

**HUMAN RESOURCE PRACTICES ON TURNOVER  
INTENTION IN HOTEL INDUSTRY, JAIPUR**

by

**PREETI NAGAR**

*submitted*

*In partial fulfillment of the requirements of the degree of*

**DOCTOR OF PHILOSOPHY**

*In*

*Management*

Under the guidance of

**Dr. Anil Kumar Aggarwal**

and

Co-Guide

**Dr. Pallavi Mathur**



**BHARTIYA SKILL DEVELOPMENT UNIVERSITY JAIPUR**

**2023**

## **DECLARATION OF ORIGINALITY OF RESEARCH WORK AND THESIS BY THE SCHOLAR AND SUPERVISOR**

I have not committed plagiarism in any of the forms described in the 'Promotion of Academic Integrity and Prevention of Plagiarism in Bhartiya Skill Development University (BSDU)'. I have documented all methods, data and processes truthfully and I have not manipulated any data. I have mentioned all persons who were significant facilitators of the work. The work has been screened electronically for plagiarism.

**Signature:**

**Research Scholar:** Preeti Nagar

**Registration No.:** 190950S001

**Date:**

**Place:** Jaipur

I, Dr. Anil Aggarwal certify and attest that the work done by my Ph.D. candidate Preeti Nagar is original and vouch that there is no plagiarism. The work has not been submitted for the award of any other degree/diploma of the same University where the work was carried out, or to any other University.

**Signature**

**Research Supervisor:** Dr. Anil Aggarwal

Assistant Professor

(Management)

**Place:**

**Date:**

## ACKNOWLEDGEMENT

I would like to express my deep sense of gratitude to my supervisor Dr. Anil Kumar Aggarwal for his remarkable guidance and academic support during my research work. As a supervisor, he has always encouraged me with his scholarly inputs to produce quality work.

With great admiration, I offer my sincere regards to my co-supervisor Dr. Pallavi Mathur, for guiding me with her enlightenment, encouragement, and constructive feedback during the pursuit of this doctoral program. I'm deeply indebted to my guide and co-guide for guiding me throughout all my research technically and methodologically.

I would also like to thank Bhartiya Skill Development University and the members of the Research Progress Committee (RPC), for their valuable input to improve the research work and allowing me to carry out this research work.

No research is possible without the library, the center of learning resources. I take this time to express my gratitude to all the members of library staff of Bhartiya Skill Development University for their active support and encouragement.

I would also like to extend my sincere gratitude to the principal and other respected faculty members of the management, Bhartiya Skill Development University.

Last but not least, I thank all those who have generously helped me directly or indirectly in making study possible.

**Name:** Preeti Nagar

**Registration No.:** 190950S001

**School:** Management

**Date:**

**Place:** Jaipur

## **LIST OF FIGURES**

<b>Figure No.</b>	<b>Title of Figures</b>	<b>Page No.</b>
1.1	Organization Structure 5-star rating hotels	8
1.2	Organization Structure 4-star rating hotel	10
1.3	Major Departments in 4 & 5 Star rating hotels	11
3.1	Theoretical framework of Employee Development Human Resource Practices on Turnover Intention	78
3.2	Sampling stages	83
3.3	Questionnaire Design	88
4.1	Level of Management	94
4.2	Upper Middle–Level Ages	95
4.3	Middle-Level Ages	95
4.4	Lower-Level Ages	96
4.5	Test result from the analysis of Pearson correlation	100
4.6	Tests of Normality	103

## LIST OF TABLES

<b>Table No.</b>	<b>Title of Tables</b>	<b>Page No.</b>
2.1	Findings of the Literature Review	68
3.1	Assessment of the Internal Consistency of Each Scale (S1)	86
3.2	Assessment of the Internal Consistency of Each Scale (S2)	87
3.3	Questionnaire Framing	88
3.4	The study's research instrument	89
3.5	Tools for data analysis	91
4.1	Descriptive Analysis	96
4.2	Pearson Correlation	99
4.3	Test of Durbin-Watson through Regression	101
4.4	Tests of Normality	102
4.5	Tests of Multi-Collinearity Statistics	102
4.6	ANOVA Test	104