

Value Based Management

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The main aim of the study is to examine perceptions of Turkish senior managers at the level of General Manager/Assistant General Manager on Value Based Management (VBM). VBM is an approach and philosophy that enables and supports leaders of an organization to create a meaningful environment and help the workers find meaning in their work in relation to others. Thus, the stakeholders feel more connected to be part of the organization as a living body and a community. In this study, the traditional literature review method has been used to put an overview of the current situation. Traditional literature review provide a comprehensive, critical, and objective analysis of the current knowledge or facts on a specific topic. Data is collected by a questionnaire and face-to-face interviews. Ethics approval was secured before conducting our survey. The paper consists of two parts. The first part puts forward a conceptual framework and the second part describes a field research. In the light of the literature review “respect for” the six core values that are human dignity, justice, trust, pluralism, environmental concern, kaizen have been determined. The scope of the research is the top 500 Turkish Industrial Enterprises, which is determined by the İstanbul Chamber of Industry every year. Survey method is used to analyse the top 500 Turkish Industrial enterprise senior managers’ perceptions on VBM. For data entry, the package software of IBM SPSS Statistics 24 is used. Data is converted into the package software of IBM SPSS Statistics 24(sav.) and Excel format (xls). Following the data entry through statistical methods and using the package software of IBM SPSS Statistics 24, statistical tables are drawn. Then, final reports on the data about validity and reliability analysis and its results is prepared. As a conclusion, the senior managers’ perceptions on VBM is discussed.

Keywords: Value Based Management, İstanbul Chamber of Industry Top 500 Turkish Industrial Enterprises, Turkish Senior Managers, Human Dignity, Justice, Trust, Pluralism, Environmental Concern, Kaizen