
A Study on Hospitality Students and Academicians Perspective on Current Job Opportunities Extended by Indian Hotels

Mr. Amandeep Singh(Research Scholar -Pacific Academy of Higher Education & Research University Udaipur & Assistant Professor-Department of Tourism, Hospitality & Hotel Management, Punjabi University Patiala ,Punjab)

Dr.Hardaman Singh Bhinder(Assistant Professor-Department of Tourism, Hospitality & Hotel Management, Punjabi University Patiala ,Punjab)

Dr.Gaurav Kumar Joshi (Associate Professor-Pacific Academy of Higher Education & Research University, Udaipur, Rajasthan)

Abstract

The most important & challenging task for final year Hotel Management students is to get a good career start in the reputed Star hotels after completion of the course. Students would like to be Corporate Management Trainee or Management Trainee in reputed star hotels immediately after passing out. Present paper aims to explore perspective and opinions of both the group that is hospitality faculty members and students on current job opportunities extended by Indian hotels in terms of specialization areas ,Job titles & Term Contract ,Remuneration & Fringe Benefits, Hotel Profiles and Career Succession Plan.The population for the present study consists of hospitality students (final phase of their course)and hospitality educators(Faculty members). A total of 400 students and 100 faculty members responses were compiled for the data analysis. The survey questionnaire was developed based on a review of literature and interviews with experts in the field of education. .A total of 33 statements were used in the final questionnaire under 5 factors such as *Specialization Areas*(7 statements),*Job Title & Term Contract* (6 statements),*Remuneration & Fringe Benefits*(7 statements) ,*Hotel Profile*(9 statements) and *Career Succession Plan*(4 statements). A Cronbach's alpha test was applied and results indicated that all constructs had a Cronbach's alpha value of 0.60 or above. Findings of the study highlighted that Hotelier should try to offer job opportunities to final year graduates as per their specialization areas and sub areas .This practice will definitively results in high transition rate of students from academic to industry. The results highlighted that Indian hotels should mention initial job titles of specific key areas of the core departments, while offering job opportunities to final year hotel management students. This will add motivational factor and positive influence on student commitment towards hotel industry. Presently several Quick Service Restaurants (QSR) and Standalone outlets are attracting Final year hotel management students by offering attractive job titles in comparison to Star hotels.In terms of remuneration and fringe benefits both the groups have different views points on the existing remuneration and fringe benefits .Present results also highlighted that, It cost high to the students to stay in outstation cities with less salaries. In context of that students agreed that accommodation and pickup drop facilities can increase student commitment levels towards hotel industry. The present results highlighted that major hotel players are absorbing students only from there In- House Training institutes other than outside Hotel Management institutes. Parents do not allow their wards to join big hotel brands away from there home town. Results also reveled that small scale hotels are attracting young hospitality students while offering Executive level or Supervisory positions than the Initial entry level positions offered by key players. Results reveled that Indian hotels are practicing career secession plan for newly recruited hotel management graduates, but still most of the newly recruited quit their current job positions before the expiry of their FTC(Fixed Term Contract).

Keywords: *Specialization Areas ,Job Title & Term Contract ,Remuneration & Fringe Benefits ,Hotel Profile and Career Succession Plan.*

A Study on Hospitality Students and Academicians Perspective on Current Job Opportunities Extended by Indian Hotels

Introduction:

The most important & challenging task for final year Hotel Management students is to get a good career start in the reputed Star hotels after completion of the course. Students would like to be Corporate Management Trainee or Management Trainee in reputed star hotels immediately after passing out. Presently most of the hotel players are offering current job opportunities to young graduates as per their key requirement specially in areas such as F& B Services or Accommodation division. However there is less entry requirements for F& B Production and Front areas. Many studies highlighted that most of students expected to be on the Executive Level after completing their course but as the degree progresses, the students' perception of the industry deteriorates. Especially in Punjab youth would like to go and settle in abroad .That is why many students in Punjab feel that Hotel Management Course is the only best alternative to achieve their dream to go and work in abroad. This can also be related with the fact that there are 6 out of 12 NCHMCT private affiliated hotel management institutions are situated in Punjab region. As per as Aspiring Minds National Employability Report (2014), the proportion of Hotel Management candidates those are directly recruit-able for a hospitality job after college is quite low (6% to 18%). Several researchers pointed that well-educated and committed staff is vital in the hospitality industry in order to have a competitive advantage and ensure success. The committed staff is possible when hospitality graduates have a positive attitude towards working in the hospitality industry. Positive attitude towards hotel jobs results due to matching of ideal job characteristic with existing opportunities extended by hotels. Students at the time of seeking admission in hotel management found to be very excited but as the course progress they found to be less interested and negative about hotel industry. Present paper aims to explore perspective and opinions of both the group that is hospitality faculty members and students on current job opportunities extended by Indian hotels in terms of specialization areas ,Job titles & Term Contract ,Remuneration & Fringe Benefits, Hotel Profiles and Career Succession Plan.

Review of literature:

Kim, Hallab, and Lee (2009) received 126 completed surveys from a class of students majoring in hospitality and tourism management in Korea. In their survey they examined work factors students wanted in a hospitality career. The authors found interesting work, work with benefits, and good working conditions to be the most valued factors. The least valued factors included location, training, and supervisor. The authors mentioned as graduates move up professionally, salary becomes the top valued item.

Hinkin and Tracey (2010) analyzed the human resource practices of 21 companies with similar human resource issues as those in the hospitality industry, including: long hours, high turnover, and low pay. Of the 21 companies, 4 were within the hospitality industry. The authors argued the hospitality industry has been slow to change the way they manage human capital. The authors suggested moving from a mentality of high turnover is expected in the hospitality industry, to a mentality of people are assets and should be managed effectively.

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.

Tews, M. J., Stafford, K., & Tracey, J. B. (2011) conducted a study that focused on assessing employment suitability for servers, with an organization that owns and operates approximately 120 casual-theme restaurants in the United States. For this study, managers were provided with a series of applicant profiles with different degrees of GMA and personality. Managers then evaluated each profile by indicating the extent to which each applicant should be hired. To determine the importance the managers placed on GMA and personality, the evaluations were regressed on the different combinations of GMA and personality. One hundred and four managers from one of the organization's four regional divisions evaluated applicant profiles, representing approximately 80 percent of the managers within this division. The average age of the managers was 37.4 years old . and the managers averaged 13.4 years of experience . The managers' average organizational tenure was 3.9 years . Seventy-two percent of the managers were male, and 88 percent were Caucasian. Restaurant managers may not be making the most effective hiring decisions. While GMA has been consistently demonstrated to be the strongest predictor of job performance, it was not highly valued by the managers in this study. Three of the personality dimensions were consistently emphasized more—agreeableness, conscientiousness, and emotional stability. Of the personality dimensions, conscientiousness is the strongest predictor of performance, but the managers more highly valued agreeableness. The characterization of GMA influences its importance when managers determine a candidate's employment suitability. While overall GMA was not the strongest attribute influencing the managers' decisions, the results demonstrated that the appropriate framing of GMA enhances the weight managers place on this attribute. That is, when GMA is presented as the "ability to learn and solve problems" in contrast to "intelligence," GMA is more highly valued.

Kumar, A., Singh, P. K., Kumar, A., & S. (2014) a study was conducted for 372 students who participated in the survey out of which 324 were male and 48 were female students. The students studying in University Teaching Department, Government owned Institute of Hotel Management (IHM) and private Hotel Management Institutes (HMI) filled the questionnaire. State IHM and other hotel management institutes of the region were the main participating institutes. A structured questionnaire was designed to collect the demographic profiles of the respondents and to record the perception of students towards the Hospitality Industry. Results of study revealed that students do not find a congenial work environment been provided in the industry as well they do not find the job as respectable as others. Even the nature of the hospitality job lack challenges for male students. Moreover they perceive negative towards opportunities offered by the industry for self development. The industry needs to concentrate on these above mentioned variables so as to improve the perception of males that lead to better skilled man force to serve the industry and fulfill the human resource requirement.

There is a general observation that hospitality career is chosen by comparatively less number of females than males. The present study has also highlighted certain variables which are perceived negatively by the females. The female students do not have positive vibes towards the salary perspective and growth opportunities provided by the industry. Even the opportunities to travel and work at foreign land are not found to be interesting among females. Also the variables like you will get suitable life partner and reward for good performance conceive negative perception among the females. The Industry and academia should focus on these variables so that this negative perception could be converted to the positive perception which will lead to attract more and more females towards this promising career.

Y.K. Penny Wan et al (2014) performed study on 205 students of Tourism and Hospitality course at two major Universities in Macau, China. Out of total respondents, 60% were tourism majors and 40% were hospitality majors; Gender wise 63% were females while 37% were males. In regard to their working experience, 47% had worked in the industry for six months or less while 24% had worked in the industry for six to twelve months; however 78% were not currently employed in companies relating to their field of study. Findings of the study reveals that the perceived nature of the work is found significantly related to positive perceived social status, but not related to negative perceived social status. High status and image of the tourism and hospitality industries has little to do with the job nature. Job nature is found to have no significant relationship with the perceived career prospects. The job itself is interesting or challenging has less effect nonstudents' perceptions of their career prospects of the industries; students realize that they can always change jobs if they find they are not happy about the nature of their work. While the nature of the work has no effect on the perceived career prospects, students who have positive perceptions of the social status of an industry have perceived positively its career prospects. that students care about how others perceive their jobs and occupations. In particular, they care about whether family members are proud of the job that he/she is taking, and if the job is perceived as a respected and important occupation in the society. Students who believe that the industries have offered sound career prospects show higher employment commitment to the field. Students in general look for jobs that offer good career prospects. More promising career prospects would definitely help increase their intention to enter and commit to the industries. The relationship between perceived social status and career prospects is moderated by salary expectation. Those who look for higher salary would consider jobs that provide better career prospects in order to be congruent with their work values and expectations. students who look for a high salary have to find jobs in other industries, particularly the government sector, which offers much higher salary than that of the tourism and hospitality industry. Students who are attracted to stay and commit in the tourism and hospitality industries have their own outcome expectations and work values. Female students and senior students are less likely to commit to the industries of their field of study than their male and junior counterparts; and students currently working in the industry are significantly more likely to continue to work in that industry upon their graduation.

B.Claudia et al(2014) attempted research study to investigate the students decision making process of selecting their socialization during there studies. A Total 49 students from second year pursuing courses in Faculty of Economies and Business Administration, Alexandra, Ioanuca 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 reveled that students used different criteria s in selecting there specialization, (such as education elements, perceived difficulties, teachers characteristics, entry requirements, opportunities to gain practical experience, advise of majors, easily findings a job , well paid job after graduation etc.)

Singh. et al.(2014) focused on performance and productivity standards of hotels of Delhi and NCR and pointed out that it is a survey based research and focus on the work life balance i.e. usually missing due to break shifts, longer shifts, no family life etc. leading to dissatisfaction and lowered motivation which poorly affects hoteliers mental as well as physical condition and productivity. The result showed that role conflict, role ambiguity, peer pressure, highly competitive environment and performance pressure effect employee motivation positively and hence enhances the overall performance and productivity. The authors found that there are negative but motivational factors which might be tough initially but in the longer run same prove beneficial. The study further suggested that the management must try to go for activity based appreciation, recognition programs, certifications and even a number of monetary benefits if the employee has performed remarkably well. Management must organize some leisure activities for employees and help hoteliers improve their performance and productivity.

Zubidha M. etal (2015) conducted a research on graduates perception on factors affecting commitment to peruse career in the Hospitality Industry. Study has taken four variables such as Nature of work, Social Status, Pay Benefits and Commitment to work in Hospitality Industry. The Target population of the study was students of Hotel and Tourism management pursuing courses in the University Technology Mara University, Pulau, Pinang. A total of 371 Final year Diploma students were chosen as respondents who have completed there Industrial Training. Results of the study reported that majority of the students had Ranked Hospitality Programme between 4-6 a their preferred course when they field up the application and Similarly majority of the students reported that they had no plan to work in Hospitality Industry, within the 1st year after they had completed the study. In-term of predictors such as Social status and Pay benefits. The study concluded that Hospitality Industry facing a shortage of employee's event through number of students passing out from Hotel management to strengthen the role of academician and industry professional in attracting potential hospitality graduates.

Pol, Rajeshree S.& Patil ,Hemraj (2015) have studied the population of 74 Final year hotel management students from various hotel management colleges in Pune, The population consist those students who have completed their industrial training . A questionnaire with straight forward and relevant questions was drafted and sent over to the sample to obtain their response. The study revealed that there is a significant change in attitude of the students towards hotel industry after their industrial training program. Level of satisfaction towards the way hotel industry works is on higher side to dissatisfaction level with a margin of 8% only. Study also revealed that hotel management would like to work in hotel industry after graduation and many students were also found not sure of their career in hotel industry after graduation.

Datta & Dr Jha(2015) have targeted on the career perceptions of two set of hotel management students. The first set consist those students who have completed their industrial training and the second consist those students who are not yet to undergo. The authors used questionnaire which contained 12 questions filled from 60 students from all hotel school in Jaipur and found that the students who have not undergone have more positive view towards the industry than the completed training. The study further revealed that there is a change in attitude and perceptions of the students about hotel industry.

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 reveled 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. Before shifting from the hotel industry for more than 8 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. 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, Academics etc. was due to work life balance.

M. Elina and M.Leonadas(2016) Conducted research on career development in the Hospitality Industry in Greece: Implication for Human resource Practices. The study has taken randomly selected 97 front-line employees working in Front Office and Food & Beverage Service department of luxury hotel chains. Respondents were asked to provide first seven thoughts or images coming to their mind than thinking about their career. Later on respondents were asked to indicate the extent to which each of terms provided was important for career attainment. Results revealed that most frequent words were good and money indicating the significant towards economic rewards. Similarly respondents rated soft skills as very important for career attainment.

Gaikwad .Sanjay & etal (2016) attempted to study various factors influencing talent retention in the hotel Industry and impact of HR practices to talent management on retention of employees. A total of 100 Managerial level respondents from hotel located in Pune City, was chosen. The findings revealed that monetary benefits in the form of salaries, wages, overtime compensation, festival bonus, recognition schemes, have a greatest impact on both talent as well as employees retention. Majority of the respondents agreed that fringe benefits such as providing accommodation and transportation facilities has an impact on employees retention. There is a positive impact seen in hotels that are practicing good work life balance in hotels, by allowing their employees to work for stipulated number of working hours per day and give them additional Leaves and Day Offs. The researcher recommended that hotel industry should implement policies which will set fixed number of working hours and additional Leaves and Day Offs for retention of employees.

Daskin (2016) attempted to examine the attitudes and perceptions of current under graduate Tourism and Hospitality students towards career in the Industry. Research had taken a total of 132 last year tourism students. Results of the survey indicated the general attitude i.e. Neither positive nor negative towards tourism as a profession. Results highlighted career factor items for which students have concern such as job security, pay and promotion, reasonable work load and job family balance. This means that students have chosen tourism education. But seems undecided about tourism as a career. Finding also highlighted that there is a gap between industry and the educator.

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 is 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 behavior 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.

M. Elina and M.Leonadas(2016) Conducted research on career development in the Hospitality Industry in Greece: Implication for Human resource Practices. The study has taken randomly selected 97 front-line employees working in Front Office and Food & Beverage Service department of luxury hotel chains. Respondents well asked to provide first seven thoughts or images coming to their mind than thinking about there career. Later on respondents were asked to indicate the extent to which each of terms provided was important for career attainment. Results reveled that most frequent words were good and money indicating the significant towards economic rewards. Similarly respond ants rated soft skills as very important for career attainment.

John Adanse(2017) have conducted research work to access the factors that influence organizational commitment among workers in the hotel Industry. A total of 50 respondents were selected from 5 hotels located in Bolgatanga Municipality of Ghana, findings highlighted that majority of the respondents strongly agreed that having the right tools at the work place is the factors to organizational commitment. Where as workers relationship with the supervisor is not a significant factor to organizational commitment. The study recommended that management in the hotel Industry should encourage employees to build optimistic attitude in the employees personality, which will automatically increase their commitment. The gender and the education level of the employees has an impact on the workers turnover and overall commitment, so hotel Industry should give great concern to these two demographic characteristics.

Dilbagh and Amandeep(2017) attempted to investigate perception of students towards hotel management courses. A total of 99 Under graduate and post graduate students of Central university of Haryana were selected. Initially 12 variables were identified through secondary data later on factor analysis was used to reduce these variables and yielded three factors for explain the perception of students towards hotel management course such as good life style, good career opportunities and practice based learning and good academic environment.

Scot Richardson(2018) performed a research to investigate undergraduate Tourism and Hospitality students, attitude towards a career in the Industry. Researcher survey 86 hospitality and Tourism undergraduate students of Griffith University Australia. The findings of the study reveled that having direct experience working in Tourism and Hospitality Industry, may cause students to acquire negative views towards pursuing a career in the Industry. One of the critical findings of the study was that one third of the respondents claimed that they will not work in Tourism and Hospitality Industry after Graduation. Study concluded that students should be encouraged to stay within there trade industry for that, industry and educators must work together to solve employment shortfalls. Industry must work to ensure that students should receive the experiences while they work during their degree in form of Industrial Training or Internship.

Conrad Lashley(2018) carried out research to find Student employment in Hospitality and Tourism: Insides from a recent study. In the study research was carried by a telephonic and face to face Interviews. Researcher conducted interviews with 1549 students in four main locations. In terms of number of students working at Nottingham University, It was found that out of total only 42% were currently working and 43% claimed to be seeking alternative work and the remaining 13% were not working, but looking for work. In terms of job Titles had given some insights into types of jobs being undertaken by the students. The findings highlighted that some confusion exists as to exact nature of role of Assistant and the job titles were quite explicit ,majority of the respondents given reason for working in Hospitality sector because they need to earn money and industry persons highlighted that students are unreliable employees as students leave employment to return home at term end.

Anhaile and etal (2018) carried a research to investigate tertiary students 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 expediences of different aspects of hospitality work places.

Research Objective:

To examine Student and Academicians perspective on current job opportunities extended by Indian hotels in term *Specialization Areas, Job Title & Term Contract ,Remuneration & Fringe Benefits ,Hotel Profile and Career Succession Plan*

Research Hypothesis :

- There is no significance difference exist among faculty members and students on current job opportunities extended by Indian hotels in terms of Specialization areas.
- There is no significance difference exist between faculty members and students on current job opportunities extended by Indian hotels in terms-Job Titles& Term Contract.
- There is no significance difference exist between faculty members and students on current job opportunities extended by Indian hotels in terms Remuneration &Fringe Benefits .
- There is no significance difference exist between faculty members and students on current job opportunities extended by Indian hotels in terms Hotel Profile.
- There is no significance difference exist between faculty members and students on current job opportunities extended by Indian hotels in terms Career Succession Plan.

Research Methodology

Population and Sample: The population for the present study consists of hospitality students (final phase of their course)and hospitality educators(Faculty members). These will be sampled through random sampling technique. For the purpose of data collection questionnaires were distributed among two types of respondents, (1) Final year Hotel management students, (2) Faculty members of Hotel management Institutes. A total of 430 students was approached for the data collection , out of which 400 fully filled questionnaires were found complete and usable for the purpose of data analysis. Similarly 125 questionnaires were distributed to faculty members out of which only 100 were found to be complete and use able for data analysis. **Study Variables:** Present study is a descriptive research. The survey questionnaire was developed based on a review of literature and interviews with experts in the field of education. Certain statements were identified through the review of literature and discussion with the hospitality educators and student groups. A Total of 40 statements were incorporated in the questionnaire and pilot study was conducted .After the pilot study certain

statements were removed and finally a total of 33 statements were used in the final questionnaire under 5 factors such as *Specialization Areas*(7 statements),*Job Title & Term Contract* (6 statements),*Remuneration & Fringe Benefits*(7 statements) ,*Hotel Profile*(9 statements) and *Career Succession Plan*(4 statements). A Cronbach's alpha test was applied and results indicated that all constructs had a Cronbach's alpha value of 0.60 or above.

Cronbach's Alpha	0.830299337
Split-Half (odd-even) Correlation	0.844492239
Spearman-Brown Prophecy	0.915690748

Demographic Profile of the Respondents: Students :

Table 1 Shows Demographic Profile of the Respondents		Percentage	Frequency
Gender	Male	70.0%	280
	Female	30.0%	120
Course Duration	3 Years	53.8%	215
	4 Years	46.3%	185
Institute Type	Pvt. University	30.0%	120
	State University	26.3%	105
	NCHMCT	43.8%	175
Industrial Training	3 Star	23.8%	95
	4 Star	30.0%	120
	5 Star	46.3%	185
Sibling	Single	26.0%	104
	1 Brother	34.8%	139
	1 Sister	29.8%	119
	1 Brother + 1 Sister	4.8%	19
	More	4.8%	19
Parent Occupation	Govt job	12.8%	51
	Private job	17.5%	70
	Business	31.5%	126
	Agriculture	33.0%	132
	Retired	4.0%	16
	Other	1.3%	5
Parent Monthly Income	Below 30000	7.8%	31
	31000-50000	43.5%	174
	51000-70000	37.5%	150

Table 2 Shows Faculty Members and Students Frequency on various statements under Specialization

	Above 71000	11.3%	45
--	-------------	-------	----

Gender: Out of total respondents 70% were male students whereas remaining 30% were female students. **Institute Type:** Majority of students belongs to National Council for Hotel Management and Catering Technology(NCHMCT). 30% were perusing Hotel management course at Private Universities located in the Punjab region and the remaining 26% students are studying in State Universities. **Course duration:** Majority(54%)of the respondents are pursuing Three years degree course in Hotel management. Where as remaining 46% were pursuing four years degree course.

Faculty Members: Out of total respondents majority of them were male (73%) and remaining were 27 % female . **Institute Wise:** Majority of the faculty members belongs to Private Universities 49% ,followed by NCHMCT 31 % and remaining 20 % belongs to State Universities. **Designation Wise.** Majority of the faculty members were working at Assistant Professor level(69%).

Data Analysis & Results

Specialization Area:

Faculty members have neutral view point that the students are equally placed. Where as majority of the students agreed that they are equally placed in numbers in all core areas of the hotels during campus placement drives. Hence there is a significant difference exists among faculty and students on this statement. Faculty members agreed that hoteliers are offering job opportunities only in few selected core areas of the hotels, where as students strongly agreed that hoteliers are offering job opportunities only in few selected core areas and there is a significant difference exists among both the groups. Although both the groups agreed that hoteliers usually conduct less job placement drives in Food production department where majority of the students likes to start their career. Hence there is a significant difference exists among faculty and students. Similarly both the groups agreed that sometimes students are offered job opportunities irrespective of their specialization areas. However the mean score of students is higher than the mean score of faculty members and hence significant difference exists.

Majority of the faculty members agreed that job opportunities are extended only for core departments not for specific key areas within the key areas. Whereas students are strongly agreed with the above statement. Majority of the faculty members agreed that their is no starting salary differences offered by hoteliers in terms specialization areas where as students were strongly agreed to it and hence significant difference exists.

Similarly faculty members agreed that offering hotel jobs in key areas instead of one core area could results in high transition rate of students from academic to industry where as students were strongly agreed to it.

Statements Specialization Areas	Faculty					Student				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Do you think that the students are equally placed in numbers in all core areas of the hotel, during Campus placement recruitment's/Drives.	11(11%)	27(27%)	9(9%)	25(25%)	28(28%)	33(8.25%)	57(14.25%)	51(12.75%)	63(15.75%)	196(49%)
Hoteliers are offering job opportunities only in few selective core areas of the hotels to final year students.	0(0%)	11(11%)	19(19%)	48(48%)	22(22%)	9(2.25%)	26(6.5%)	40(10%)	186(46.5%)	139(34.75%)
Hoteliers usually conduct less job placement drives in Food Production department were majority of students like to start their career.	0(0%)	10(10%)	21(21%)	37(37%)	32(32%)	4(1%)	21(5.25%)	70(71.5%)	75(18.75%)	230(57.5%)
Sometimes students are offered job opportunities irrespective of their specialization area.	5(5%)	15(15%)	8(8%)	49(49%)	23(23%)	7(1.75%)	15(3.75%)	51(12.75%)	166(41.5%)	161(40.25%)
Job opportunities are extended only for core departments not for specific key areas within the key areas <i>For e.g. Food & Beverage Service Department</i> where in students like to start career as Bar tender.	4(4%)	14(14%)	20(20%)	30(30%)	32(32%)	8(2%)	21(5.25%)	61(15.25%)	102(25.5%)	208(52%)
There is no salary difference in the starting salary packages offered by hotels among specialization areas.	7(7%)	12(12%)	26(26%)	38(38%)	17(17%)	13(3.25%)	36(9%)	62(15.5%)	137(34.25%)	152(38%)
If hotels offer jobs in key areas rather than the core areas could result in high transition rate of students from academic to industry.	9(9%)	6(6%)	15(15%)	46(46%)	24(24%)	14(3.5%)	12(3%)	53(13.25%)	114(28.5%)	207(51.75%)

Table 3 displays Results of T Test -Specialization Areas

Descriptive Statistics and T Test Specialization Areas		Mean	SD	N	Mean Difference	T Test	P Value	Result
Do you think that the students are equally placed in numbers in all core areas of the hotel, during Campus placement recruitment's/Drives.	Faculty	3.32	1.41	100	0.51	3.29	0.00	Significant
	Student	3.83	1.38	400				
Hoteliers are offering job opportunities only in few selective core areas of the hotels to final year students.	Faculty	3.81	0.91	100	0.24	2.27	0.02	Significant
	Student	4.05	0.95	400				
Hoteliers usually conduct less job placement drives in Food Production department were	Faculty	3.91	0.96	100	0.36	3.22	0.00	Significant

majority of students like to start their career.	Student	4.27	0.99	400				
Sometimes students are offered job opportunities irrespective of their specialization area.	Faculty	3.70	1.13	100	0.45	4.20	0.00	Significant
	Student	4.15	0.90	400				
Job opportunities are extended only for core departments not for specific key areas within the key areas For e.g. Food & Beverage Service Department where in students like to start career as Bar tender.	Faculty	3.72	1.17	100	0.48	4.13	0.00	Significant
	Student	4.20	1.01	400				
There is no salary difference in the starting salary packages offered by hotels among specialization areas.	Faculty	3.46	1.12	100	0.49	3.98	0.00	Significant
	Student	3.95	1.09	400				
If hotels offer jobs in key areas rather than the core areas could result in high transition rate of students from academic to industry.	Faculty	3.70	1.17	100	0.52	4.43	0.00	Significant
	Student	4.22	1.02	400				

Job Title and Term Contract:

Majority of the faculty members agreed that hotels should offer job titles in specific key areas of the core department. Whereas students were strongly agreed to it. Faculty members also hold positive view point that specific key area titles add motivational factors and results in high commitment levels towards hotel industry. Majority of the students were strongly agreed to the above statement that specific key area titles in the job offer letter would be an motivational factor for them, to join the hotel industry. Faculty members agreed that job titles offered by standalone outlets were more attractive than the job titles offered by star hotels. Similarly majority of the students were strongly hold positive view point on the current job titles offered by the standalone outlets are more attractive than the star hotels. Similarly the mean score of students were high in comparison to mean score of the faculty members, that re framing of the current job titles could enhance student commitment towards the hotel industry. Faculty members were agreed that hotels currently offers jobs to final year students on a Fixed Term Contract(FTC) basis, and majority of the students strongly agreed that mentioning of the FTC on their offer letter will affect their joining. The overall mean score on job titles and term contract of faculty member was lower than the mean score of students and hence their is a significant difference exits between faculty members and students on job titles and term contract of current job opportunities extended by Indian hotels.

Table 5 Shows Mean score and T Test results-Job Titles and Term Contract

Descriptive Statistics and T Test Job Titles and Term Contract		Mean	SD	N	Mean Difference	T Test	P Value	Result
Instead of offering initial job titles in core areas. Hotels should offer job titles in specific key areas of the core department. For eg. <i>Guest Service Agent/ Assistant in Food & Beverage Service department and specific title as Bar Tender.</i>	Faculty	3.98	0.91	100	0.23	2.39	0.02	Significant
	Student	4.21	0.86	400				
Specific key area titles add motivational factor in high students commitment to join the Hotel Industry.	Faculty	4.06	0.83	100	0.29	2.95	0.00	Significant
	Student	4.35	0.90	400				
Job titles offered by stand alone Restaurants or QSR are more attractive to join than the Job titles offered by the hotels.	Faculty	3.65	1.00	100	0.57	5.07	0.00	Significant
	Student	4.22	1.00	400				
Re-framing of job titles could enhance students commitments	Faculty	3.69	0.92	100	0.48	4.36	0.00	Significant

Table 4 shows Job Titles & Term Contract Statements Frequency

Job Titles & Term Contract	Faculty						Student					
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Instead of offering initial job titles in core areas. Hotels should offer job titles in specific key areas of the core department. <i>For eg. Guest Service Agent/ Assistant in Food & Beverage Service department and specific title as Bar Tender.</i>	0(0%)	10(10%)	12(12%)	48(48%)	30(30%)		10(2.5%)	7(1.75%)	33(8.25%)	188(47%)	162(40.5%)	
Specific key area titles add motivational factor in high students commitment to join the Hotel Industry.	0(0%)	4(4%)	19(19%)	44(44%)	33(33%)		8(2%)	11(2.75%)	36(9%)	122(30.5%)	223(55.75%)	
Job titles offered by stand alone Restaurants or QSR are more attractive to join than the Job titles offered by the hotels.	0(0%)	17(17%)	22(22%)	40(40%)	21(21%)		6(1.5%)	22(5.5%)	64(16%)	95(23.75%)	213(53.25%)	
Re-framing of job titles could enhance students commitments towards hotel industry.	0(0%)	12(12%)	26(26%)	43(43%)	19(19%)		8(2%)	22(5.5%)	58(14.5%)	118(29.5%)	194(48.5%)	
Normally hotels offers jobs to final year students are for fixed period of time. For eg. (FIC)	2(2%)	19(19%)	27(27%)	33(33%)	19(19%)		9(2.25%)	32(8%)	74(18.5%)	145(36.25%)	140(35%)	
Mentioning of fixed term contract in the offer letter effect joining of the students.	4(4%)	15(15%)	20(20%)	43(43%)	18(18%)		15(3.75%)	14(3.5%)	56(14%)	104(26%)	211(52.75%)	

towards hotel industry.	Student	4.17	1.00	400				
Normally hotels offers jobs to final year students are for fixed period of time. For eg. (FTC)	Faculty	3.48	1.07	100	0.46	3.95	0.00	Significant
	Student	3.94	1.03	400				
Mentioning of fixed term contract in the offer letter effect joining of the students.	Faculty	3.56	1.08	100	0.65	5.46	0.00	Significant
	Student	4.21	1.05	400				

Remuneration and fringe benefits:

As per faculty members , that they agreed that jobs in Indian hotel Industry are poorly paid whereas majority of the students were strongly agreed that jobs in Indian hotel Industry are poorly paid. The mean score of faculty members was found to be lower than the mean score of students. Hence the significant difference exists.

In terms of compensation offered by Indian hotels to young graduates, as per faculty members, Faculty members have neutral response that compensation is sufficient to cover the cost of living and maintenance expenses whereas majority of the students agreed that compensation offered by Indian hotels is sufficient to cover the cost of living and maintenance, and hence there is a significant difference exists. Majority of the faculty members have neutral response that considering the long working hours and work load compensation offered by Indian hotel is very low, whereas majority of the Final year hotel management students agreed that compensation is low in comparison to long working hours. Hence there is significant difference exists. Similarly hospitality faculty members have neutral opinion that hospitality graduates will not prefer to take jobs in other sectors if offered slightly more salary package. Whereas majority of students agreed that they prefer jobs in other sectors if offered slightly more salary package, and hence there is a significant difference in the opinion of both the groups. Faculty members have neutral response on the level of fringe benefits that it is sufficient in the hotel Industry ,where as Final year students agreed that present fringe benefits is sufficient in the hotel industry. Faculty members to some extent agreed to the statement that most of the hotel don't provide accommodation to the young graduates which cost them high with earning less salaries. Whereas majority of the students were strongly agreed that it cost them high to stay in outstation cities with less salary packages. Majority of the faculty members have neutral response that pickup and drop provision and accommodation can increase the students commitment towards hotel industry , Whereas majority of the students agreed that they prefer to work in industry in-case they are provided with pickup and drop facilities and accommodation.

Table 6 displays Remuneration and fringe benefits statements -Frequency

Remuneration and fringe benefits:	Faculty					Student				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Jobs in Indian hotel industry are poorly paid.	2(2%)	11(11%)	22(22%)	22(22%)	43(43%)	14(3.5%)	5(1.25%)	27(6.75%)	150(37.5%)	204(51%)
Compensation offered by Indian hotels is sufficient to cover cost of living and maintenance expenses of young graduates.	13(13%)	25(25%)	34(34%)	13(13%)	15(15%)	8(2%)	12(3%)	94(23.5%)	114(28.5%)	172(43%)
Considering the long working hours & work load compensation offered by Indian hotels is very high.	17(17%)	15(15%)	21(21%)	26(26%)	21(21%)	7(1.75%)	21(5.25%)	28(7%)	143(35.75%)	201(50.25%)
Hospitality graduates will not prefer to take up jobs in other sectors if offers slightly more salary package.	5(5%)	21(21%)	24(24%)	38(38%)	12(12%)	6(1.5%)	11(2.75%)	86(21.5%)	111(27.75%)	186(46.5%)
The level of Fringe benefits is sufficient in the hotel Industry	0(0%)	31(31%)	33(33%)	19(19%)	17(17%)	7(1.75%)	3(0.75%)	60(15%)	153(38.25%)	177(44.25%)
Most of the hotels do not provide accommodation facility to passed out hotel management graduates which cost them high to stay outstation cities with less salaries.	2(2%)	14(14%)	13(13%)	39(39%)	32(32%)	4(1%)	15(3.75%)	83(20.75%)	86(21.5%)	212(53%)
Accommodation & Pickup and drop provision can increase students commitment towards Hotel Industry.	7(7%)	6(6%)	13(13%)	50(50%)	24(24%)	5(1.25%)	12(3%)	54(13.5%)	54(34%)	193(48.25%)

Table 7 displays Mean Score and T T est results-Job Titles & Term Contract

Descriptive Statistics and T Test Job Titles & Term Contract		Mean	SD	N	Mean Difference	T Test	P Value	Result
Jobs in Indian hotel industry are poorly paid.	Faculty	3.93	1.13	100	0.38	3.54	0.00	Significant
	Student	4.31	0.92	400				
Compensation offered by Indian hotels are sufficient to cover cost of living and maintenance expenses of young graduates.	Faculty	2.92	1.23	100	1.16	9.98	0.00	Significant
	Student	4.08	0.98	400				
Considering the long working hours & work load compensation offered by Indian hotels are very high.	Faculty	3.19	1.38	100	1.09	9.36	0.00	Significant
	Student	4.28	0.93	400				
Hospitality graduates will not prefer to	Faculty	3.31	1.09	100	0.84	7.67	0.00	Significant

take up jobs in other sectors if offers slightly more salary package.	Student	4.15	0.95	400				
The level of Fringe benefits is sufficient in the hotel Industry	Faculty	3.22	1.07	100	1.01	9.97	0.00	Significant
	Student	4.23	0.86	400				
Most of the hotels do not provide accommodation facility to passed out hotel management graduates which cost them high to stay outstation cities with less salaries.	Faculty	3.85	1.09	100	0.37	3.32	0.00	Significant
	Student	4.22	0.97	400				
Accommodation & Pickup and drop provision can increase students commitment towards Hotel Industry.	Faculty	3.78	1.10	100	0.47	4.50	0.00	Significant
	Student	4.25	0.89	400				

Hotel Profile:

Majority of the faculty members agreed that hotels players are conducting placement drives only in the Tire 1 and Tire 2 cities whereas majority of the students have a neutral response to the statement and hence there is a significant difference exists. Both faculty members as well as students agreed that key hotels players are observing students only from their In-house training Institutes, other than other hotel management institutes. Hence there is no significant difference exists. Among both the groups Majority of the faculty members believed that small scale hotels are not offering Management Trainee(M.T.) programs, Where as students have a neutral response to the statement and hence a significant difference exists. Both the groups agreed that key hotel players conduct very less number of campus recruitment drive where majority of the students wants to start their career, and hence there is no significant difference exists. Faculty members agreed that key hotel players reject majority of the students in the initial phases of the interview without accessing the technical skills. Whereas students has a neutral response to it. Hence a significant difference exists among respondents.

Similarly majority of the faculty members agreed that hotels prefer to take students for Management Trainee(M.T.) programs only from Tire 1 and Tire 2 cities whereas students disagreed to statement. Hence significant difference exists. Majority of the faculty members agreed that sometimes students do not prefer to join hotel industry due to less availability of the big brands in the home locations or residence places. Where as students have a neutral response and hence significant difference exists. Majority of both the groups have the neutral response that the parents do not allow there wards to join big brands away from there home towns and hence there is no significant difference exists. Majority of the faculty members also agreed that small scale hotels are initially offers Executive or Supervisory level positions to young hospitality students in comparison to major key players. Students has a neutral response to it . Hence there is a significant difference exists.

Career Succession Plan:

Majority of the faculty members as as well students agreed that Indian hotels are practicing the carrier succession plan for newly recruited Hotel management graduates hence there is a significance difference exists. Both the faculty members as well as students agreed that Majority of newly recruited Hotel management graduates quit their current job position before the expiry of their FTC(Fixed Term Contract) .Hence there is no significance difference exists.

Majority of the faculty members believed that Opportunity to get promoted to Executive level is not limited in Indian Hotels where as students strongly agreed to the statement and hence there is no significance difference exists. Both Faculty members and students disagreed that, Now a days years of work experience is not taken into consideration in per motion ,and

Table 8 shows frequency of all statements -Career Succession Plan

Variables Career Succession Plan	Faculty					Student				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Indian hotels are practicing the carrier succession plan for newly recruited Hotel management graduates	2(2%)	9(9%)	28(28%)	42(42%)	19(19%)	7(1.75%)	105(26.25%)	43(10.75%)	122(30.5%)	123(30.75%)
Majority of newly recruited Hotel management graduates quit their current job position before the expiry of their FTC(Fixed Term Contract) due to no career succession plan in place.	0(0%)	13(13%)	36(36%)	39(39%)	12(12%)	5(1.25%)	114(28.5%)	50(12.5%)	116(29%)	115(28.75%)
Opportunity to get promoted to Executive level is not limited in Indian Hotels	0(0%)	25(25%)	19(19%)	44(44%)	12(12%)	5(1.25%)	122(30.5%)	50(12.5%)	101(25.25%)	122(30.5%)
Now a days years of work experience is not taken into consideration in promotion.	5(5%)	41(41%)	25(25%)	13(13%)	16(16%)	21(5.25%)	144(36%)	56(14%)	84(21%)	95(23.75%)

hence there is no significance difference exists.

Table 9 displays Mean score and T Test results-Career Succession Plan

Descriptive Statistics and T Test Career Succession Plan		Mean	SD	N	Mean Difference	T Test	P Value	Result
Indian hotels are practicing the carrier succession plan for newly recruited Hotel management graduates	Faculty	3.67	0.95	100	0.05	0.36	0.72	Not Significant
	Student	3.62	1.22	400				
Majority of newly recruited Hotel management graduates quit their current job position before the expiry of their FTC(Fixed Term Contract) due to no career succession plan in place.	Faculty	3.50	0.87	100	0.06	0.43	0.67	Not Significant
	Student	3.56	1.21	400				
Opportunity to get promoted to Executive level is not limited in Indian Hotels	Faculty	3.43	1.00	100	0.10	0.76	0.44	Not Significant
	Student	3.53	1.24	400				
Now a days years of work experience is not taken into consideration in promotion.	Faculty	2.94	1.18	100	0.28	1.96	0.05	Not Significant
	Student	3.22	1.30	400				

Findings:

Specialization Area: Hotelier should try to offer job opportunities to final year graduates as per their specialization areas and sub areas where the students like to start their initial career instead of offering job opportunities in the core areas. If hoteliers do so this will definitely results in high transition rate of students from academic to industry. If they get the opportunity to work in their key specific areas.

Job Title and Term Contract: The results highlighted that Indian hotels should mention initial job titles of specific key areas of the core departments, while offering job opportunities to final year hotel management students. This will add motivational factor and positive influence on student commitment towards hotel industry. Presently several Quick Service Restaurants (QSR) and Standalone outlets are attracting Final year hotel management students by offering attractive job titles in comparison to Star hotels. Such as Team leaders, Service Associates etc. whereas Hotels are offering job titles such as steward, Guest Service Assistant etc. Although Star hotels are also re-framing their current job titles but in very less in numbers, because re-framing of job titles enhances students commitment level towards Indian hotel Industry. Currently Indian hotels are absorbing Final year students on FTC basis. Hotel Should-not mention FTC in their offer letter because mentioning of FTC effects joining of students in the hotels. **V. Jaykumar et al (2011)** 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.

Remuneration and fringe benefits: In terms of remuneration and fringe benefits both the groups have different views points on the existing remuneration and fringe benefits majority of the students were strongly agreed that Indian hotel industry jobs are poorly paid and found the compensation was very low in comparison to long working hours and work load. The present findings coincide with the previous study of **Kim, Hallab, and Lee (2009)** graduates move up professionally, salary becomes the top valued item. However, at the same time majority of the students agreed that compensation offered by Indian hotels are sufficient to cover the cost of living and expenses. Students also agreed that present fringe benefits are also sufficient in hotel industry whereas on both the statements faculty members have neutral response. Present results also highlighted that, It cost high to the students to stay in outstation cities with less salaries. In context of that students agreed that accommodation and pickup drop facilities can increase student commitment levels towards hotel industry. The present remuneration structure offered by Indian hotel needs to be revised as per the needs and expectations of the Millennial. Several researchers studies highlighted that Millennial have not too high expectations in-terms of their starting salary structures, but they expect that they should get initial salary structure to be sufficient to cover up their living and maintenance expenses as most of them are residing in outstation cities which cost them high to stay rather than their hometowns. This draw back can be minimized by providing accommodation and other fringe provision such as pick and drop facility, Although, now a days majority of the hotels are providing accommodation facility specially to female candidates and very limited number to male candidates. Their is also a threat to Indian hotels that highly educated and well trained passed-out graduates may prefer to work outside the hospitality industry in case other sectors offers slightly more salary packages. Presently several service organization retail outlets and Fast moving consumer goods (FMCG), are preferring hospitality graduates for several customer relationship handling positions as they know that there graduates are well groomed and know the service culture and preference for these jobs. It will be shear wastage of efforts of all stake holders concerned in the hospitality education. If students preferred to work outside the hospitality industry just because of getting slightly high remuneration

packages. **K. Penny Wan et al (2014)** Students in general look for jobs that offer good career prospects. More promising career prospects would definitely help increase their intention to enter and commit to the industries. The relationship between perceived social status and career prospects is moderated by salary expectation. Those who look for higher salary would consider jobs that provide better career prospects in order to be congruent with their work values and expectations. Students who look for a high salary have to find jobs in other industries, particularly the government sector, which offers much higher salary than that of the tourism and hospitality industry. Students who are attracted to stay and commit in the tourism and hospitality industries have their own outcome expectations and work values.

Job Titles & Term Contract: The present results highlighted that major hotel players are absorbing students only from their In-House Training institutes other than outside Hotel Management institutes. Similarly major hotel key players or big brands conduct very less number of Campus Placement Drives where in majority of the students like to start their career with them. In context of that parents do not allow their wards to join big hotel brands away from their home town. Results also revealed that small scale hotels are attracting young hospitality students while offering Executive level or Supervisory positions than the Initial entry level positions offered by key players. As previous researcher **Conrad Lashley (2018)** highlighted that some confusion exists as to exact nature of role of Assistant and the job titles were quite explicit, majority of the respondents given reason for working in Hospitality sector because they need to earn money and industry persons highlighted that students are unreliable employees as students leave employment to return home at term end.

Career Succession Plan: Results revealed that Indian hotels are practicing career succession plan for newly recruited hotel management graduates, but still most of the newly recruited quit their current job positions before the expiry of their FTC (Fixed Term Contract). Present study also highlighted that opportunities to get promoted to Executive level is not limited in Indian hotels. This means that due to practicing career succession plan there is a scope to get promoted to Executive level. Both the respondents (Faculty and students) agreed that work experience plays an important role in getting further promotions.

Conclusion:

At present several major hospitality players have constructed their own In-House Training Hotel Management Institutes, for example Institute of Hotel Management Aurangabad, Welcome Group Graduate School of Hotel Administration, The Oberoi Centre of Learning and Development etc. It is obvious that these key players will prefer to absorb students for their chain hotels maximally from the In-House Institutes, rather than recruiting students from other Hospitality Institutes. Whereas other key players prefer to conduct placement drive only in Tier 1 and Tier 2 cities, may be due to the reason that students of these cities are more competent and already exposed to different cultures and availability of more big brands of hotels, where they have already completed their Industrial Training (I.T), Out Door Catering (ODC), Assigned Project works, Field Visits etc. Hoteliers should restructure their selection process because several times students good in technical skills may not get the opportunity to express his or her knowledge. Students might get rejected in the Initial screening process where majority of the selectors focus is on assessing students communication skills. The present study also highlighted that students are preferring small scale hotels due to initial lucrative job titles such as Supervisor or Executive Positions instead of joining the better re-putative brand hotels just because they are offering only Entry level positions. So present study also highlighted that hotel profile played an important role among Final year Hotel management students in terms of starting their career. The present study carried out in the state of Punjab, where limited number of Five Star hotels are available and

parents do-not allow the wards to join big brands away from there home towns.This may be due to the fact that majority of the respondents in the present study are the single child of the parents whereas 34% have one brother and 30% have one sister and very less percentage of students have more-than one brother and sister. Small scale hotels should also start offering Management Trainee(M.T.) Programs may be in less numbers. This may help to those students who want to work within the hospitality Industry within the home locations and residence places. in the previous studies as **Gaikwad .Sanjay & etal (2016) highlighted that majority of the respondents agreed that fringe benefits such as providing accommodation and transportation facilities has an impact on employees retention . There is a positive impact seen in hotels that are practicing good work life balance in hotels, by allowing their employees to work for stipulated number of working hours per day and give them additional Leaves and Day Offs. The researcher recommended that hotel industry should implement policies which will set fixed number of working hours and additional Leaves and Day Offs for retention of employees. John Adanse(2017) The study recommended that management in the hotel Industry should encourage employees to build optimistic attitude in the employees personality, which will automatically increase their commitment. The gender and the education level of the employees has an impact on the workers turnover and overall commitment**

References:

1. Adanse, J., Yamga, L. T., & Atinga, C. A. (2017). Assessing the Factors Affecting Workers Commitment in Hotel Industry in the Bolgatanga Municipality of Ghana. *International Journal of Research in Tourism and Hospitality (IJRTH)*, 3(3), 7–15.
2. Anbazhagan,A.,Soundar Rajan,l,& Ravichandran,A.(2013,May). Work Stress of Hotel Industry Employees in Puducherry. . *Asia Pacific Journal of Marketing & Management Review*,Vol.2(5), 85-101.
3. Daskin, M. (2016). Tourism Students' Career Conceptions towards Service Industry Profession: A Case Study from Human Resource Perspective. 3rd International HR Conference, 3(1), 17–31.
4. Datta, Amit & Jha ,Babita (2015),”Industrial training and its consequences on the career perception- A study in context of the hotel management students' at Jaipur”, *International Journal of Economic and Business Review*,vol.3 No.2, February2015, 146-152.
5. Hinkin, T.R., & Tracey, J.B. (2010). What makes it so great? An analysis of human resources practices among Fortune's best companies to work for. *Cornell Hospitality Quarterly*, 158-170.
6. Karmarkar, A. (2015). “A Study on Career Shift of Women from Hotels to Other Fields.” *Atithya: A Journal of Hospitality*, 1(1), 1–5.
7. Kim, K., Hallab, Z., & Lee, H. (2009). Career preferences and expectations. *Anatolia: An International Journal of Tourism and Hospitality Research*, 441-466.
8. Kumar, A., Singh, P. K., Kumar, A., & S. (2014). An investigation of the perception of hospitality graduates towards the industry: A gender perspective. *African Journal of Hospitality, Tourism and Leisure*, 3 (2).
9. Kumar, A., Singh, P. K., Kumar, A., & S. (2014). An investigation of the perception of hospitality graduates towards the industry: A gender perspective. *African Journal of Hospitality, Tourism and Leisure*, 3 (2).

10. Lashley, C. (2013). Student employment in hospitality and tourism: insights from a recent study. *Research in Hospitality Management*, 3(1), 1–8.
11. Le, A. H., Klieve, , H., & McDonald, C. V. (2018). Tertiary students' perceptions of hospitality careers in Vietnam. *Empirical Research In Vocational Education and Training*, 10(14), 2–25.
12. Meliou, E., & Maroudas, L. (2011). Career Development in the Hospitality Industry in Greece: Implications for Human Resource Practices. *Journal of Human Resources in Hospitality & Tourism*, 10, 218–233.
13. Pol, Rajeshree S. and Patil, Hemraj (2014),” Perception of Final Year Hotel Management Students towards Working in Hotel Industry, *Atithya: A Journal of Hospitality* Volume 1, Issue 2, 2015, 46-53.
14. Richardson, S. (2008). Undergraduate Tourism and Hospitality Students Attitudes Toward a Career in the Industry: A Preliminary Investigation. *Journal of Teaching in Travel & Tourism*, 8(1), 23–46.
15. Singh, A. K and Gogia N. B (2014),”To study the effect of Work Stress on Performance And Productivity of Hoteliers in Hotels of Delhi And NCT”, *Indian Journal of Applied Research*, Vol.4 No.2, Feb 2014, 4-7.
16. Singh, A. K and Gogia N. B (2014),”To study the effect of Work Stress on Performance And Productivity of Hoteliers in Hotels of Delhi And NCT”, *Indian Journal of Applied Research*, Vol.4 No.2, Feb 2014, 4-7.
17. Singh, D., & A. (2017). Perception of Students towards Hotel Management Courses and Industry - A Study of Central University of Haryana. *International Journal of Management and Social Sciences Research (IJMSSR)*, 6(6), 25–28
18. Tana, Z. A., Baharunb, N., Wazir, N. M., Ngelambongd, A. A., Ali, N. M., Ghazali, N., & Tarmazig, S. A. A. (2015). Graduates' Perception on the Factors Affecting Commitment to Pursue Career in the Hospitality Industry. *6th International Research Symposium in Service Management IRSSM*, 6, 11–15.
19. Tews, M. J., Stafford, K., & Tracey, J. B. (2011). What Matters Most? The Perceived Importance of Ability and Personality for Hiring Decisions. *Human Resources Management*, 52(2), 94-101.
20. Wan, Y. P., Wong, I. A., & Kong, W. H. (2014). Student career prospect and industry commitment: The roles of industry attitude, perceived social status, and salary expectations. *Tourism Management*(40),1-14.