



# Employment Relations In The Hospitality Industry

**Wolfgang Guggemos**



## **Employment Relations In The Hospitality Industry:**

Employment Relations in the Hospitality and Tourism Industries Rosemary Lucas, 2004 This timely book is one of the first of its kind to consider contemporary issues such as skills shortages labour turnover and training as well as changes in employment protection law in different areas of the hospitality industry *Employment Relations in the Hospitality and Tourism Industries* Rosemary Lucas, 2004-01-22 Uniquely combining employment relations and the hospitality and tourism fields this book draws on recently published sources to give readers a comprehensive and internationally comparative perspective on the subject area It boldly extends the traditional analysis of employment relations by integrating new topics such as the role of customers and **Employment Relations in the Hospitality and Tourism Industries** Rosemary Lucas, 2004-01 Uniquely combining employment relations and the hospitality and tourism fields this book draws on recently published sources to give readers a comprehensive and internationally comparative perspective on the subject area It boldly extends the traditional analysis of employment relations by integrating new topics such as the role of customers and the implication of gender at work into the discussion It also explores issues of continuity and change in a specific service sector examining the industry by workplace size and sub sector This timely book is one of the first of its kind to consider contemporary issues such as skills shortages labour turnover and training as well as changes in employment protection law in different areas of the hospitality industry This book is an invaluable resource for anyone studying hospitality and tourism industrial relations and human resource management It is illustrated with numerous case studies and includes material from fifty countries across all continents ensuring a fully international view is presented Employment Relations in the Hospitality and Tourism Industries , Social Sustainability and the Employee Piotr Zientara, Joanna Adamska, Monika Bąk, 2025-03-18 This research monograph delves into the pressing issue of employee centered social sustainability in the hospitality industry Through empirical studies and content analysis of CSR reports it highlights the significant challenges faced by frontline hospitality workers such as low wages job insecurity limited union representation and employer resistance to unionization Offering a thorough evidence based examination the monograph provides a comprehensive analysis of the employee dimension of social sustainability It explores the critical role of organizational support the fear of unionizing and their impact on key outcomes like employee well being and industry turnover intentions The work also proposes a tailored framework for addressing employee needs at different stages of their careers advancing the goal of decent work within the industry Ideal for scholars and researchers in workforce studies hospitality and tourism this volume offers valuable insights into the complex dynamics of labor practices and social sustainability It serves as a vital resource for those seeking to foster employee centered CSR initiatives Policymakers industry professionals and advocates for improved labor conditions in hospitality will also find this book informative and thought provoking with actionable strategies for promoting social responsibility across the sector Human Resource Management in the Hospitality Industry Michael John Boella, 2000

Endorsed by the Hotel and Catering International Management Association HCIMA Contains detailed information of new human resources initiatives such as the IIP scheme and the British Hospitality Association's Excellence Through People Scheme Ideal reading for students time managers and personnel managers throughout the industry with effective coverage of recruitment staff selection job descriptions training and remuneration **Managing Employee Relations in the Hotel and Catering Industry** Rosemary Lucas,1995 Looks at issues within employee relations in the hospitality industry

**Human Resource Management for the Hospitality and Tourism Industries** Dennis Nickson,2007-02-19 Human Resource Management for the Hospitality and Tourism Industries takes an integrated look at HRM policies and practices in the tourism and hospitality industries Utilising existing human resource management HRM theory and practice it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries such as how to manage tour reps or working in the airline industry It initially sets the scene with a broad review of the evidence of HRM practice within the tourism and hospitality industries Having identified the broader picture the text then begins to focus much more explicitly on a variety of HR policies and practices such as recruitment and selection the effects of ICT skills required specific for the industry and the nature of advertising legislation and equal opportunities illegal discrimination and managing diversity staff health and welfare violence in the workplace working time directives smoking and alcohol and drug misuse remuneration strategies in the industry the cafeteria award approach minimum wage and tipping Human Resource Management for the Hospitality and Tourism Industries is illustrated throughout with both examples of best practice for prescriptive teaching and discussion and international case studies to exercise problem solving techniques and contextualise learning It incorporates a user friendly layout and includes pedagogic features such as chapter outlines and objectives HRM in practice boxed examples reflective review questions web links discussion questions and further reading Accompanying the text are online supplementary lecturer materials including downloadable figures from the book PowerPoint slides further cases and extra exercises and points for discussion The Handbook of Employment Relations Brian Towers,2004 Changes in working patterns and technology over the last decade have revolutionized the way we work More people than ever work in white collar jobs and are unlikely to organize collectively Other issues such as careers the long hours culture the global economy an ageing workforce and changes in employment legislation have completely transformed the working landscape This long awaited fourth edition of the Handbook of Employment Relations Law and Practice originally published as the Handbook of Industrial Relations Practice has been revised to reflect these changes In this comprehensive handbook a host of acknowledged experts have been brought together to consider all aspects of employment relations Topics include the influence of the EU employment relations and the information society unfair dismissal health and safety pay working time and other employment rights alternative dispute resolution managing the employment relationship employment relations in smaller firms trade unions pay and performance sickness and absence

training and development managing change The Handbook of Employment Relations Law and Practice is an invaluable source of guidance and practical advice for resolving day to day issues that arise in the workplace Practitioners students and managers alike will find it an essential tool that they will refer to again and again *Human Resource Management in the Hospitality Industry* Michael Boella, Steven Goss-Turner, 2012-08-21 Now in its eighth edition Human Resource Management in the Hospitality Industry an introductory guide is fully updated with new legal information data statistics and examples and includes brand new material on multi unit operations and management Taking a process approach it guides the reader through every stage from HR planning through recruitment to termination separation covering the following issues Selection appointment and induction Training and management development Labour turnover Employee relations and employment law Managing people and customer care Business Ethics Written in a user friendly style each chapter includes international examples bulleted lists guides to further reading and exercises to test knowledge *Managing Employee Attitudes and Behaviors in the Tourism and Hospitality Industry* Salih Kusluvan, 2003 The tourism industry of which the hospitality industry is the core element is one of the largest and the fastest growing industries world wide According to World Tourism Organisation forecasts the industry will continue to grow and employ more people in the twenty first century In parallel with the growth of the tourism and hospitality industry world wide consumer expectations and demands for quality are rising while consumer tastes are varying on the one hand and competition among the firms both nationally and internationally is intensifying on the other In this business environment of heightened consumer expectations distinct market segments that demand unique products and services and stiff competition tourism and hospitality organisations are looking for ways to excel in service quality customer satisfaction competition and performance This book takes the view that employees are one of the most if not the most important resources or assets for tourism and hospitality organisations in their endeavour to provide excellent service meet and exceed consumer expectations achieve competitive advantage and exceptional organisational performance The purpose of this book is to emphasise the critical role of employees for tourism and hospitality organisations and to examine the ways and means of managing their attitudes and behaviours for the mutual benefit of both parties tourism and hospitality organisations and their employees **Human Resource Management in the Hospitality Industry** Michael J. Boella, Steven Goss-Turner, 2005 This text now includes updates to all statistics information on job design and empowerment updated coverage of trade unionism and a new chapter on business ethics It matches new NVQ requirements and incorporates new material relevant to courses and learning needs Human Resource Management for the Hospitality and Tourism Industries Dennis Nickson, 2007 Dennis Nickson takes an integrated look at HRM policies and practices in the tourism and hospitality industries Utilising existing human resource management theory and practice it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries *International Encyclopedia of Hospitality Management 2nd edition* Abraham Pizam, 2012-06-25 The International

Encyclopedia of Hospitality Management is the definitive reference work for any individual studying or working in the hospitality industry There are 185 Hospitality Management degrees in the UK alone This new edition updates and significantly revises twenty five per cent of the entries and has an additional twenty new entries New online material makes it the most up to date and accessible hospitality management encyclopedia on the market It covers all of the relevant issues in the field of hospitality management from a sectoral level lodging restaurants food service time share clubs and events as well as a functional one accounting and finance marketing strategic management human resources information technology and facilities management Its unique user friendly structure enables readers to find exactly the information they require at a glance whether they require broad detail that takes a more cross sectional view across each subject field or more focused information that looks closely at specific topics and issues within the hospitality industry today      **International**

**Encyclopedia of Hospitality Management** Abraham Pizam,2012-06-25 The International Encyclopedia of Hospitality Management is the definitive reference work for any individual studying or working in the hospitality industry There are 185 Hospitality Management degrees in the UK alone This new edition updates and significantly revises twenty five per cent of the entries and has an additional twenty new entries New online material makes it the most up to date and accessible hospitality management encyclopedia on the market It covers all of the relevant issues in the field of hospitality management from a sectoral level lodging restaurants food service time share clubs and events as well as a functional one accounting and finance marketing strategic management human resources information technology and facilities management Its unique user friendly structure enables readers to find exactly the information they require at a glance whether they require broad detail that takes a more cross sectional view across each subject field or more focused information that looks closely at specific topics and issues within the hospitality industry today      *Human Resource Management for Hospitality, Tourism and Events*

Dennis Nickson,2013-08-29 Please note this title will publish in January 2012 This textbook explores the policies and practices employed in the management of people working in the tourism hospitality and events industries It considers the nature of these industries and the varied approaches that organizations take with the handling of matters such as recruitment health and welfare and remuneration This book is enriched with topical case studies that describe and illustrate the human resource management behaviour of airlines hotel chains and other international companies in the sector providing real world industry perspective With a clear reader friendly layout containing chapter outlines and objectives and examples of best practice this is the ideal guide to HRM for any student on a hospitality tourism or related course      **The Routledge**

**Handbook of Hospitality Management** Ioannis S Pantelidis,2014-03-26 Hospitality is an industry characterised by its complex nature and numerous sectors including hotels hostels B Bs restaurants pubs nightclubs and contract catering However despite its segmentation there are key issues that are pertinent to all subsectors The Routledge Handbook of Hospitality Management adopts a strategic approach and explores and critically evaluates current debates issues and

controversies to enable the reader to learn from the industry's past mistakes as well as future opportunities. Especially relevant at a time when many sectors of the industry have to re-evaluate and reinvent themselves in response to the economic downturn, the Handbook brings together specialists from both industry and academia and from a range of geographical regions to provide state-of-the-art theoretical reflection and empirical research. Each of the five inter-related sections explores and evaluates issues that are of extreme importance to hospitality organisations, many of which have not been adequately explored before: external and internal customers, debates surrounding finance, uncertainty, risk and conflict, sustainability and e-Hospitality and Technology. This book is an invaluable resource for all those with an interest in hospitality, encouraging dialogue across disciplinary boundaries and areas of study. It is essential reading for students, researchers, academics and managers of Hospitality as well as those of Tourism, Events, Marketing and Business Management.

**Labor in the Tourism and Hospitality Industry** Abdallah M. Elshaer, 2019-05-28 An organization's workforce is arguably the greatest asset of any organization and tourism and hospitality is an extremely labor-intensive industry. This volume takes an in-depth look at workforce issues in the tourism and hospitality industry, focusing on labor skills, ethics, rights and more. It examines manpower planning beyond forecasting estimates to include investigative techniques in a way that offers insight for economic planning in both tourism and tourism education. The authors use economic, sociological and psychological analysis and take a pragmatic stance on the challenges of the workforce. The authors look at the specifics of the labor market of the tourism and hospitality industry, discussing the current status of the industry's organizations and how they are suffering labor shortages, qualitative or quantitative and constant turnover resulting in significant costs to organizations. Topics such as low wages and overdependence on tipping, workforce diversity, technological change, resistance and seasonality issues and more are examined. The volume also provides a section on labor rights in the tourism and hospitality industry, which looks at labor trafficking and issues in social justice and human rights. Key features: Provides an in-depth understanding of tourism employment. Presents a critical analysis of labor supply and demand in the tourism and hospitality industries. Considers the need for specific labor skills and training. Examines the reasons for labor shortages and turnover in the tourism and hospitality industry. Discusses labor ethics and social responsibility in hospitality tourism organizations.

**Introduction to the UK Hospitality Industry: A Comparative Approach** Bob Brotherton, 2012-09-10 An Introduction to the UK Hospitality Industry: a comparative approach is a core text for introductory hospitality modules and courses. Unique in its structure, this text looks at key aspects and compares them with each sector of the industry to give students a broader and comprehensive view of the topic. Key aspects of the industry are discussed, including the following areas: Management practices, Work patterns and employment practices, Industry and financial structures, IT applications, Customers and markets. Written in a user-friendly style, the following features have been incorporated: Chapter objectives, Case studies, Review questions, Chapter conclusions, Further reading and bibliography. Contributors to this text are amongst the most highly acclaimed in the

hospitality field and bring with them a wealth of knowledge      *The Hospitality and Tourism Industry in ASEAN and East Asian Destinations* Jinlin Zhao,Lianping Ren,Xiangping Li,2021-07-15 This new volume addresses the growing interest to understand tourism and hospitality in Southeast and South Asia two regions that have seen tremendous growth in international tourists in recent years It explores the current development of hospitality and tourism industry in the regions of Hong Kong Macao and Taiwan as well as other key countries in Southeast and South Asia The Hospitality and Tourism Industry in ASEAN and East Asian Destinations New Growth Trends and Developments provides updated findings and case studies that highlight opportunities and issues of tourism and hospitality development in ASEAN Chapters cover such diverse topics as Online marketing strategies Sustainable hospitality development Diversification efforts of the tourism industry Innovations in independent hotels Wildlife tourism in urban destinations The Vietnamese national park system Consumers positive and negative images of certain destinations Much more While academicians will benefit from the updated research findings summarized by the respected scholars hospitality professionals will also find the book a valuable source of information as the chapters delve into the most recent topical and industry focused issues



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