

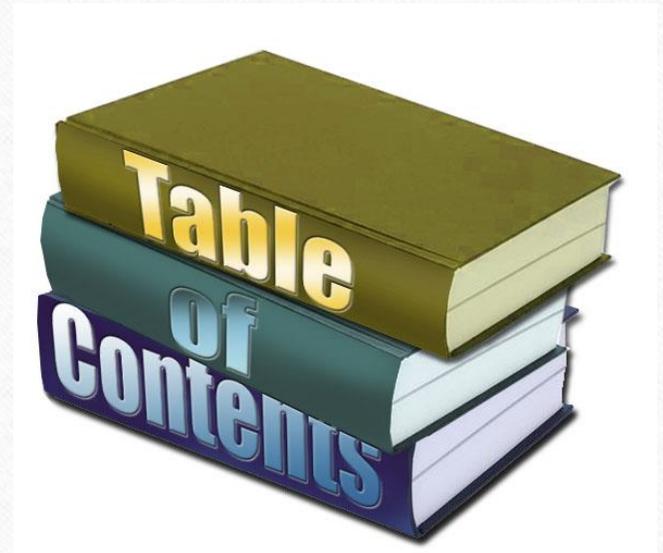
An investigation of women  
perceptions of career  
progression in the hotel sector:  
the UK case.

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# Rationale

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- A research was conducted in the UK evaluating how many of the women are being promoted for higher positions and the results shows that only one in twenty females are occupying manager positions in the FTSE 100 (Deszo and Ross, 2011).
- Women can find it problematic working in hospitality due to having long shifts, need for fast adaptation to changes, shifting form one job to another, putting a lot of effort and energy to fulfil every task, while they are having many responsibilities outside the work place (Hotel & Motel Management, 2004 cited in Luk, 2016).
- The author decided to conduct this research in the UK in virtue of limited existing data about previous studies made regarding the hospitality industry. The existing conducted studies concentrate on the inequality between the two genders in the work force, however in this research paper the author will concentrate in depth on the hospitality industry
- Furthermore to determine the factors underpinning any inconsistencies female employees can come across during their career development and the ways they can handle them easily.

# Aim and Objectives

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- Aim: To critically investigate perceptions of challenges, limitations, and determinants to career progression: the case of women committed to the hotel sector in the UK.
- Objectives :
  1. To assess the impact of possible threats influencing an assertive career progression.
  2. To investigate potential actions which can help to overcome possible drawbacks in terms of career progression
  3. To establish the employees drivers for sustain advancement at the work place

# Literature review

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## Theoretical perspectives of career advancement

- An employee perception of future career advancement
  - Gottferdson Theory of Circumscription and compromise (1981)
  - Vertical and horizontal segregation (Campos-Soria et al., 2011)
- A “capabilities” perspective of career advancement
  - Human Capital Development Systems {HCDS} (Blum, 2002)
- A “gender” perspective of career advancement
  - Sticky floor (Booth et al., 2003 cited in KEE, 2006)
  - Glass ceiling (Duffy, 2009)
  - Glass cliff (Kumra and Mafredi, 2012)

# Existing Empirical Research

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- Challenges females come across at their work place (Dejene, 2007)
- The quality of work done by male and female employees (Oakley, 2000)
- Pay gap (Holst et al., 2016)
- Child support care since 2009

# Methodology

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- Qualitative approach (Ghauru and Gronhaug, 2010)
- Data Collection:
  - In-depth Semi Structured Interviews (Marshmall and Rossman, 2011)
- Nonprobability sampling:
  - Purposive Sampling (20 people) (Blackstone, n.d.)

# Review focus

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- Location: London
- Place of the interviews conducted: outside of the hotel property
- Participants 20 females working in top luxury and business hotels (Adler and Adler, 2011 cited in Baker and Edwards, 2012)
  - 5 women at front line service positions in luxury hotels
  - 5 women at management level position in luxury hotels
  - 5 women at front line service positions in business hotels
  - 5 women at management level position in business hotels

# Review focus

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- Number of hotels: two luxury and two business
- Questions asked: 12
  - Warm up questions (background information)
  - Work experience
  - Daily routine
  - Recognition
  - Period of advancement
  - Current status
- Data will be kept confidential and the results will be provided to the organizations
- Time duration of the interviews: 40 minutes

# Challenges and limitations

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- The data collection can be time consuming
- The validity of the answers gathered can be questionable due to trust issues
- The findings may be limited due to having only the female employees in London as participants



# Next steps

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- Discussion Chapter
- Conclusion and Recommendations
- Review of the paper
- Possible corrections
- Submission



# Questions?

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- Should I emphasize on the gender pay gap as a one of the challenges of female employees?
- Is the number of interviewees and the number of questions going to provide enough information for my research?
- Do you think quantitative method will be a better tool to collect the data?



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**Thank You**  
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