

TABLE OF CONTENTS

CHAPTERS	Page No.
Abstract	i-ii
Table of Contents	iii-iv
List of Figures	v
List of Tables	vi
List of Abbreviations	vii
Chapter-1: Introduction	1-27
1.1 The Concept of A Hotel	3
1.2 Star Rating of the Hotel	4
1.3 Hotel Features	4
1.4 Hotel Styles in India	4
1.5 Jaipur Hotel Industry	5
1.6 The Hotel Industry's Organizational Structure	7
1.7 Human Resource Role in Employees Retention	13
1.8 Effective Retention Characteristics	15
1.9 The Primacy of Management Team and Managers in Employee Retention	18
1.10 Employee Retention Challenges	20
1.11 Workforce Transformation	22
1.12 Importance of Retention of Employees in the Hotel Industry	23
1.13 The Effects of Human Resource Practices on Employee Turnover Intention	24
1.14 Challenges Faced by Employees in Hospitality Industry	26
Chapter-2: Literature Review	28-69
2.1 Source of Literature	29
2.2 Relationship Between Human Resource Management Practices And Turnover Intention	61
2.3 Summary of the Literature Review	67
2.4 Findings of the Literature Review	68
2.5 Research Gaps	69

CHAPTERS	Page No.
Chapter-3: Research Methodology	70-92
3.1 Statement of Research Problem	71
3.2 Different Terms Used in the Research Study	71
3.3 Research Variables Used in the Study	72
3.4 Operationalization of Research Variables	73
3.5 Theoretical Framework	76
3.6 Objectives of the Study	76
3.7 Hypothesis of the Study	79
3.8 Scope of the Research	80
3.9 Significance of the Study	80
3.10 Methodology, Sampling, and Data Collection	82
3.10.1 Research Design	82
3.10.2 Sampling Design	83
3.10.3 Data Collection Plan	84
3.10.4 Data Collection Procedure	85
3.10.5 Data Analysis	90
Chapter-4: Result and Discussion	93-104
4.1 Descriptive Statistical Presentation and Analysis of Data	93
Chapter-5: Conclusions And Recommendations	105-116
5.1 Summary of Findings	105
5.2 Conclusions	109
5.3 Limitations & Future Scope of Research	111
5.4 Recommendations of the Study	113
5.5 Social Impact of the Study	115
References	viii-xxv
Appendices	xxvi-xxvii
