

## **A Study on Future Employment Preferences among Final Year Hotel Management Graduates**

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### **Abstract**

Present study purpose is to explore future employment preferences as perceived important by Final year hotel Management students. Data was collected from final year hotel management students pursuing three and four year degree course in hotel management .Students were randomly selected from public and private universities located in the region of Punjab. A total of 400 questionnaires were found complete and usable for the purpose of data analysis. Findings of the paper highlighted that there is no significance difference exists between male and female students in terms of their willingness to join Hotel industry. Industrial training does not play any significance role in terms of student's intentions to join the hotel industry after completion of the course. **Area of Interest:** Findings also highlighted that very less percentage of female candidates have marked their area of interest as Front office and Housekeeping department. Majority of them are looking to work in Food Production department than followed by Food & Beverage Service department, and third and fourth is Front Office and Housekeeping department. **Hotel Ownership:** Students have more aspirations to work in International Chain Hotels instead of working in Standalone properties and Fast Food Outlets such as Dominos, KFC, Pizza Hut and many more. **Remuneration:** There is no discrimination exists between male and female students in terms of initial job remuneration packages. However in the present study percentage of females is higher getting remuneration in the range of Rs 18,000 to Rs 21,000 than male students. Present study also highlighted that there is no student got initial job offer in the range of Rs.6000 to Rs.9000 and similarly none of the students got job offer between Rs22, 000 to Rs.26, 000.

**Key Words:** Preferences, Industrial training, Area of Interest, Hotel Ownership, Remuneration

### **Introduction:**

Initially students get interested due to the glamorous image of the industry etc or get motivated because of cookery competitions are emerging in the media/T.V shows. Majority of hospitality graduates change their job to another sector soon after their graduation because due to the less pay for the hours of work, little recognition for hard work, or lack of opportunity to development, long hours and stress at work, as well as not getting acknowledgment of qualifications gained. Due to this students

prefer to work in other sectors such as retail, FMCG etc. Present study purpose is to explore future employment preferences of final year hotel management students in terms of their willingness to join hotel industry, area of interest (department wise), preference to join hotels on the basis of ownership, job offers in hand and remuneration range .

**Review of literature:**

**V. Jaykumar et al (2011)** investigated the hotel career perception of the Final year degree students. The sample population of the study was Final year degree students of a Private University Bangalore. Convenience sampling technique was adopted to collect data from 78 respondents. The results revealed that 91% of students wanted to work in the industry after completion of the degree and the majority of the students preferred to work in Food & Beverage Service department of the hotel as their First job, followed by Front Line employee. Majority of the students believed that holding BHM (Bachelors in Hotel Management) degree they are expected to enter the high level positions and they didn't need to work in House Keeping Department. Majority of the students expected their job positions to be at Mid Management or Top management level with 5 years of graduation. Students believed that the knowledge and experience of the industry is the need and requirement from the potential employees. Students also believed that qualification could not be considered as the important factor by Human Resource Department. The study highlighted that undergraduate students had high expectation of entry level positions. Hotel Industry must be encouraged to communicate with realistic career expectations. Researcher concluded that industry should restructure the recruitment process and also consider Degree qualification in terms of job promotions.

**Rajan S. Irudaya, & Wadhawan Neha (2013)** study focuses on data primarily collected through from 112 prospective students applying for student visas to the UK across 5 cities in India centres where the prospective student submitted his/her visa application and were filled by the respondents themselves on a voluntary basis. The study also highlights the variety of courses that students at the master level opt for in terms of education abroad, courses that are possibly not available yet in India or very few reputed institutes provide these courses and so the competition is very intense and makes it very difficult to qualify. An important reason for many Indians choosing to

study abroad is the lack of good institutions in India and growing demand for higher education and the incapacity of the existing institutional infrastructure to absorb this demand. The well-established education system in the UK is another important feature which attracts Indian students. A degree from a UK university is therefore held in high regard by many Indians.

**Claudia et al(2014)** attempted research study to investigate the students decision making process of selecting their specialization during their studies. A Total 49 student from second year perusing courses in Faculty of Economics and Business Administration, Alexandra, Ioancuza University IASI of Romania, was taken as respondents. Researcher conducted Interview sessions and later-on conducted data analysis of the recorded tapes of each focus group. By applying content analysis, researcher identified the following categories or reasons for choosing their Bachelors Specialization. The results revealed that students used different criteria s in selecting there specialization, ( such as education elements, perceived difficulties, teachers characteristic, entry requirements, opportunities to gain practical experience, advise of majors, easily finding a job , well paid job after graduation etc.)

**Anuradha Karmarkar(2015)** conducted research to find out the factors influencing career shift of woman employees from the hotels to other field or permanently leaving the hotel industry. Survey was conducted with 56 Ex. Female employees from Puna City. The survey results revealed that some of the female employees join the hotel industry because of their educational background as well as, well versed with the industry and the average tenure was found to be between 2-4 years. Researcher conducted interviews with the respondents and reported that female employees leaving the industry due to work pressure, family transfer further education and marriage. The study also highlighted that although tenure was less but female employees have been promoted from the position they were recruited at .There were very few woman employees who were promoted more than once in their short span of work. The major reason for the career shift from hotel industry to Retail, Facility Management, and Academics etc. was due to work life balance.

**T.Thangaraja and Mary (2016)** In their study the main aim was to know the management students expectations of their dream job , student interests to work in MNC and awareness of work culture, salary expectations. A total 130 students were selected among final year MBA students. Results highlights that most of the students

are interested to work in MNC but not aware of MNC work culture and majority of the students expect salary between 25 to 30 thousand per month.

**Amit dutta and Reghubir Singh (2017)** performed research to investigate the attraction intention of Y Generation employees in hotel Industry. With the help of convenience sampling a total of 108 employees of age less than 35 years were selected who are working in 4 and 5 Star hotels in Jaipur. Findings revealed that Gender shows difference with attrition tendency where as females shows lesser tendency towards attrition than the males. The study also revealed that Front Office department has a lowest attrition behaviour among other operational departments which may be due to the fact that female employees are mostly working in these departments and they have low attrition behaviour. Similarly tenure of work experience did-not influence attrition behaviour of Generation Y hotel employees. The findings also highlighted that attrition behaviour of entry level of employees are more and it decreases as they become senior employees. This means that if once reaches on senior level they get employment responsibility and the secure position which is the desirability of this Generation. In terms of working department attrition rate in Housekeeping department suffers maximum attrition followed by Food and Beverage Service department, due to monotonous and not interesting work factor. Attrition rate of 5 star employees is lower than 4 Star employees. Reason could be 4 Star employees prefer to join 5 Star properties.

**Anhaile & etal (2018)** carried a research to investigate tertiary student's perception of hospitality career in Vietnam. The data was collected by using an online survey of 234 hospitality students from higher education institutes and Vocational Education and Training (VET) colleges of South Vietnam .Criterion based sampling was adopted to identify the respondents who have completed their internship into their professional development experience. In terms of pay and promotion opportunities and commitment to working in the industry Higher Education respondents were to be less positive than VET participants. It was found that VET students were satisfied for lower level operational roles in the hospitality industry, Whereas Higher Education students in terms of long term retention in the industry was found to be questionable. Researcher concluded that Higher Education students have negative perception developed with their internship experiences of different aspects of hospitality work

places.

**Adhochruth (2019)** attempted to investigate the perceived benefits and making a career choice in hotel industry .The researcher has taken 145 students perusing hotel management courses in various universities such as MOI University and Maseno University located in Kisumu county. The results of the study revealed that perceived benefit have a positive and significant effect on career choice of students in the hotel industry. Study highlighted that most of the students have reputable view about the hotel industry and have no qualms working in it. This could be due to the characters of the respondents fit well with the responsibilities expected out of them, while working in the industry. Researcher concluded that educators should communicate the benefits for working in hotel industry and make student aware about mobility progression, job diversity in the hotel industry and other career related information in order to create greater interest about career in the industry.

### **Research Objective:**

1. To rate final year hotel management graduates willingness to pursue a career in the hotel industry.
2. To explore final year hotel management graduates area of interest in terms of department wise, hotel ownership and remuneration range of job offers

### **Research Methodology**

**Population and Sample:** Data was collected from final year hotel management students pursuing three and four year degree course in hotel management .Students were randomly selected from public and private universities located in the region of Punjab. A total of 400 fully filled questionnaires were found complete and usable for the purpose of data analysis. **Demographic Profile of the respondents:** Out of the total respondents 70 % were males and remaining 30 % were females. A total of 54% of the students were pursuing three year degree course and 46 % were part of four year degree course. Majority of the students were belongs to NCHMCT, 26% were belongs to State universities and remaining 30 % were associated with Private universities .Majority of the respondents have done their I.T in five star hotels.

| Table 1 shows demographic profile of the respondents |                  |            |           |
|------------------------------------------------------|------------------|------------|-----------|
| Variables                                            | Opts             | Percentage | Frequency |
| Gender                                               | Male             | 70%        | 280       |
|                                                      | Female           | 30%        | 120       |
| Course Duration                                      | 3 Years          | 54%        | 215       |
|                                                      | 4 Years          | 46%        | 185       |
| Institute Type                                       | Pvt. University  | 30%        | 120       |
|                                                      | State University | 26%        | 105       |
|                                                      | NCHMCT           | 44%        | 175       |
| Industrial Training                                  | 3 Star           | 24%        | 95        |
|                                                      | 4 Star           | 30%        | 120       |
|                                                      | 5 Star           | 46%        | 185       |

## Data Analysis & Results

### Willing to join Hotel Industry

**Gender Wise:** Out of the total male students majority (50%) of them are willing to join hotel industry, and the remaining (28%) are not willing to join hotel industry after completion of the course. Whereas (21%) of male candidates have not yet decided. In case of Female students, majority of female students (41%) are planning to join the hotel industry after completion of the course. Whereas (26%) are not willing to join and (33%) female students have not yet decided. Chi Square Test was applied and results revealed that ( $p=0.06$ ) there is no significance difference exists between male and female students in terms of their willingness to join Hotel industry.

| Table 2 shows Frequency & Percentage of respondents- Willing to join Hotel Industry |         |     |    |    |    |                 |    |          |         |    |             | Association |
|-------------------------------------------------------------------------------------|---------|-----|----|----|----|-----------------|----|----------|---------|----|-------------|-------------|
| Variables                                                                           | Opts    | Yes | %  | No | %  | Not Yet Decided | %  | Chi Test | P Value | df | Table Value | Result      |
| Gender                                                                              | Male    | 141 | 50 | 78 | 28 | 61              | 22 | 5.504    | 0.064   | 2  | 5.991       | N S         |
|                                                                                     | Female  | 49  | 41 | 32 | 27 | 39              | 32 |          |         |    |             |             |
| Course Duration                                                                     | 3 Years | 89  | 41 | 61 | 28 | 65              | 30 | 8.867    | 0.012   | 2  | 5.991       | S           |
|                                                                                     | 4 Years | 101 | 54 | 49 | 26 | 35              | 19 |          |         |    |             |             |
| Industrial Training                                                                 | 3 Star  | 47  | 50 | 29 | 31 | 19              | 20 | 4.596    | 0.331   | 4  | 9.488       | NS          |
|                                                                                     | 4 Star  | 58  | 48 | 36 | 30 | 26              | 22 |          |         |    |             |             |
|                                                                                     | 5 Star  | 85  | 46 | 45 | 24 | 55              | 30 |          |         |    |             |             |

**Course Duration Wise:** Out of total respondents of 3year duration course (42%) are willing to join the hotel industry after completion of the course whereas (28%) are not willing to join the hotel industry after completion-of the course. Whereas (30%) have not yet decided. In Case of 4 year duration course majority (55%) of the students are willing to join the hotel industry after completion-of the course, whereas (27%) are not willing to join the hotel industry after completion of the course, and remaining (18%) have not yet decided. It was found that there is a significance difference ( $p=0.01$ ) exists between 3 year and 4 year students regarding their willingness to join the hotel industry after completion of the course. Further it was found that 4 year duration course students are more willing to join the hotel industry in comparison to 3 year duration course.

**Industrial Training Hotel Star Category wise:** In terms of Industrial training completed in various star categories of hotels such as Three, Four and Five Star category. Irrespective of star category, majority of the respondents are willing to join the hotel industry and results of chi square test revealed that there is no significance difference exists among students who have completed their industrial training in Three, Four and Five Star category hotels.

**Area of Interest:**

| Table 3 shows Frequency of the respondents on Area of Interest Area |         |                 |              |              |               | Association |         |    |             |                 |
|---------------------------------------------------------------------|---------|-----------------|--------------|--------------|---------------|-------------|---------|----|-------------|-----------------|
| Variables                                                           | Opts    | Food production | F& B Service | Front Office | House Keeping | Chi Test    | P Value | df | Table Value | Result          |
| Gender                                                              | Male    | 51              | 48           | 25           | 17            | 0.577       | 0.902   | 3  | 7.815       | Not Significant |
|                                                                     | Female  | 16              | 16           | 11           | 6             |             |         |    |             |                 |
| Course Duration                                                     | 3 Years | 32              | 25           | 15           | 15            | 5.015       | 0.171   | 3  | 7.815       | Not Significant |
|                                                                     | 4 Years | 35              | 39           | 21           | 8             |             |         |    |             |                 |
| Industrial Training                                                 | 3 Star  | 22              | 10           | 7            | 9             | 11.587      | 0.072   | 6  | 12.592      | Not Significant |
|                                                                     | 4 Star  | 18              | 27           | 9            | 5             |             |         |    |             |                 |
|                                                                     | 5 Star  | 27              | 27           | 20           | 9             |             |         |    |             |                 |

**Area of Interest:**

**Gender Wise:** Majority (36%) of the male students are interested to work in Food Production department followed by Food & Beverage Service department (34%) and very less percentage (12%) of male students was found to be work in Housekeeping department. Similarly majority (33%) of the female students are keen to work either in Food Production (33%) and Food & Beverage Service department (33%) and very less percentage of female students are interested to work in Housekeeping department. Hence there is no significance difference exists ( $p=0.17$ ).

| Table 4 shows percentages of the respondents on Area of Interest Area |         |                    |                  |                 |                  |
|-----------------------------------------------------------------------|---------|--------------------|------------------|-----------------|------------------|
| Variables                                                             | Opts    | Food production(%) | F & B Service(%) | Front Office(%) | House Keeping(%) |
| Gender                                                                | Male    | 36                 | 34               | 18              | 12               |
|                                                                       | Female  | 18                 | 18               | 12              | 7                |
| Course Duration                                                       | 3 Years | 36                 | 28               | 17              | 17               |
|                                                                       | 4 Years | 35                 | 39               | 21              | 8                |
| Industrial Training                                                   | 3 Star  | 47                 | 21               | 15              | 19               |
|                                                                       | 4 Star  | 31                 | 47               | 16              | 9                |
|                                                                       | 5 Star  | 32                 | 32               | 24              | 11               |

**Course Duration:** Between Three and Four year course duration same area of interest preference were found i.e. Majority (32%) Four Year duration Course students preferred to work in Food Production department (32%) and Three year duration course is (35%) followed by Food & Beverage Service department for Four Year duration Course (38%) and for Three year duration course is (31%) and the second preference is Front Office department for Four Year duration Course (10%) and for Three year duration course is (17%) and last preference is Housekeeping department for Four Year duration Course (20%) and for Three year duration course is (17%).

**Industrial Training Hotel Star Category wise:** There is no significance difference exists ( $p=0.07$ ) irrespective of the category where in students completed their Industrial training. Majority of them are looking to work in Food Production department than followed by Food & Beverage Service department, and there third and fourth

preference is Front Office and Housekeeping department.

**Hotel Ownership:**

**Gender wise:** Majority both Male (74%) and Female (60%) are preferring to work in International Chain hotels followed by Indian hotels Chains , Male (16%) and Female (20%) and very less percentage of both male and female student prefer to work in Standalone properties and Fast Food outlets. Hence there is a significance difference exists ( $p=0.2$ )

**Course Duration wise:** Similar Results were found in case of students belong to Three and Four year course duration. In both the groups, majority of Three year duration course (76% ) and Four year duration course (64%) of the students are preferring to work in international Chain Hotels and hence there is no significance difference exists.

| Table 5 displays Frequency of respondents- Preferences to join Hotels in terms of Ownership |         |                           |                    |                      |                 | Association |         |    |             |                 |
|---------------------------------------------------------------------------------------------|---------|---------------------------|--------------------|----------------------|-----------------|-------------|---------|----|-------------|-----------------|
| Variables                                                                                   | Opts    | International Chain Hotel | Indian Hotel Chain | Stand alone Property | Fast Food Chain | Chi Test    | P Value | df | Table Value | Result          |
| Gender                                                                                      | Male    | 104                       | 23                 | 7                    | 7               | 4.616       | 0.202   | 3  | 7.815       | Not Significant |
|                                                                                             | Female  | 29                        | 10                 | 5                    | 5               |             |         |    |             |                 |
| Course Duration                                                                             | 3 Years | 68                        | 9                  | 7                    | 5               | 6.822       | 0.078   | 3  | 7.815       | Not Significant |
|                                                                                             | 4 Years | 65                        | 24                 | 5                    | 7               |             |         |    |             |                 |
| Industrial Training                                                                         | 3 Star  | 36                        | 6                  | 4                    | 1               | 4.631       | 0.592   | 6  | 12.592      | Not Significant |
|                                                                                             | 4 Star  | 39                        | 10                 | 3                    | 6               |             |         |    |             |                 |
|                                                                                             | 5 Star  | 58                        | 17                 | 5                    | 5               |             |         |    |             |                 |

| Table 6 displays percentages of the respondents preferences to join Hotels in terms of Ownership |         |                               |                        |                          |                     |
|--------------------------------------------------------------------------------------------------|---------|-------------------------------|------------------------|--------------------------|---------------------|
| Variables                                                                                        | Opts    | International Chain Hotel (%) | Indian Hotel Chain (%) | Stand alone Property (%) | Fast Food Chain (%) |
| Gender                                                                                           | Male    | 74                            | 16                     | 5                        | 5                   |
|                                                                                                  | Female  | 60                            | 20                     | 10                       | 10                  |
| Course Duration                                                                                  | 3 Years | 76                            | 10                     | 8                        |                     |
|                                                                                                  | 4 Years | 64                            | 24                     | 5                        | 7                   |
| Industrial Training                                                                              | 3 Star  | 77                            | 13                     | 9                        | 2                   |
|                                                                                                  | 4 Star  | 67                            | 17                     | 5                        | 10                  |
|                                                                                                  | 5 Star  | 68                            | 20                     | 6                        | 6                   |

#### Job Offer:

**Gender wise:** Out of the total male respondents who are willing to join the hotel industry (49%) of the male students are having job offer in their hands and remaining (51%) do not have any job offer . In case of female students (61%) have job offer in their hands and (39%) do-not have job offer. Hence there are no significance difference exists. **Course Duration wise:** (55%) of the students, both who are pursuing Three year duration course are having job offer in their hands, Whereas (49%) of students belongs to Four Year degree course don't have job offer .

| Table 7 displays frequency ,Percentage and Chi square results on Job offer |         |     |    |    |    |          |         |    |             | Association |
|----------------------------------------------------------------------------|---------|-----|----|----|----|----------|---------|----|-------------|-------------|
| Variables                                                                  | Opts    | Yes | %  | No | %  | Chi Test | P Value | df | Table Value | Result      |
| Gender                                                                     | Male    | 69  | 49 | 72 | 51 | 2.200    | 0.138   | 1  | 3.841       | NS          |
|                                                                            | Female  | 30  | 61 | 19 | 39 |          |         |    |             |             |
| Course Duration                                                            | 3 Years | 49  | 55 | 40 | 45 | 0.584    | 0.445   | 1  | 3.841       | NS          |
|                                                                            | 4 Years | 50  | 50 | 51 | 50 |          |         |    |             |             |
| Industrial Training                                                        | 3 Star  | 27  | 57 | 20 | 43 | 5.186    | 0.075   | 2  | 5.991       | NS          |
|                                                                            | 4 Star  | 23  | 40 | 35 | 60 |          |         |    |             |             |
|                                                                            | 5 Star  | 49  | 58 | 36 | 42 |          |         |    |             |             |

**Industrial Training Hotel Star Category wise:** Majority of students who have completed their Industrial Training from Three Star and Five Star hotel (58%) each, have job offer in their hands and students who have completed their Industrial Training from Four Star hotels only (40%) have job offer in their hands and hence there is no significance difference exists.

### **Remuneration**

**Gender Wise:** Majority (51%) of the male students got the Initial job remuneration in the range of Rs10,000 to Rs13,000 and (35%) of the respondents got initial job remuneration of Rs14,000 to Rs 17,000. And very less (14%) got higher initial job remuneration of Rs 18,000 to Rs 21,000. Similarly it was also found in case of Female students that majority (50%) got initial job remuneration between Rs10,000 to Rs13,000 followed by (27%) got initial job remuneration in the range of Rs14,000 to Rs 17,000. and hence there is no significance difference ( $p=0.5$ ) exists.

| Table 8 displays results on Remuneration |         |              |                |               |                |                |                  |                    |                   |                    |                    |         |        |
|------------------------------------------|---------|--------------|----------------|---------------|----------------|----------------|------------------|--------------------|-------------------|--------------------|--------------------|---------|--------|
| Variables                                | Opts    | Rs 6000-9000 | Rs 10000-13000 | Rs14000-17000 | Rs 18000-21000 | Rs 22000-26000 | Rs 6000-9000 (%) | Rs 10000-13000 (%) | Rs14000-17000 (%) | Rs 18000-21000 (%) | Rs 22000-26000 (%) | P value | Result |
| Gender                                   | Male    | 0            | 35             | 24            | 10             | 0              | 0                | 51                 | 35                | 15                 | 0                  | 0.502   | NS     |
|                                          | Female  | 0            | 15             | 8             | 7              | 0              | 0                | 50                 | 27                | 23                 | 0                  |         |        |
| Course Duration                          | 3 Years | 0            | 28             | 13            | 8              | 0              | 0                | 57                 | 27                | 16                 | 0                  | 0.388   | NS     |
|                                          | 4 Years | 0            | 22             | 19            | 9              | 0              | 0                | 44                 | 38                | 18                 | 0                  |         |        |
| Industrial Training                      | 3 Star  | 0            | 14             | 14            | 3              | 0              | 0                | 52                 | 52                | 11                 | 0                  | 0.501   | NS     |
|                                          | 4 Star  | 0            | 4              | 0             | 2              | 0              | 0                | 17                 | 0                 | 9                  | 0                  |         |        |
|                                          | 5 Star  | 0            | 2              | 2             | 0              | 0              | 0                | 5                  | 5                 | 0                  | 0                  |         |        |

**Course Duration wise** (51%) students belongs to Three year degree course students got job initial remuneration of Rs10,000 to Rs13,000. Whereas (44%) of students belongs to Four year degree course got remuneration of Rs14,000 to Rs 17,000. Whereas in case of Three year degree course only (27%) of students got remuneration in range of Rs14,000 to Rs17,000 and Hence there is no significance difference

exists.( $p=0.3$ ).**Industrial Training Hotel Star Category wise:** There is also no signification difference ( $p=0.5$ ) among students who have completed their training in various star hotels.

**Department:**

**Gender wise:** Majority(46%) of the male students got the job offer in Food & Beverage Service department followed by equal percentage (22%) each in Front Office and Food Production and very less (10%) got job offer in Housekeeping department . Similarly (37%) of females got Job opportunities in Food & Beverage Service Department followed by (23%) each in Front Office and House Keeping Department, and very less (17%) got job opportunity in Food Production department. Hence there is no significance difference exists ( $p=0.3$ ).**Course Duration wise:** Majority (47%) of the students who belong to Three year degree course got initial job offers in Food & Beverage Service department followed by Food Production (22%) and Front Office (10%). Whereas in case of Four year degree course majority (40%) of the students got job offer in Food and Beverage Service department followed by Front Office department (24%) than in House Keeping department (18%) and Food Production department (18%). Hence there is no significance difference exists ( $p=0.6$ ).

**Institute type wise:** In case of Private Universities majority (40%) students got job placement in Food and Beverage Service department followed by (27%) in Front Office and remaining (23%) in Food Production department and (10%) in Housekeeping department. Similarly in State Universities majority (32%) got job offers in Food and Beverage Service and Housekeeping department. Whereas students belongs to NCHMCT majority (53%) got job offers in Food and Beverage Service department followed by (20%) each in Food Production and Housekeeping department. Hence there is no significance difference exists ( $p=0.1$ ).**Industrial Training Hotel Star Category wise:** There is no significance difference exists among students who have completed Industrial training from various Star category hotels. It was found that majority of them got job placements in Food and Beverage Service department.

| Table 9 Displays results on Department wise Job offers |         |                 |             |              |               |                    |                |                 |                  |         |        |
|--------------------------------------------------------|---------|-----------------|-------------|--------------|---------------|--------------------|----------------|-----------------|------------------|---------|--------|
| Variables                                              | Opts    | Food production | F&B Service | Front office | House Keeping | Food production(%) | F&B Service(%) | Front office(%) | House Keeping(%) | P Value | Result |
| Gender                                                 | Male    | 15              | 32          | 15           | 7             | 22                 | 46             | 22              | 10               | 0.345   | NS     |
|                                                        | Female  | 5               | 11          | 7            | 7             | 17                 | 37             | 23              | 23               |         |        |
| Course Duration                                        | 3 Years | 11              | 23          | 10           | 5             | 22                 | 47             | 2               | 10               | 0.632   | NS     |
|                                                        | 4 Years | 9               | 20          | 12           | 9             | 18                 | 40             | 24              | 18               |         |        |
| Industrial Training                                    | 3 Star  | 4               | 13          | 9            | 5             | 15                 | 48             | 33              | 18               | 0.148   | NS     |
|                                                        | 4 Star  | 1               | 3           | 1            | 1             | 4                  | 13             | 4               | 4                |         |        |
|                                                        | 5 Star  | 0               | 2           | 0            | 2             | 0                  | 4              | 0               | 5                |         |        |

**Reasons for not appearing in Interview:** Majority (42%) male and (63%) Female marked their reasons that job offer was not of their preference, for not appearing in the interview.(33%) male and (32%) female have given their reason that they appeared in the interview but not got selected. Hence there is no significance difference exists.  $p=0.06$ .

### Findings:

#### Willingness to Join the Hotel Industry after completion of Course

**Gender :**There is no significance difference exists between male and female students in terms of their willingness to join Hotel industry. However there is one surprising observation that Percentage of female students is more in context that they have not yet decided to join the hotel industry after completion of the course in comparison to male students. However there is one surprising observation that Percentage of female students is more in context that they have not yet decided to join the hotel industry after completion of the course in comparison to male students.

**Course Duration :**It was found that there is a significance difference( $p=0.01$ ) exists between 3 year and 4 year duration courses students regarding their willingness to join the hotel industry after completion of the course. Further It was found that 4 year duration course students are more willing to join the hotel industry in comparison to 3 year duration course. Similarly the percentage of 4 year duration course students who

have not yet decided is comparatively lower than 3 year duration course students.

**LT Hotel Star Category :**There is no significance difference exists among students who have completed there industrial training in Three, Four and Five Star category hotels. Results highlighted that hotel star category wherein students have completed there Industrial **training does not play any significance role in terms of students intentions to join the hotel industry after completion of the course.**

#### **Area of Interest**

**Gender :**It was found that First preference for area of interest for both male and female students is Food Production department followed by Food & Beverage Service department and the Third preference for area of interest is Front office and the last preference is House Keeping department. Findings also highlighted that Housekeeping and Front office department are considered to be female dominated areas but in the present study very less percentage of female candidates have marked their area of interest as Front office and Housekeeping department.

**Course Duration:** Between Three and Four year course duration same area of interest preference were found.

**LT Hotel Star Category :**There is no significance difference exists ( $p=0.07$ ) irrespective of the category where in students completed there Industrial training. Majority of them are looking to work in Food Production department than followed by Food & Beverage Service department, and there third and fourth preference is Front Office and Housekeeping department.

#### **Hotel Ownership:**

**Gender wise:.** Findings highlighted that students have more aspirations to work in International Chain Hotels instead of working in Standalone properties and Fast Food Outlets such as Dominos, KFC, Pizza Hut and many more. **Course Duration Wise:** Majority of Three year duration course (76% ) and Four year duration course (64%) of the students are preferring to work in international Chain Hotels.

#### **Remuneration**

**Gender Wise:** Finding highlighted that there is no discrimination exists between male and female students in terms of initial job remuneration packages. However in the present study percentage of females is higher than male students in case of getting remuneration in the range of Rs 18,000 to Rs 21,000. Present study also highlighted that there is no student got initial job offer in the range of Rs.6000 to Rs.9000 and

similarly none of the students got job offer between Rs22,000 to Rs.26,000.

**Department:** Findings Highlighted that despite of the fact that majority of the students marked their Area of Interest in Food Production followed by Food and Beverage Service department and very limited marked their preference for Front Office and Housekeeping Department. This shows that Hotel Industry is absorbing students in great numbers in Food and Beverage Service department in comparison to Food production Department where as students first preference is to get job in Food production Department .Offering jobs to students not in their preference areas or area of interest may cause dissatisfaction among students which may lead to turnover intentions in future.

**Reasons for not appearing in Interview:** Majority of the students who have not got the job offer due to listed job offers during the campus placement interviews was not of their preference. Here preference means that the designation was not attractive enough that stimulates them to apply and appear for the interview. **Interview round in which majority of the students got rejected:** Further findings out the Interview round in which most of the students got rejected was found to be the First Round of Interview i.e G.D.(Group Discussion) and followed by extempore. Hence there is no significance difference exists.

### **Conclusion:**

There is no significance difference exists between male and female students in terms of their willingness to join Hotel industry. .Results highlighted that hotel star category wherein students have completed there Industrial training does not play any significance role in terms of students intentions to join the hotel industry after completion of the course. Students have more aspirations to work in International Chain Hotels instead of working in Standalone properties and Fast Food Outlets such as Dominos, KFC, Pizza Hut and many more. Present study also highlighted that there is no student got initial job offer in the range of Rs.6000 to Rs.9000 and similarly none of the students got job offer between Rs22,000 to Rs.26,000.Offering jobs to students not in their preference areas or area of interest may cause dissatisfaction among students which may lead to turnover intentions in future. This shows that the main focus of the recruiters is mostly looking forward about the communication skills of the candidates, irrespective to the area of interest of the potential job applicant. Institutes should also work on improving the communication skills of the students and

include some provision in the curriculum apart from enhancing skills of the future job applicants. Similarly Hospitality Industry should also make certain changes or slight modification in the initial screening process for new recruitment.

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