

IMPORTANCE OF INDUSTRIAL TRAINING IN HOTEL MANAGEMENT CURRICULUM IN INFLUENCING EMPLOYABILITY

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Abstract

Industrial training is a regular and crucial component of the bachelor level programmes that are provided at numerous colleges and institutes throughout India for students pursuing undergraduate degrees in the subject of hotel management. Industrial training is provided in all four major operational departments of the hotel, which helps students enhance their technical and interpersonal abilities across all four departments.

The purpose of this research paper is to identify existing practices of industrial training component in the course curriculum of universities offering under-graduate degree course in hotel management. This paper will also attempt to study the impact of industrial training on the employability of Hotel Management Graduates. The result of the study will be useful for hotel management institutions, students and hotels who would be hiring the industrial trainees.

Keywords: Academic Curriculum, Industrial Training, Industry Professional

INTRODUCTION

In a period of financial and political vulnerability and choppiness, by which the worldwide monetary scene is continually changing, the significance of graduate employability has been raised. Colleges have been called to resolve the major problem of profession readiness by implanting expertise improvement components in educational programs (Wilton, 2012). The inn business has changed and adjusted to oblige the changing necessities of travellers since its beginning. While the area has forever been creative, current mechanical leap forwards have impelled it into phenomenal change. The lodging business has an intense to produce roughly 10% positions all over the planet. It can likewise develop on a lot quicker pace than numerous different enterprises.

As of late, cordiality instruction has developed and created at both the undergrad and graduate levels. This extension is a consequence of the travel industry's dangerous development and expanded request. Accordingly, schools and colleges started or extended their neighbourliness programs. The travel industry is a huge financial area universally, with worldwide visitor appearances extending from 25 million out of 1950 to 1.4 billion out of 2018 (UWNTO, 2019). It is anticipated to keep on creating, with overall vacationer visits coming to 1.8 billion by 2030 (UWNTO, 2011). Cordiality is a thorough thought in the public eye that envelops every

one of the spaces where friendliness exists, doesn't exist, and ought to be perceived, rehearsed, and resided. India being the second most populated country on the planet with around 1.324 billion individuals (World Bank, 2018). Likewise, it has one of the most youthful populaces in the world. The friendliness industry in India is turning out to be more serious step by step. Businesses of associations have better standard from newly graduates and they need that they ought to perform great from the principal day of joining the association. The neighbourliness area has given work to 8.78 percent of the residents. In excess of 5 million global voyagers come to India every year notwithstanding around 562 million homegrown ones (Kumar, 2018). According to a gauge, the accumulate yearly development pace of FTAs (Foreign traveller appearances) in India would reach 15.3% by 2025 (Aggarwal et al., 2022)

One of the key changes that advanced education suppliers (HEPs) all over the planet have needed to make is to sharpen themselves to the necessities of bosses to keep a superior fit between the alumni they produce and industry prerequisites. (M, 2000)

According to the findings of the study, the hospitality profession is regarded as glamorous, and students are drawn to join hotel schools with the expectation of achieving a great career prospect in the hospitality industry (Ross, 1994). According to one study, the main factors that attract students to hotel management education are their perceptions of the industry (Purcell, 1996). (Lewis, 2001) According to the study, secondary school students have a positive attitude toward the hospitality industry profession, and their perception of the job is that it is interesting, provides a good career opportunity, and is well paid.

The contrast between what scholastics expect graduate friendliness understudies ought to be aware and what common sense abilities industry delegates accept understudies ought to have dominated has been broadly bantered in the writing. Albeit the business esteems the scholarly interaction and fulfilments, they anticipate that section level supervisors should have a strong and functional comprehension of the business - information and abilities created through genuine world encounters, and these abilities are all the more frequently gotten during off-grounds temporary positions.

The progressions in the inn business are exceptionally fast and it is vital to refresh the course educational program in accordance with the area 's needs. The scholarly part of inn courses isn't uniform all through the country. There are contrasts in the modern preparation from scholarly program to scholastic program. In the course educational plan of the Hotel Management Course, modern preparation is by and large acknowledged as profitable to every concerned partner.

1.1 HOSPITALITY INDUSTRY

The hospitality industry is a wide-ranging category of fields in the service industry that encompasses accommodation, food and beverage service, theme parks, event planning, airline ,railways , cruise line, traveling, and other different fields within the tourism industry. (Wikipedia, n.d.)

The warmth business is overall seen as a piece of the greater assistance industry, with an accentuation on entertainment, rather than extra fundamental necessities. In this article, you will learn about the possibility of the warmth business, the various regions held inside it, and its relationship with the hotel business and travel industry. (Revfine Optimizing Revenue, n.d.)

Hotel and Tourism, all in all as an industry, has made a discernible and ground-breaking commitment to the monetary development of India over past numerous years. Both of these are either side of same coin. These can't exist in detachment from one another. The travel industry alludes to movements of every sort and administrations that fulfill the prerequisites of sightseers (Goeldner and Ritchie, 2011). It, mostly, includes businesses of movement and transportation (Ninemeier and Perdue, 2009). Friendliness fundamentally manages giving great food and agreeable convenience to visitor. Subsequently, the cordiality business comprises of associations that offer quality food, drinks, and housing offices, alone or in mix to the visitors who are away from their homes (Chon and Sparrowe, 2000).

1.2 INDUSTRIAL TRAINING

Industrial training is a crucial component of integrating classroom learning with the realities of the workplace; in general, it may be described as a process that modifies students' behaviour. The Hotel management curriculum of the relative multitude of colleges across India have modern preparation as a fundamental part term of which goes from 18 to 24 weeks yet the acknowledgment of modern preparation as a crucial piece obviously structure is tracked down in every one of the colleges and higher instructive organizations.

Modern preparation or temporary job is one of the obligatory parts in the inn the board program educational plan. The temporary job is a momentary cycle from understudy life to this present reality requiring the understudy assistant to investigate a genuine workplace. Only information isn't adequate, as what makes a difference is the manner by which one applies it. Remembering that training is an always advancing field, educational plan improvement ought to be embraced to relate with the necessities of the business. An industry-driven course structure assists understudies with becoming industry-prepared and consequently assists with working with a smooth progress to the work environment. The educational program urges understudies to apply hypothetical figuring out how to genuine situations as contextual analyses, research, occasion the board, live ventures and hands on preparing.

1.5 ADVANTAGES OF INDUSTRIAL TRAINING

Industrial training or internship programs have been a significant piece of numerous accommodation programs on the planet. The connection among the scholarly community and industry is viewed as extremely fundamental for the development of the understudies. One of the fundamental missions of colleges is to meet the necessities of the partners. (Nordin Jamaluddin, 2013)

1.5.1 Benefits for the organization

Association directing the modern preparation can without much of a stretch distinguish the learners or the understudies who are fast and answering the preparation interaction because of which who had created abilities during the residency of modern preparation . in a manner association can undoubtedly distinguish the future representatives which are reasonable for working in their presumed inn brand . Training gives advantages, for example, upgrading group and individual execution, expanding the efficiency and the abilities of the modern learner which would help association in improving the general efficiency.

1.5.2 Benefits for the Universities and Higher Educational

Establishment Universities and the higher instructive foundations are likewise helped by the course of modern preparation as it go about as a stage where the higher instructive can foster

connection with the business which would help them in definite positions of the understudies and go about as a mechanism of creating notoriety in the space of scholastics (Walo,1999)

1.5.3 Benefit for Students

Read up brought up that for understudies' employability aspects, work demeanor and vocation arranging certainty assume a significant part for their future profession. Understudies shouldn't just invest their energy on acquiring general and expert employability. Through their scholarly vocation, understudies are likewise expected to develop themselves with uplifting outlook to work and to set associated with profession arranging exercises up to develop more grounded profession certainty after graduation (Chen, T. L 2021).

Literature Review

This chapter is designed to determine what has been published concerning the research question. It has been usually concurred that no work can be essentially achieved without conclusively concentrating on what already exists corresponding to it. It is the investigation of currently verifiable truths relating to the area that work with us to perceive plainly what is now illuminated around there what actually remained encompassed in obscurity.

Industrial Practices in Course Curriculum

Raina, S.(2022). The discoveries of the investigation portrayed the massive impact of preparing and schooling on the student as well as the presentation of the inn. This can be made sense of by its mediation in upgrading the abilities of the student, helping them on dealing with expanded base of clients, working on their conduct approach and supporting their base of information. Accordingly, it is vital for embrace the idea of bestowing quality schooling in the lodging business and ought to work after choosing a qualification rule to work in this industry. Likewise, the method involved with preparing ought to be considered on the persistent premise, taking into account the changing climate and changing client base.

Marneros, S.(2022, May). This paper result expressed that by incorporating information from different settings and nations all over the planet, a bunch of nonexclusive center skills has been inferred through an efficient characterization process. In particular, forty skill proclamations have been placed appearing as questions given to the two teachers and industry experts. Hence, the reactions have been examined and, utilizing scientific categorization, a system of seven center skill classifications has been created. The capability classes include parts of Human Resource Management (HRM); Professional Image; Operational Knowledge; Leadership; Communication; Information Management; and People Relationship Management. Explicit skill things incorporate fundamental capacities for the cordiality business, for example, discussing successfully with clients and clients, recognizing and taking care of issues, pursuing choices under tension or in an emergency circumstance, and grasping the elements that impact the productivity of the friendliness endeavour.

The consequence of the investigation discovered that Industrial Training helps the most in building abilities and uplifting outlook, which are the two most significant qualities of a hotelier. Through this, we have likewise understood that hypothetical information just reasonably helps understudies in the functional application, which shows that we want to refresh their scholarly educational program to match the steadily changing patterns of the accommodation business. Hoteliers have likewise concurred that learners are fundamental for

the activities. With the above discoveries, we can undoubtedly infer that Industrial Training is a cycle that profoundly helps understudies, instructors, and managers.

Febdilan, F. K. (2022). This exploration results show that the hotelier had applied fundamental perception that the understudies should be aware, like inn region, lodging property, and the profile of all inn divisions. Moreover, they all carry out program normalization subsequent to understanding fundamental item information and separating work areas in the Housekeeping and Front Office. In Housekeeping, the functioning normalizations applied are General information on front office, Front Desk Agent, Service focus, Bellboy, Guest connection official. While housekeeping had carried out normalizations like general preparation information on housekeeping, room, and clothing.

Chand and Desmukh (2019)- creators in their work expressed that web-based stage for the understudies tightening modern preparation ought to be made in which they can share their advancing alongside issues related to different errand of modern preparation can be shared each understudy .Students would be working with various association this stage would help understudies recognizing the issues connected with various undertaking alongside the most ideal arrangement prior models of modern preparation is simply focussed to reasonable learning then again this model would be sensible model which would assist understudies with being a superior expert.

Rajeshree and Hemraj (2015)- The creators expressed that the numerous understudies of friendliness the executives courses post contest of their modern preparation think for other profession choice due to the way that they need their picking up throughout modern preparation. A few understudies post culmination of the course are glad to work with the business as these understudies are appropriately prepared during the residency of modern preparation while certain understudies search for other profession choice post rivalry of their modern preparation.

Impact of industrial training on employability

Vukić, M. (2022). A larger part of understudies were offered business chances during entry level position, which has expanded their fulfillment. Gastronomy and Hotel Industry understudies most frequently worked in the calling, while junior and senior understudies find the educational plan less significantly steady with the temporary job program. Understudies were generally happy with the tutor's objectivity in the appraisal, and least happy with the school support during temporary position. Understudy fulfillment is additionally impacted by better arrangement of hypothesis and practice, satisfactorily remunerating extra time and finishing the work for which they have been prepared.

Zhou, X (2021) POS affects understudies' mental capital. Furthermore, the two POS and mental capital add to the goal to remain in the lodging business through the intervention of hierarchical socialization. Additionally expressed that Hotels ought to speak with understudies all the more unequivocally, give help projects to reduce vulnerability and award assistants on their incredible help execution to further develop POS. In addition, setting up mental capital projects and engaging understudies to be associated with task improvement is useful for improving mental capital. Inns ought to likewise consider coaching as a socialization approach. Further,

profession arranging and guiding projects ought to be accommodated under studies' drawn out friendliness vocation advancement.

Yi-A Hou (2018)- creator concentrate on expressed that modern preparation goes about as a connection between the scholarly learning and the modern practices because of the way that under studies would come to be familiar with different idea which they would have not examinations in their scholastic residency and the outcome of the modern preparation relies upon the organization of foundations ,under studies and industry, besides in the event that the under studies are not happy with their modern preparation it would prompt the dampen under studies and under studies would get some distance from the business and search for other profession choices.

Olumese (2016)- The author determined that industrial training plays a vital for students, school, educators as well regarding the association since industrial trainees gets genuine thought how to accomplish the work which assists instructors with effectively making sense of the various subjects and furthermore helps all at once of occupation likewise, they not expect preparing to get familiar with the how to function.

Maertz, Stoeberl and Marks (2014) examined that an effective industrial training could help various partners; industrial trainees could master work related information and abilities to plan for their working environment progress, colleges could accomplish a higher corporate and local area perceivability, and businesses could have equipped ability pool. The creators likewise recommended that one way for a college to expand the advantages of a temporary job is by planning an industrial training programme that addresses the issue of the two industrial trainees and businesses. It is crucial for cultivate a college boss relationship that will expand the potential for ceaseless temporary job situations and bids for employment to graduates. Colleges should guarantee that their data sets, including work items, personnel and manager assessments, business proposition, and bosses' contact data, are exact and refreshed.

RESEARCH METHODOLOGY

The research focus and philosophical underpinnings of the chosen research strategy can be used to conceptualize how research is carried out. The research technique and tools used to achieve the research objectives are covered in this chapter.

OBJECTIVES OF RESEARCH

The objectives of research are illustrated below:

- To identify existing practices of industrial training component in the course curriculum of universities offering under-graduate degree course in hotel management.
- To study the impact of industrial training on the employability of Hotel Management Graduates.

3.3 HYPOTHESES

- **H₀** There are no existing practices of industrial training component in the course curriculum of universities offering under-graduate degree course in hotel management.
- **H₀₁** There is no impact of industrial training on the employability of Hotel Management Graduates.

3.4 SAMPLE DESIGN

Universe of the Study: Universe of the population addressed under the present study consists of students undergone industrial training and industry professionals working in 4star and 5star hotels in NCR Delhi

Sample Area: The review of literature exposed the necessity to study the Relevance of Industrial Training Component in Enhancing Employability and Professional Development with reference to Hotel Management institutes in NCR Delhi. In this context, the following gap areas have been identified:

Sample Size: Two samples were drawn i.e., Industry Professionals and Students undergone Industrial Training. Sample of industry professional was drawn from a total of 63 hotels (5 Star Deluxe, 5 Star and 4 Star hotels) (MOT, NIDHI) in NCR Delhi. The total sample size for student sample is around 1813 (NCHM&CT, 2021). Students sample was drawn from the information of total intake available on websites of MOT, various universities, and National Council of Hotel Management and Catering Technology.

DATA ANALYSIS AND INTERPRETATIONS

Data analysis and its interpretation is the process of assigning the data obtained with the primary goal of providing important information, drawing conclusions from it, and addressing the ramifications of significant findings. Data analysis and interpretation's major goal is to evaluate gathered data with the use of logical thinking and carefully examine each and every component.

Objective 1:

To identify existing practices of industrial training component in the course curriculum of universities offering under-graduate degree course in hotel management.

| VARIABLE | SIGNIFICANCE VALUE | MEAN VALUE | Decision | Result | RANK |
|--|--------------------|------------|-----------------------|-------------|------|
| Tenure of my industrial training in the present curriculum is appropriate for improving communication and managerial skills. | .000 | 4.11 | Reject H ₀ | Significant | 1 |
| Do you agree course curriculum of Hotel management has Food and Beverage Production practice in Industrial Training. | .000 | 4.09 | Reject H ₀ | Significant | 2 |

| | | | | | |
|---|------|------|-----------------------|-------------|----|
| Do you agree course curriculum of Hotel management has Food and Beverage Service practice in Industrial Training. | .000 | 4.06 | Reject H ₀ | Significant | 3 |
| Do you agree curriculum is in par with industry requirements. | .000 | 4.05 | Reject H ₀ | Significant | 4 |
| Do you agree curriculum contributes to campus placement. | .000 | 4.01 | Reject H ₀ | Significant | 5 |
| Do you agree course curriculum of Hotel management has Housekeeping practice in Industrial Training. | .000 | 4.01 | Reject H ₀ | Significant | 6 |
| Do you agree course curriculum of Hotel management has Front Office practice in Industrial Training. | .000 | 4.00 | Reject H ₀ | Significant | 7 |
| Do you agree curriculum has required tenure of training. | .000 | 3.96 | Reject H ₀ | Significant | 8 |
| Do you agree curriculum contributes to green practices. | .000 | 3.91 | Reject H ₀ | Significant | 9 |
| Do you agree curriculum is multi disciplinary . | .000 | 3.80 | Reject H ₀ | Significant | 10 |

Table 1.1

From the table 1.1 we can understand that there is high importance to communication and managerial skill in the curriculum of Industrial Training. Followed by Food and Beverage Production practice, Food and Beverage Service practice, curriculum is in par with industry requirements. curriculum contributes to campus placement. Housekeeping practice, Front Office practice, required tenure of training, green practices, multi-disciplinary

Objective 2:

To study the impact of industrial training on the employability of Hotel Management Graduates.

Table:1.2
Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .798 ^a | .636 | .627 | 4.25743 | 1.321 |

From the Model Summary Table 1.2 gives a strong positive multiple correlation coefficient ($R=0.80$) between all predictors and dependent variables (outcome). The value of adjusted R square ($R^2=.64$) indicates, that 64 % of variance of dependent variable i.e Employability is explained by ten independent variables in the model. The difference between coefficients of multiple determination ($R^2=0.64$) and adjusted coefficients of multiple determination (adjusted $R^2=0.63$) has been found only 0.009. The difference between R^2 and adjusted R^2 indicates the accuracy of model for generalization the results for target population, smaller the difference greater will be accuracy of model. The small value of this difference 0.009 or 0.9% indicates that if the model is derived from the population, it will explain 0.9% less variance in reasons for using such Employability. The value of Durbin-Watson statistics (1.321) is closer to 1.0 that indicate lack of autocorrelation in the data as a good for model fit (Hair et al., 2011; Field, 2009).

Table:1.3
ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 12330.031 | 10 | 1233.003 | 68.025 | .000 ^b |
| | Residual | 7050.906 | 389 | 18.126 | | |
| | Total | 19380.938 | 399 | | | |
| | | | | | | |

The *F*-ratio in the ANOVA table 1.3 tests whether the overall regression model is a good fit for the data. The table shows that the independent variables statistically significantly predict the dependent variable, $p < .0005$ (i.e., the regression model is a good fit of the data).

| Coefficients ^a | | | | | | | | |
|---------------------------|---|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 4.476 | 1.554 | | 2.881 | .004 | | |
| | Do you agree industrial training helps in professional development. | 1.672 | .282 | .094 | 2.385 | .000 | .599 | 1.670 |
| | Adapting to working atmosphere helps in getting job opportunity. | 2.172 | .291 | .024 | .591 | .000 | .554 | 1.805 |
| | Industrial training develops new competencies not covered in the classroom. | 2.011 | .306 | .264 | 6.574 | .000 | .578 | 1.731 |
| | Working independently affects technical skills development of Industrial Trainees. | 1.962 | .272 | .265 | 7.210 | .000 | .693 | 1.444 |
| | Do you believe Industrial Training can help students in getting jobs in Popular brand Hotels. | 1.647 | .312 | .217 | 5.272 | .000 | .552 | 1.811 |
| | Supervisors are given clear guidelines on how to assess the students on industrial training. | 1.143 | .232 | .021 | .616 | .000 | .800 | 1.250 |

| | | | | | | | |
|--|-------|------|------|-------|------|------|-------|
| Ethical Value learned during Industrial training helps in getting better job opportunities in different star hotels. | 1.655 | .254 | .088 | 2.576 | .010 | .793 | 1.261 |
| I experience emotions in my industrial training which can help in my job. | 1.233 | .234 | .038 | .996 | .000 | .638 | 1.567 |
| Does industrial training help in skill required for selection in job interview. | 2.042 | .233 | .006 | .179 | .000 | .721 | 1.387 |
| Do you believe working hours of industrial trainees and employees are same. | 1.199 | .287 | .165 | 4.179 | .000 | .603 | 1.658 |
| a. Dependent Variable: Employability | | | | | | | |

Table 1.4

From the above Table 1.4, helps in examining and measuring the Employability on the basis of Ten independent variables viz., Professional Development, Work Atmosphere, Required competencies, Technical skill , Job in popular brand hotel , Guidelines, Ethical Values , Emotions, skill set ,Working Hours is as follows

$$\text{Employability} = 4.476 + 1.672 (\text{Professional Development}) + 2.172 (\text{Work Atmosphere}) + 2.011 (\text{Required competencies}) + 1.962 (\text{Technical skill}) + 1.647 (\text{Job in popular brand hotel}) + 1.143 (\text{Guidelines}) + 1.655 (\text{Ethical Values}) + 1.233 (\text{Emotions}) + 2.042 (\text{Skill Set}) + 1.199 (\text{Working Hours})$$

From the table 1.4, it is found that the regression coefficients of predictors are positive in nature for all the variables. It can be predicted that if, professional development is increased by one unit, the employability is increased by 0.672 units, likewise if Work Atmosphere, Required competencies, Technical skill, Job in popular brand hotel, Guidelines, Ethical Values,

Emotions, Skill set, Working Hours is increased by one unit Employability would be increased by 2.172, 2.011, 1.962, 1.647, 1.143, 1.655, 1.233, 2.042 and 1.199units respectively.

It can be seen in the Table 1.4 that Professional Development ($t= 2.385$, $p<0.05$), and Work Atmosphere ($t=0.591$, $p<0.05$), Required competencies ($t= 6.574$, $p<0.05$), Technical skill ($t= 7.210$, $p<0.05$), Job in popular brand hotel ($t= 5.272$, $p<0.05$), Guidelines ($t= 0.616$, $p<0.05$), Ethical Values($t= 2.576$, $p<0.05$), Emotions ($t= 0.996$, $p<0.05$), Skill Set($t= 2.06$, $p<0.05$)hence we reject the null hypothesis for these dimensions.

From Table 1.4 collinearity statistics there is the absence of collinearity of data as the average Variance Inflation Factor (VIF=1.4) which is close to 1.0 ; (Field, 2009) The tolerance level values are above 0.1 indicate that the regression model is not biased by the multicollinearity effect.

| Variable | Sig Value | Result | Decision |
|---|-----------|-------------|------------------------|
| Do you agree industrial training helps in professional development. | .004 | Significant | Reject Null Hypothesis |
| Adapting to working atmosphere helps in getting job opportunity. | .000 | Significant | Reject Null Hypothesis |
| Industrial training develops new competencies not covered in the classroom. | .000 | Significant | Reject Null Hypothesis |
| Working independently affects technical skills development of Industrial Trainees. | .000 | Significant | Reject Null Hypothesis |
| Do you believe Industrial Training can help students in getting jobs in Popular brand Hotels. | .000 | Significant | Reject Null Hypothesis |
| Supervisors are given clear guidelines on how to assess the students on industrial training. | .000 | Significant | Reject Null Hypothesis |
| Ethical Value learned during Industrial training helps in | .000 | Significant | Reject Null Hypothesis |

| | | | |
|---|------|----------------------------|------------------------|
| getting better job opportunities in different star hotels. | | | |
| I experience emotions in my industrial training which can help in my job. | .010 | Significant Significant | Reject Null Hypothesis |
| Does industrial training help in skill required for selection in job interview. | .000 | Significant | Reject Null Hypothesis |
| Do you believe working hours of industrial trainees and employees are same. | .000 | Significant | Reject Null Hypothesis |

Table 1.5(Industrial Training factors determining the Employability)

FINDINGS AND CONCLUSION

Findings on the basis of Research objective – 1 To identify existing practices of industrial training component in the course curriculum of universities offering under-graduate degree course in hotel management.

The primary aim of this objective was to identify existing practices of industrial training component in the course curriculum of universities offering under-graduate degree course in hotel management. From the results it's clear that communication and managerial skills development being the basic hospitality related attributes are given the top most importance in the industrial training curriculum (Raina, S.,2022) followed by learning different techniques in food and beverage production and food and beverage service departments in the hotel (Febdilan, F. K.,2022; Shariff, M 2013). Further it can be observed from the result that curriculum of Industrial training is par with the industry requirement (Marneros, S., 2022; Maisarah Mohamed Saat, 2012). However, it can also be seen that front office practices, housekeeping practices, green practices and multi-disciplinary practices were given less importance in the curriculum of hotel management as stated by students who have undergone industrial training (Chand & Desmukh, 2019; Rajeshree & Hemraj,2015).

Findings & Conclusions on the basis of Research objective – 2 To study the impact of industrial training on the employability of Hotel Management Graduates.

The primary aim of the objective was to study the impact of industrial training on the employability of Hotel Management Graduates. We observe that there that professional development has been the top most factor during industrial training for the employability as industry professional looks for overall development of student while hiring in campus placement (Farmaki, A. 2018). followed by adaptability of Work Atmosphere as industrial training gives a real world experience of the working environment hence adjusting to work

environment is considered the second most important thing for employability during research (Slavković, A., 2019).. Further it can be observed from the result that technical skills are also judged by the interviewer during placement which is learned by students during industrial training and theory classes (Alexakis, G., & Jiang, L. 2019). Moreover, it can be seen from result that industrial training from different hotel also impacts the Job in popular brand hotel as industry professional consider industrial training as a key factor for student's job placements (Ushakov, R. N., Kryukova, 2020).. However, it can also be seen that guidelines, ethical values, emotions and skill Set are given less importance during employability of students doing undergraduate program.

Suggestions

Continuous observation of Industrial Trainees: There should be a good collaboration between Hotels and Industrial training institutes so that Faculties of colleges/institutes can visit Hotels multiple times during the Industrial Training time frame to survey students work and to tackle any issues on a case-by-case basis. Industrial training in charge of college/Institute should meet the Training department of hotels in which students are going to examine the learner progress or any issues of worry to any of the gatherings.

Collaboration between Industry and Institutes: - There should be continues and regular interaction between academia and industry professional so that news trends and techniques going on in the industry can be reached to students to make them ready for the requirement of the present industry. Moreover, Industry professional and stake holders should also visit different colleges in their nearby area to know what things are being taught in the colleges and institutes. These practices can help students to get more about what industry is expecting which ultimately will help them to improve employability skills.

Future Scope

The current study is an investigation of the relevance of industrial training component in enhancing employability and professional development with reference to hotel management institutes in NCR Delhi. Industry professional and students' perspective were collected on Industrial training by identifying different variables and questions were asked and assessment was done. There is a lot of extent of extra examinations by including greater and more samples from various geographic locale to support the results of the ongoing study. The impact of industrial training on the obtained administration capabilities applied in industry can be concentrated on exhaustively as another exploration region. A ceaseless exploration is expected to understand effectiveness of Industrial training component in undergraduate course curriculum.

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