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Title:	Human Resource Practices on Turnover Intention in Hotel Industry Jaipur
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Abstract:	Employee turnover is an endemic issue in the hospitality industry, worldwide. Employee turnover intention acts as a proxy for actual employee turnover. One of the newlinechallenging issues faced by hospitality organizations today is managing the changing newlineemployment relationship. Being in the customer service business, the hospitality newlineindustry capitalizes heavily on its human resources to achieve its competitive newlineadvantage. Choi and Dickson (2009) emphasized that the hospitality industry is a highly newlineguest service oriented business where encounters between employees and guests newlinedetermine the success of the business. The Indian hospitality industry is the most newlineimportant and fastest-growing sector in terms of revenue generation and job creation. newlineHuman resource practice is one of the most important functions to develop employees. newlineThe Indian government is working hard to promote India as a tourist and hospitality newlinehotspot. The hotel sector, which is a part of the tourist industry, is likewise growing at newlinea faster rate than ever before. The hospitality industry in India is suffering from a skills newlineshortage. As a result, there is a need to examine various issues that persist in the hotel newlineindustry, one of which is a high employee turnover intention. The purpose of the study newlines to show and provide an integrated model that contextualizes human resource practices newlineon employee turnover intentions in the Indian hotel business. The questionnaire in the newlineform of a Likert scale was distributed via email to hotel workers in the 4 and 5-star newlineIndian hotel industry in Jaipur, and the data was analyzed using SPSS. Other research newlineelements, such as recognition practices, competency development practices, and newlineinformation sharing practices have a negative and significant impact on turnover newlineintention while compensation management practices have a highly significant impact newlineon turnover intention.
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