

# Role of Industrial Training in the Curriculum of Hotel Management Education

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**Abstract:** *Industrial training is the way to help Hotel management student to get acquainted with what they did in their professional institutes. Industrial training can be very useful to hotel management students in terms of, getting practical knowledge and develop as hospitality professional. The study is aimed at analysis the importance of hotel management industrial training as part of hospitality industry and identifying the gaps between hotel management institutes and hospitality industry. Additionally, this study was also directed towards finding the level of satisfaction of hotel with performance of trainees during their training program and to assess the impact of hotel management trainees on hotel operation. A major of data collected from Hotel employees of star category hotel and Hotel management students from Mumbai city. The result used after the study has been presented in the tabulated form and described it with the help of graph. The result presented here are all true with respect and the questions were asked to hotel staff and students of various colleges who have successfully completed their industrial training. Later on the results are described in more details with other information. This study overall dealt with hospitality management where all knowledge was seen as essential for the bright future*

**Keywords:** Industrial training, Hotel management, trainees..

## I. INTRODUCTION

The vibrancy factor of any city can be easily gauged by its eating out options or the standards of hospitality industry. Mumbai in this regard, has made a giant leap as now there are several national and international food chains and star hotels in the city. With consistent supply of population migrating to Mumbai on education and employment front, the growth of international players in the hospitality sector has upgraded the development and lifestyle quotient of the city significantly. The growth of the hospitality sector has been quite vibrant, especially in the eastern part of Mumbai as hotels like Hyatt, Radisson, Parc Estique, Ibis, Novotel have established their premises here. The standards of hotel and restaurants are also increased. International hotel chains are embarking their business in the city of Mumbai, and the competition is becoming increasingly fiercer. This has created requirement of expert and efficient staff to face such competencies. Hospitality industry is an important pillar of tourism and a good source of every city's economy. While some cities are really good at promoting themselves, others need to still do some serious work. Hospitality industry is a huge profit generating industry of any place. It is accountable for a major portion of the national economic growth. Different factors of hospitality industry bring foreign visitors, which open millions of doors of opportunities for the city, country. Cultural exchange, foreign collaboration, and employment opportunities for local people are just some of them.

The Hotel management program has been designed to bring world class hospitality students and prepare them to enter the hospitality industry at the supervisory. Hotel management program is designed to develop the interpersonal skills for the current and future prospective. Hospitality management training helps students to know how to perform work and how different works are done in different fields of hospitality industry respectively. Hotel management training deals with subjects who will help the students to be able to supervise their position in the hotels and catering industry with adequate background of management functions. When students develop skills in hospitality management they will be able to work at any criteria as the work demands. The industrial training helps students to know about different factors used in hospitality industry, various department operations there standard operating procedures are learned by them, they are groomed to become professionals in the hospitality industry, likewise learning of cost control measures to improve economic factors and success in business operations. It helps to set up standards for quality services that

they offer to their customers. Knowledge of hospitality management develops positive attitudes towards the trade with positive impact and self confidence in handling the operation and become a successful entrepreneur in various enterprises. Hotel management education can be gained either through practical or theoretical study.

In this paper quantitative research method analysis are used to perform different findings for the study, and later on results are presented with graphs, pie charts. This paper brings some facts about training in the hospitality industry that will help to the student to develop themselves for the future. Industrial training help students to combine theory with practical work experience and it gives a better understanding of department operations. Industrial training will also help develop professional work habits, provide an understanding of corporate culture, and give an opportunity to analyze international business settings and offers platforms for workforce. Also in addition if Industrial training is taken internationally it will offer the privilege to observe differences in business, and see how projects are handled in different cultures. An industrial training program can be conducted differently; i.e. in the trainee's home city, country or in the place where they are studying hotel management.

## **II. REVIEW OF LITERATURE**

Prashant Khullar (June, 2013) stated "It is not just about providing training, but the overall development of the person to be able to handle more and more responsibilities,"

Dr Mohinder Chand (May – June 2013) explained, Set of Recruitment & selection, Manpower planning, Training & development ,Performance appraisal and Compensation may constitute the most important HRM practices in the MNE,s Hospitality enterprises operating in India.

Colin Pinto (January - May 2013) explained that, seeing is believing is a proverb that is widely acknowledged, and practioners should emphasize that this should be mode of teaching for hotel management curriculum; where students are required to have hands on activities as part of program. With this, students would begin to better comprehend knowledge being delivered to them. This is because what they see in hotels, is what is being taught by lecturers who already have real life industry experience. The process of learning will be more effective when the students are being exposed to real working conditions by practically applying their knowledge.

Dr Manoj A S (April, 2013) explored, Hospitality, being a service industry is 100 percent people driven. Professional training is an essential requirement, especially in current dynamic & highly competitive environment. The rate of job growth & job change in hospitality industry is among most rapid compared to any other industry. The work of hospitality employees will continue to change as new technology develops.

Manisha (March, 2013) states, every organization needs to have well trained & experienced people to perform various activities. If the current job occupant can meet this requirement training is not important but when this is not the case it is necessary to raise the skills levels and increases their capability & adoptability of employees. Inadequate job performance requires some type of training efforts. As the jobs become more complicated, the training needs also increase. In a rapidly changing society, employee training is not only an activity that is desirable but also an activity that an organization must commit its resources to if it to maintain a viable & knowledge workforce.

Ashok Singh and Nikita Maheshwari (January, 2013) stated, Training offers great scope in strengthening the services rendered by the hotels. In this age of cut throat competition training helps the companies to drive competition advantage a service separates a great hotel experience from an average one. Services provided in the hotels are highly influenced by training programs.

Jog Amol (January, 2013) explained Training has assumed a significant importance in the world of business, especially during the last two decades. The business has recognized the need for training in enhancing productivity & improving organizational functioning.

Suvidha Khan (January, 2013) says A well trained and competent staff in hotel can simplify the execution of quality service. So the hotels should continuously be working on training and retraining of its staff in terms of customer relationship management and service quality.

Rajeev Menon, Area V.P. Marriott International in his interview to Sanjeev Bhar, in Express hospitality (September, 2012) states the importance of making the HR training more humane, thereby striking a balance between imparting technical knowledge and emotional support to employees for them to deal with the work environment better.

Pandey and Suruchi (August, 2011) said Training makes its best contribution to the development of the individual – and through them to the organization for which they work when well-motivated if rate of development is to further accelerate, the quality of management has to keep pace with this progress. Training is the act of increasing the knowledge and skill of an employee for doing a particular job. Training is a short term educational process and utilizing a systematic and organized procedure by which employees learn technical knowledge and skills for a definite purpose. The increasing completion amongst other things increases significance of training.

Manoj Chawla (September, 2009) has quoted in the Times of India , that organizations are showing interest in retaining their good talent and do not shield away from investments in relevant training.

Aishwarya Mudaliar (March, 2008) has stated her opinion on Express hospitality. Com that since the hospitality industry is grappled with high attrition rates, a trainer can assist the HR functioning in retaining employees.

Praveen Singh (December, 2007) proposes in an article in Express hospitality.com that the training methodologies that will survive the coming years is the empowering of the employees by hotel companies with powerful skills to help them connect with guests on a basic level.

### III. CONCLUSION

This study on impact of industrial training of hotel management students on hotel operation is based on industrial training program of hotel management students go through as per their course entitled by their college. it is the study to find out what are the basic impacts that have been created during industrial training program on the students itself and hotel. The research project focused on the problems the trainees are facing during their training in hotel and also determined if the effectiveness of the work conducted by the hotel management trainee was efficient to the hotel or not, and also determined whether training has enhanced the character of hotel management students to become polished graduates or not. After the analysis of the trend of hotel management students industrial training program in Mumbai and the perception created by various hotel employees towards it, this study concludes following:

Most of the hotels in Mumbai welcome hotel management trainees in their hotel. Industry personnel state that having hotel management students is a pleasure as they have the right attitude towards work and also have ethics when it comes to working. Human resource department of hotel have expressed that they spent lesser time training hotel management students compared to other schools or institutions. They say that the knowledge and technical skills of hotel management are superior.

Training program save not only recruitment and hiring time but also proves to have financial benefits for fulfilling temporary staffing needs. Both trainees and hotel industry are satisfied with the industrial training of hotel management students but the level of satisfaction can still be increased if proper coordination and cooperation among hotel industry and the institution in Mumbai.

The feedback from industry personnel will help in effective practical curriculum planning which can be followed by the institutes to develop the skills of their students. Hotel expressed that not much effort was exerted in training the students as the students coming from this school were very adaptable as they already knowledge needed to perform task and duties assigned to them. Feedback from both sources proved positive there was knowledge satisfaction for students and performance satisfaction for the industry.

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