteristics than this role. These two role areas are different from each other and impose different tasks and behavior patterns on the person. As one fulfills the requirements of these two roles, the differences of each gives out a series of discrepancies. These discrepancies constitute the real cause of work-family conflict (Cooke & Rousseau, 1984). The concept of work-family life conflict is examined in two sub-dimensions as work-family and family-work conflict. Detailed information about the sub-dimensions is shared below.

2.4.1. Work-Family Conflict

While the roles assumed by people throughout their life and work life are so important, unfortunately they have a limited amount of energy to catch up all. Usually, these roles have to be performed at the same time and they are impossible to be performed in sequence. This is where people experience the greatest conflict in their lives. These roles affect each other interdependently and individuals attempt to redress the balance between the roles. However, people who fail to do this undergo a work-family or family-work conflict (Özdevecioğlu & Doruk, 2009: 71). The fact that there is an inconsistency in the roles adopted in work and family life increases the tension experienced by the employee. Increased tension is something expected to lead to the deterioration of the work-family life balance of the employee and the conflict of work-family life (Efeoğlu, 2006: 10). As a result of their literature reviews, Özdevecioğlu and Doruk (2009: 72) defined the conflict between work and family as the contradictory situation into which an individual falls when the requirements of work and family roles must be fulfilled at the same time .Adams et al. (1996: 114) stated in their study that work-family conflict will significantly affect quality in both work and family life. Work-family conflict occurs when the time, energy and behavioral demands of a role in one area make it difficult to meet the demands of the other area (Bragger et al., 2005: 307). The point where the definitions of work-family conflict converge is the conflicts individuals experience since they cannot simultaneously perform the different roles they have in life such as parent, spouse or employee.

2.4.2. Family-Work Conflict

This concept means that the roles arising by virtue of being a parent, spouse and employee in the family and responsibilities arising from these roles negatively affect people's productivity, performance and job satisfaction. For example, people who cannot go to work due to familial reasons such as sickness of spouse or child, invitations to wedding ceremonies, moving, entertaining guests are likely to experience family-work conflict. In short, family-work conflict is the situation where the individual's role in family life cannot be fulfilled simultaneously with the responsibilities in the job role (Özdevecioğlu & Doruk, 2009: 74). Netemeyer et al. (1996: 401) defined work-family conflict as a form of intermediate conflict in which the requirements of the work, the time allocated for it and the tension prevent the fulfillment of family-related responsibilities, while the family-work conflict is defined as a form of intermediate conflict in which the wishes created by the families prevent the fulfillment of the time and responsibilities related to the work. Family-work conflict refers to

the situation arising as a result of the family's preventing the individual from fulfilling the role imposed as a result of work life (Turunç & Erkuş, 2010: 418). In other words, one's duties and responsibilities in the family life means the limitation of the duties and responsibilities in work life (Öcal, 2008: 6). Family and work are the two most important elements of life for most individuals. If an individual is forced to make a choice between these two elements, they usually make a choice in favor of family saying that the family is more important than the work (Gutek et al., 1991: 560). It is reported that work-family conflict has negative effects on job satisfaction (Bruck et al., 2002; Yüksel, 2005; Öcal, 2008; Özdevecioğlu & Doruk, 2009; Aras & Karakiraz, 2013; Küçüker, 2016). On the other hand, there are studies indicating a negative relationship between family-work conflict and job satisfaction (Adams et al., 1996; Turunç & Erkuş, 2010). Efeoğlu (2006) concluded that there is a positive effect of work-family conflict on job satisfaction, while they stated that there is no significant effect of family-work conflict on job satisfaction. Our hypothesis formed in accordance with the literature findings is as follows:

H4: Work-family life conflict negatively affects job satisfaction of the individuals.

H4a: Work-family conflict negatively affects job satisfaction of the individuals.

H4b: Family-work conflict negatively affects job satisfaction of the individuals.

When the studies examining the relationship between work-family conflict and life satisfaction were evaluated, it was found that there was a negative interaction between them (Adams et al., 1996; Perrewe et al., 1999; Zhao et al., 2011; Öcal, 2008; Küçüker, 2016; Ahmad, 1996; Lapierre et al., 2008). On the other hand, when the studies examining the relationship between family-work conflict and life satisfaction were evaluated, it was similarly found that there was a negative interaction between them (Beutell & Berman, 1999; Fırat & Cula, 2016). Our hypothesis formed in accordance with the literature findings is as follows:

H8: Work-family life conflict negatively affects the individual's life satisfaction.

H8a: Work-family conflict negatively affects the individual's life satisfaction.

H8b: Family-work conflict negatively affects individual's life satisfaction.

2.5. Job Satisfaction

Job satisfaction can be defined as the review and evaluation of conditions such as work environment, behavior and communication of senior supervisors, working hours and salaries. The fact that the satisfaction of an individual with the expected and perceived values related to work and working conditions are equal to each other is what constitutes the job satisfaction (Çekmecelioğlu, 2005: 28). In other words, job satisfaction is about how happy a person is at work. That's to say, job satisfaction occurs when the material and spiritual gains expected be achieved by an individual from work become equal with the actualized conditions (Erdil et al., 2011: 18). Dikmen (1995: 116) in his study examining the relationship between job satisfaction (being content with it) and life satisfaction (feeling content with it) stated that job satisfaction is an emotional response. In addition, it is also possible to express job satisfaction as the positive effect of workplace experiences and work atmosphere on the employee. The point that all job satisfaction definitions emphasize is that it includes affirmative and positive feelings towards individuals' job (Özdevecioğlu & Doruk, 2009: 75). In simple terms, it is

stated that job satisfaction is the general emotional evaluation performed by employees about their jobs (Kim et al., 2005: 174). Many factors can be mentioned to be affecting the job satisfaction experienced by employees. It is possible to deal with the subject mainly as individual and organizational factors. Individual factors such as age, gender, education, experience and marital status can affect the job satisfaction of the employee (Bilgiç, 1998: 549; Dennis & Organ, 1995: 345; Ulusoy, 1993: 20; Toker, 2007). Organizational factors such as working conditions, work environment, wages, communication style, organizational culture, promotion factors can also affect the job satisfaction of employees (Öztekin, 2008: 24; Keles, 2006: 36; Vara, 1999: 8; Iscan & Timuroglu, 2007: 122; Sunar, 2016: 30; Bozkurt & Bozkurt, 2008: 6). In addition, the image of an organization, the sector in which it operates, the size of the organization, its geographical position, the level of institutionalization and compliance with the law, management style, leadership styles and organizational support are also among what affects the job satisfaction of employees (Yanık, 2014: 113).

2.6. Life Satisfaction

Life is the total amount of time spent by individuals in their work environments, responsibilities in the workplace and the tasks undertaken by them, and is formulated as "Life = Work + Non-Work". Life satisfaction, on the other hand, is defined as an individual's emotional response and attitude he/she assumes towards work, leisure and non-work time. Non-work time is divided into free time and other non-work time. Leisure time refers to the hobbies of individuals, the fun they do to relieve stress, and the things that he/she likes to do, such as sports activities but people cannot use all of their free time for themselves. People are supposed to devote some of their spare time to the family role they assume. He/she also has duties to be fulfilled both for the family and friends. Therefore, it is possible to express the other non-work time as the time that the person devotes to the family role and his/her circle (such as friends and relatives) (Dikmen, 1995: 117-118). Life satisfaction shows the resulting situation following the comparison of the expectations of individuals with the situation they have or have obtained. Life satisfaction may stem from certain areas of life such as satisfaction from work and family, as well as the entire life of the individual. In other words, it is not about a specific situation, but about the whole satisfaction of the individual's life (Aşan & Erenler, 2008: 206). According to Dost (2007: 133), life satisfaction is considered as the general evaluation of the individual about the quality of life according to the criteria he/she chooses. But to say that an individual makes himself/herself happy by a meal he/she treats to himself/herself may not have anything to do with the satisfaction he/she experiences from his entire life. In other words, although he/she is content with the food he/she eats, this does not mean that the individual is satisfied with his/her whole life. Therefore, life satisfaction is the state of happiness that arises from the evaluation of the whole life. This evaluation is not the evaluation of instant events from the areas of the person's life, but the evaluation of the whole life (Öcal, 2008: 27).

3. METHODOLOGY

What we aim in this study is to investigate the effect of materialist tendency, supervisor support, and work stress and work-family conflict on the level of life satisfaction and job satisfaction experienced by the individuals. In this research, quantitative research method was used in order to realize these aims by nature of the philosophy on which we grounded the study. The aim of the quantitative research method is to accurately determine the relationship between variables. Quantitative research method was preferred due to the fact that the data

and findings obtained in the research could be better expressed, be interpreted numerically and the results obtained by testing the hypotheses could be generalized. Questionnaire method was used for data collection tools. This is due to the fact that the larger groups have the possibility to apply quickly and are more cost-effective.

3.1. Population and Sampling

The population of the study consisted of a total of 839 police officers, 208 of whom were employed in several districts attached to Düzce Provincial Directorate of Security in 2017, while 631 of whom were employed in the central district. After determining the characteristics of the population unit, then the sampling method was decided. In this study, random sampling was performed because of the characteristics of the population enrolled in the study. It is commonly accepted that the number of samples should be 10 times more than the number of items so that multivariate analyzes could be performed to determine the number of samples that will represent the study population, (Nunnally, 1978), while MacCallum et al. (2001) argued that the number of items should be 4 times the sample. In addition, it is stated that sample sizes larger than 30 and smaller than 500 are sufficient for the studies (Altunışık et al., 2015; 137). In this research, we utilized some items as follows: 9 items to identify the materialistic tendency of the subjects, 7 to measure the levels of work stress, 7 to determine the levels of perception of supervisor support, 5 to define the levels of job satisfaction, 5 to identify the satisfaction of life, 5 to identify the work-family conflicts and lastly 5 to determine family-work conflicts. As a result of the data collection process, a total of 163 questionnaire forms were formed. However, due to incomplete and incorrect information in the survey forms, 10 questionnaires were excluded from the analyses and therefore, a total of 153 questionnaires were used in the study. As can be seen, a subject number which was more than 10 times the number of items in each scale was reached and thus the desired number of samples was obtained.

3.2. Data Collection Tools Used in the Study

3.2.1. Materialist Tendency Scale

A 9-item scale developed by Richins (2004) was used to measure the materialist tendency of the employees. The scale is made up of 3 subdimensions aiming to measure such materialistic tendencies of individuals as success-centrality, acquisition-centrality and happiness-centrality materialist tendency. As a result of the reliability analyzes conducted by Richins (2004), the Cronbach alpha reliability coefficient of the materialist tendency scale was found to be .86. The Cronbach's alpha reliability coefficient of the scale, which was adapted to Turkish by Doğan (2010), was determined to be .77. The scale is a scale also used in different studies (Aslay et al., 2013; Bozyiğit, 2015; Doğan, 2010) with tested validity and reliability.

3.2.2. Supervisor Support Scale

A 7-point scale developed by Karasek (1985) was used to measure supervisor support. As a result of the reliability analyzes conducted by Karasek (1985), the Cronbach alpha reliability coefficient of the scale was found to be .91. The Cronbach's alpha reliability coefficient of the scale, adapted to Turkish by Kula (2011), was determined to be .90. The scale is a scale also used by different researchers (Ceylan et al., 2015) - (Cronbach α: 0.89), (Emhan et al., 2014) - (Cronbach α: 0.84) and (Demirhan et al., 2014) - (Cronbach α (0.67) with a tested validity and reliability.

3.2.3. Work Stress Scale

In order to measure the work stress levels of the employees, a 7-item work stress scale developed by House and Rizzo (1972) was used. The scale was adapted to Turkish by Efeoğlu (2006) and as a result of the reliability analyzes, the Cronbach alpha reliability coefficient of the scale was found to be .83. The scale was also used by Grandey and Cropanzano (1999) - (Cronbach α: 0.89), Kacmar et al. (1999) - (Cronbach α: 0.88), Sanchez and Brock (1996) - (Cronbach α: 0.83) Tekingunduz and Kurtuldu (2015) - (Cronbach α: 0.80), Turunç and Erkuş (2010) - (Cronbach α: 0.84), Uzun (2013) - (Cronbach α: 0.84) and Yılmaz (2016) - (Cronbach α: 0.82).

3.2.4. Work-Family Life Conflict Scale

A scale developed by Netemeyer et al. (1996) was used to measure the levels of work-family conflict between employees. The scale consists of two sub-dimensions aiming to measure the levels of work-family conflict arising from work life and family-work conflict arising from family life. As a result of the reliability analyzes conducted by Netemeyer et al. the Cronbach's alpha reliability coefficients of the scale adapted to Turkish by Efeoğlu (2006) were .85 and .88, respectively.

3.2.5. Job Satisfaction Scale

Job satisfaction scale originally developed by Brayfield and Rothe (1951) was used in this study. The scale consists of a one-dimensional structure aiming to measure job satisfaction levels of employees. As a result of the reliability analyzes, the Cronbach alpha reliability coefficient of the scale was found to be .82. The adaptation of the job satisfaction scale into Turkish was performed by Yüksel and Yüksel (2014) and Cronbach alpha coefficient was found to be .81. The job satisfaction scale consists of one dimension and this one dimensional structure was supported by Fırat and Cula (2016) - (Cronbach alpha: .81) and Arnett (1999) and used in different studies.

3.2.6. Life Satisfaction Scale

In this study, life satisfaction scale developed by Diener et al. (1985) was used to measure the level of life satisfaction of employees. As a result of the reliability analyzes, Cronbach alpha reliability coefficient of the scale was found to be .87. The scale consists of 5 items aimed at measuring life satisfaction levels of employees. The scale was adapted to Turkish by Köker (1991) and Cronbach's alpha reliability coefficient of the scale, whose reliability and validity was tested, was found to be .85. Cronbach's alpha reliability coefficient of the scale, whose reliability and validity was also validated by Fırat and Cula (2016), was found to be .91.

3.2.7. Reliability of Scales Used in Research

The data of the researchers who developed the scale and adapted it into Turkish are shown in Table 1 together with Cronbach Alpha coefficients.

Cronbach's alpha reliability coefficient is between 0 and 1, and as this value approach 1, the reliability increases. An acceptable Cronbach's alpha reliability coefficient is expected to be 0.70 and above (Ural & Kılıç, 2005: 258; Altunışık et al., 2015: 126).
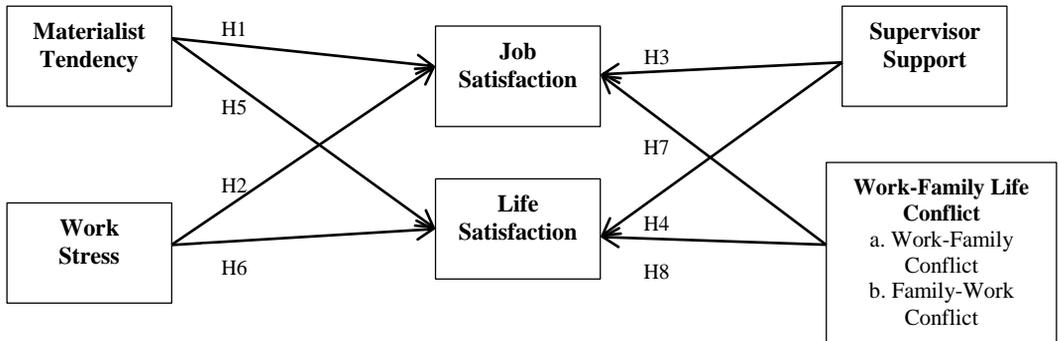
Table 1. Scale Information

Scales		Original	Cronbach α	Turkish Adaption	Cronbach α	Cronbach Alfa Value of the study
Materialist Tendency		Richins & Dawson (2004)	.86	Doğan (2010)	.77	.85
Supervisor Support		Karasek (1985)	.91	Kula (2011)	.90	.92
Work Stress		House & Rizzo (1972)	.83	Efeoğlu (2006)	.83	.87
Work-Family Life Conflict	**Work-Family**	Netemeyer et al. (1996)	.88	Efeoğlu (2006)	.88	.92
	Family-Work	Netemeyer et al. (1996)	.89	Efeoğlu (2006)	.85	.89
Job Satisfaction		Brayfield et al. (1951)	.82	Yüksel & Yüksel (2014)	.81	.79
Life Satisfaction		Diener et al (1985)	.87	Köker (1991)	.85	.86

Accordingly, it was found that the scales used to measure the materialist tendency, supervisor support, work stress, work-family life conflict level, work and life satisfaction level of the participants mentioned in Table 1 were quite reliable.

3.3. Research Model and Hypothesis

As a result of the literature researches, a research model was formed based on the studies examining the relationships between materialistic tendency, work-family life conflict, supervisor support and work stress with life satisfaction and job satisfaction.

Figure 1. Theoretical Model of Study

According to the theoretical model before factor analysis, the dimensions of the scales are as follows: Materialist tendency variable is success-centered, acquisition-centerity and happiness-centered, while the variables of work-family life conflict consisted of two dimensions, work stress, supervisor support, and work and life satisfaction variables, on the

other hand, consisted of one dimension. According to the new model formed after factor analysis, the sub-dimensions of the materialist tendency variable (success-centered, acquisition-centerity and happiness-centered materialist tendencies) were removed from the model. When it comes to the other variables, they maintained their place in the new model.

4. RESULTS

In the results section, particularly the descriptive statistics and interpretations of demographic characteristics of the officers working in Düzce Provincial Security Directorate participating in the study are provided. The explanatory factor analysis tables related to the variables are presented in the appendix. Since the aim of this study was to determine the effect, the basic assumption related to the normal distribution of the data was taken. In the literature, there are different methods to test the assumption of normality (Tekin, 2007; Bayram, 2009). These are ShapiroWilk, Kolmogorow Smirnow tests and Skewness and Kurtosis values. Skewness and Kurtosis values should be between -1 and +1 in order to allow the assumption of normality to be achieved (Büyüköztürk, 2007: 40). In this study, Skewness and Kurtosis values were preferred in the context of normality hypothesis test. Since the obtained values were in the range of -1 to +1, it was concluded that the Kurtosis and Skewness values were in accordance with the normality assumption. Accordingly, the analyses were performed through parametric tests.

4.1. Findings related to Demographic Characteristics of Participants

The results of the demographic findings of the participants are given in Table 2.

Table 2. Demographic Characteristics of Participants

Gender	N	%		Marital Status	N	%
Male	144	91.5		Married	142	92.8
Female	10	6.5		Single	8	5.2
Total	150	98.0		Total	150	98.0
Unanswered	3	2.0		Unanswered	3	2.0
Total	153	100.0		Total	153	100.0

With Children	N	%		Does Spouse work?	N	%
Yes	128	83.7		Yes	48	31.4
No	21	13.7		No	90	58.8
Total	149	97.4		Total	138	90.2
Unanswered	4	2.6		Unanswered	15	9.8
Total	153	100.0		Total	153	100.0

Age Range	N	%		Number of Children	N	%
between24-29	15	9.8		0	29	19.0
between30-34	14	9.2		1	23	15.0
between35-40	34	22.2		2	65	42.5
between41-45	65	42.5		3 and above	36	23.5
46 and above	18	11.8				
Total	146	95.4				

Unanswered	7	4.6				
Total	153	100		Total	153	100.0

When Table 2 is examined, it is seen that the majority of the respondents are made up of males (91.5%). Therefore, the results of this study reflect males' point of view more. When the marital status is examined, it is seen that almost all of the subjects (92.8%) are married. Again, according to Table 2, the majority of married individuals have children. Moreover, more than half (58.8%) of the participating spouses are working. The fact that more than half of the spouses work can be explained for reasons such as reducing economic concerns and sharing responsibilities. When the age range is examined, it is seen that 42.5% of the respondents are in the 41-45 age range. Therefore, it can be said that there is more a middle age labor force in the institution. When the number of children of the participants is examined, it is seen that 42.5% of couples have 2 children.

3.2. Findings Related to Descriptive Statistics

After the factor analysis, descriptive statistics related to the obtained variables were evaluated. Results related to mean, standard deviation, reliability coefficients, number of questions and scale levels used for each variable are shown in Table 3 below.

Table 3. Descriptive Statistics Related to Variables

Structures		Mean	Std. Dev.	Number of questions	Reliability Coefficient
Materialist Tendency		2.1977	.78778	8	.850
Work Stress		3.1120	1.00988	7	.877
Supervisor Support		3.2168	1.05947	6	.921
Work-Family Life Conflict	Work-Family Conflict	3.2418	1.08231	5	.921
	Family-Work Conflict	2.0732	.98882	5	.892
Job Satisfaction		3.1389	.97244	5	.790
Life Satisfaction		2.7778	.90889	4	.865

When Table 3 is examined, the mean work-family conflict 3.24 shows that the responsibilities undertaken by the participants in the work tend to show inconsistency with their roles in family life. Also, the mean family-work conflict 2.07 shows that the problems and responsibilities arising from the family life of the participants have a low impact on their responsibilities in the business life. It is possible to talk about the perception that the mean level of supervisor support is felt at a moderate level by the participants with 3.21, and that the supervisors appreciate them, provide assistance when necessary and are caring for them. With the mean job satisfaction of 3.13, it can be said that the participants have a medium level perception about the excitement and happiness of their work. According to the mean work stress (3.11), it can be stated that the participants felt a negative and tense working environment perception in their work. With the mean life satisfaction being 2.77, it can be stated that the participants are relatively close to the ideals of their lives, their living conditions are moderate and they have the idea that they have already acquired some of the

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things that should be obtained from life. Then, when the mean materialist tendency perception (2.19) is analyzed, it is seen that the materialist tendencies of the participants are at low level. In addition, reliability coefficients of all variables can be seen to be above the valid threshold value (Cronbach α: .60 or above) in the literature (Büyüköztürk, 2007), which is demonstrated with the highest value work-family conflict and supervisor support scales with (.92) and the lowest level job satisfaction scale with (.79).

3.3. Regression Analysis Results

In this part of the study, findings of regression analyzes conducted to determine the interactions between the dependent variables of the study -work and life satisfaction- and independent variables are shared.

Table 4. Regression Analysis of Materialist Tendency, Work Stress, Supervisor Support, Work-Family and Family-Work Conflicts Related to Job Satisfaction

Variable	B	Std. Error	β	t	p	Paired r	Partial r	Tol.	VIF
(Constant)	2,441	.404		6,045	.000				
Materialist Tendency	.108	.094	.087	1,152	.251	.076	.095	.940	1.064
Work Stress	-.155	.085	-.161	-1.822	.070	-.193	-.149	.689	1.451
Supervisor Support	.345	.069	.357	4,963	.000	.399	.379	.945	1.058
Work-Family Conflict	-.069	.083	-.077	-.837	.404	-.230	-.069	.635	1.574
Family-Work Conflict	.029	.077	.033	.381	.704	-.005	.031	.893	1.120

Dependent Variable: Job Satisfaction.

R: ,453   **R²:** ,205   **F:** 7,587   **p:** ,000   **Durbin-Watson:** 2,266

In line with the results of the regression analysis, when the paired and partial correlations between the independent variables and the dependent variable are examined, it is seen that there are relationships between the variables but when the relationship levels are considered, there are very insignificant relationships. Then, when the VIF values are considered, it is understood that the variables do not have a value higher than 10 and the tolerance values are not less than 0.20. Furthermore, the Durbin-Watson coefficient of 2,266, which is required to be between 0-4, indicates that there is no problematic relationship between independent variables and error terms. According to the findings in the table, the level of explanation of the dependent variable ($0 \leq R2 \geq 1$) of the independent variables is statistically significant (R2: 205, F: 7.587, p: 000). When the standardized regression coefficients (β) are considered, the order of relative significance of the variables on job satisfaction can be aligned as supervisor support, work stress, materialist tendency, work-family conflict and family-work conflict. When the results of t-test regarding the significance of regression coefficients were examined, it was understood that materialist tendency, work stress, work-family conflict and family-work conflict did not have a significant effect on job satisfaction, whereas supervisor support variable was seen to have a positive and significant effect on job satisfaction. Based on these

findings, the accepted hypotheses in the light of these findings can be given as: "H1: Materialist tendency adversely affects the job satisfaction of the individuals", "H2: Work stress adversely affects the job satisfaction of the individual", "H4a: Work- Family conflict affects the job satisfaction of the individual negatively" and "H4b: Family – Work" "H3: Supervisor support positively affects the job satisfaction of the individual".

Table 5. The Regression Analysis of Materialistic Tendency, Work Stress, Supervisor Support, Work-Family and Family-Work Conflicts Regarding Life Satisfaction

Variable	B	Std. Error	β	t	p	Paired r	Partial r	Tol.	VIF
(Constant)	2.764	.385		7,177	.000				
Materialist Tendency	-.081	.089	-.070	-.908	.365	-.077	-.075	.940	1.064
Work Stress	-.121	.081	-.134	-1.484	.140	-.219	-.121	.689	1.451
Supervisor Support	.263	.066	.306	3.968	.000	.336	.311	.945	1.058
Work-Family Conflict	-.116	.079	-.138	-1.466	.145	-.260	-.120	.635	1.574
Family-Work Conflict	.047	.073	.051	.646	.519	-.022	.053	.893	1.120

Dependent Variable: Life Satisfaction

R:.415   **R²:** .172   **F:**6,124   **p:** .000   **Durbin-Watson:**2,026

According to the results of the regression analysis, when the paired and partial correlations between the independent variables and the dependent variable are examined, it can be seen that there are relationships between the variables yet when considered, there are seen to be quite small. When the VIF values are considered, it is understood that the variables do not have a value higher than 10 and the tolerance values are not less than 0.20. Furthermore, the Durbin – Watson coefficient of 2.026, which is desired to be between 0-4, indicates that there is no problematic relationship between the independent variables and error terms. According to the findings in the table, the level of explanation of the dependent variable ($0 \leq R2 \geq 1$) of the independent variables is statistically significant (R2: 172, F: 6,124, p:, 000). When the standardized regression coefficients (β) are considered, the order of relative importance of variables on life satisfaction can be aligned as supervisor support, work-family conflict, work stress, materialist tendency and family work conflict. When the results of the t-test regarding the significance of the regression coefficients were examined, it was understood that the materialist tendency, work stress, work-family conflict and family-work conflict had no significant effect on life satisfaction, while supervisor support variable had a positive and significant effect on life satisfaction. Based on these findings, while the following hypotheses are rejected, which are: "H5: Materialist tendencies negatively affect an individual's life satisfaction", "H6: Work stress negatively affects an individual's life satisfaction", "H8a: Work - Family conflict negatively affects an individual's life satisfaction" and "H8b: Family - Work conflict negatively affects an individual's life satisfaction", a new hypothesis that "H7: Supervisor support affects the life satisfaction of the individual positively "is accepted.

5. CONCLUSION AND RECOMMENDATIONS

When we evaluate the working conditions of the members of the Police department in the scope of the study, they can be said to be undergoing difficulties in meeting their own and their families' needs as they do not work on regular shifts and also they do not work regularly attached to a single place. Again, due to their duties, the difficult tasks and burdens they are responsible for, their long working hours, their inability to meet their daily needs, and their limited time devoted to their home and family can create a source of stress on the police officers. In addition, the fact that it is a profession involving use of weapons which includes a post (duty) and a shift system, working with criminals and dangerous conditions due to their duties, and not being able to participate in social life sufficiently all show how difficult and stressful their work is. In addition, the police officers, a strict hierarchical order that includes a chain of command relationship also adds up to that situation. Therefore, it is obvious how difficult, dangerous and stressful the working conditions of these employees are.

In this context, different variables (materialist tendency, work stress, supervisor support, and work-family conflict) were included in the study in order to maximize the level of work and life satisfaction of the police members and to address the right point. The main objective is to determine which of these mentioned independent variable(s) have more effect on work and life satisfaction. Another aim of the study is to provide guideline to further applications in this direction. According to the results of the study, when the effects of work stress, work-family, family-work conflicts and supervisor support are evaluated together, it would be concluded that what stands out as the variable that affects the job satisfaction of the employees positively and significantly is the supervisor support. In other words, when the supervisor support is evaluated together with the other variables, it can be said to be increasing the employees' job satisfaction. It is an expected outcome for supervisor support to positively affect job satisfaction of the employee. Similar results are also supported.by various researchers (Babin & Boles, 1996; Karatepe & Kilic, 2007; Gagnon & Michael, 2004; Griffin et al., 2001; Ng & Sorenson, 2008; Zincirkiran et al., 2016)

It was concluded that materialist tendency, work stress and work-family and family-work conflicts had no significant effect on the employee's feelings of satisfaction, which is unexpected and can be attributed to the limitations caused by the sampling. No study has been found in the literature investigating the fact that materialist tendency negatively affects job satisfaction. However, studies investigating the relationship between materialist tendency and satisfaction are included in the literature. In this context, the study results do not support the assumptions in the literature (Belk, 1984; Richins & Dawson, 1992; Swinyard et al., 2001). When the work stress is evaluated together with other variables, the result does not support the assumptions in the literature (Korkmaz & Ceylan 2012: 337; Günbayı & Tokel, 2012: 91; Yüksel, 2003; Karabay, 2015; Tekingündüz & Kurtuldu, 2015; Rose et al., 2008: 6; Jackson & Schuler, 1985). Also, when work-family conflict is evaluated together with other variables, analyzes conducted to determine its effect on job satisfaction of individual do not support the assumptions in the literature (Adams et al., 1996: 415; Bruck et al., 2002; Yüksel, 2005; Öcal, 2008; Özdevecioğlu & Doruk, 2009; Turunc & Erkus, 2010; Efeoglu, 2006). When family - work conflict is evaluated together with other variables, it is concluded that family - work conflict does not have a significant effect on job satisfaction of the individual. This result is unexpected and can be attributed to the limitations caused by of the sample. In addition, we encountered few studies investigating this interaction in the literature. The result is consistent

with the assumptions in the literature (Efeoglu, 2006). At this point, the situation that needs to be taken into consideration is the fact that all variables are analyzed together in the context of regression analyzes because when each of the variables is discussed separately in terms of explaining work and life satisfaction, different results can be achieved.

According to the results of regression analysis, when the effects emerging out of work stress, work-family and family-work conflicts and supervisor support are all evaluated together, it is concluded that the variable that affects employees' life satisfaction in a positive and significant way is supervisor support. In other words, when the supervisor support is evaluated together with the other variables, it reveals that this variable increases employees' life satisfaction. Similar results (Babin & Boles, 1996; Griffin et al., 2001; Abendroth & Den Dulk, 2011), which examine the relationship between supervisor support and life satisfaction, are also supported by some researchers. It was concluded that materialist tendency, work stress and work-family and family-work conflicts had no significant effect on the employee's satisfaction with their lives. It was also concluded that job satisfaction of individuals receiving and feeling support from their supervisors is positively affected. The supervisors positively increase the work and life satisfaction of the employees when they take the employee's opinions and thoughts related to work into consideration, take care of their peace and satisfaction, know enough about them, form a team and assist them in their works, feel the excitement level of the employees and their level of enthusiasm towards the work. In other words, supervisor support has a positive effect on the work and life satisfaction of the employees. Sharing a few suggestions aimed at researchers will facilitate the process of further studies. In studies where sensitive information about the participant such as materialist tendency is investigated, it is important to conduct surveys face to face as much as possible. On the other hand, the research subject we studied can be extended into other occupational groups with high level of stress such as health sector, chemical sector, transportation sector and military fields. By developing the model for future study, different factors such as role uncertainty, workload, and support from colleagues, organizational culture, mobbing, and quality of life can be addressed to investigate the work and life satisfaction of employees. Sharing a few suggestions for supervisors is important in terms of both increasing the work and life satisfaction of the employees and providing organizational integration. In order for employees to be satisfied with their works and lives, the supervisors need to make their subordinates feel their material and spiritual support. The informational support of the supervisors generally includes the attitudes towards the work. In other words, it should be ensured that the knowledge and skills needed to increase the level of work and life satisfaction of the employees, effective feedback should be provided and rewards or penalties can be given depending on the situation. Therefore, an employee who is able to benefit from his supervisor's knowledge, experience and skills will be satisfied with his / her work and life with this perceived support. By material support of the supervisor, it is meant that all the tools and materials that employees need to contribute to the goals and objectives of the organization they work for are provided by their supervisors. The supervisor should also provide the necessary human resources in line with the needs of his/her subordinates. Therefore, the level of work and life satisfaction of employees who perceive material support from their manager will increase positively. Spiritual support of the supervisor includes abstract behaviors such as respect, love, value, and acceptance of employees. What should be emphasized here is that the supervisor behaves in a way that responds to the emotional expectations of the employees rather than exposing his/her own emotional aspects. For

example, if an employee fails to fulfill his / her responsibilities in the workplace due to his / her roles stemming from his / her family, he / she may get out from the conflict with the considerate behaviors she/she sees from his / her supervisor. Thus, the problems of the employee who perceives his / her supervisor as a hurdle reducer are to be minimized in both work and non-work life. The satisfaction of the employee supported by his / her supervisor both from his / her work and life will increase positively.

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