

Assignment 1:

Review the analyse the current challenges facing Hotels in managing turnover in the UK

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Introduction

The hospitality industry in the United Kingdom has been facing significant challenges in recent years which have impacted the employee lifecycle within the industry. These challenges include the Brexit vote, the terrorist attacks in London and Manchester, and the increased competition from online booking platforms such as Airbnb. These challenges have led to several changes within the industry, including a decrease in the number of international visitors to the UK, a decrease in the number of full-time employees, and an increase in the use of zero-hours contracts (WANG, et al,2009). These changes have hurt the employee lifecycle within the hospitality industry, with a decrease in the number of recruits and an increase in the number of employees leaving the industry.

The challenges facing the hospitality industry

The challenges facing the hospitality industry in the UK have also hurt the benefits of retaining a workforce. With a decrease in the number of full-time employees, hotels have been forced to cut costs by reducing the number of benefits they offer to employees. This has led to a decrease in employee morale and an increase in the number of employees leaving the industry.

To survive the current challenges, hotels need to focus on retaining their top talent and developing their team. This will require a strategic approach to recruitment and retention, which includes offering competitive salaries and benefits, investing in training and development, and creating a positive work environment. By retaining their top talent and developing their team, hotels will be able to improve their resiliency and prepare for the future challenges facing the industry.

The hospitality industry in the United Kingdom has long been considered an important part of the country's economy. In recent years, however, the industry has faced several challenges that have made it difficult to maintain its place in the country's economic landscape. The hospitality industry in the United Kingdom is facing several challenges. One of the biggest challenges is the uncertainty surrounding Brexit. With the UK set to leave the European Union in March 2019, businesses in the hospitality industry are facing uncertainty about the future.

Another challenge facing the hospitality industry is the increase in the minimum wage. In April 2018, the minimum wage for workers aged 25 and over increased to £7.83 per hour. This is

a significant increase from the previous rate of £7.50 per hour. The hospitality industry is one of the lowest-paying sectors, and the increased minimum wage is likely to put pressure on businesses.

The third challenge facing the hospitality industry is the introduction of the Apprenticeship Levy. The Levy, which was introduced in April 2017, is a tax on businesses with a pay bill of more than £3 million. The money raised from the Levy is used to fund apprenticeships. The hospitality industry is one of the sectors that has been most affected by the Levy, and many businesses are still adjusting to the new system.

The final most significant challenge facing the hospitality industry in the UK is employee turnover. According to a report by the Centre for Economics and Business Research, the hospitality industry has the highest turnover rate of any industry in the UK, with an average turnover rate of 17.8%. This high turnover rate has several negative impacts on the hospitality industry, including increased costs, decreased productivity, and difficulty retaining top talent.

The high turnover rate in the hospitality industry is due to several factors. One of the most significant factors is the low pay that is typical of the industry. According to the Living Wage Foundation, the hourly rate for a worker in the hospitality industry is £7.83, which is significantly lower than the hourly rate of £9.30 required to live a basic but decent life in the UK. This low pay makes it difficult for workers in the hospitality industry to live a decent life, which leads to high levels of turnover.

Another factor that contributes to the high turnover rate in the hospitality industry is the high level of stress that is associated with the industry. Hospitality workers are often required to work long hours, including weekends and holidays (Kysilka & Csaba, 2013). They are also often required to work in fast-paced environments, which can be stressful. This stress can lead to burnout, which is another reason why workers in the hospitality industry have a high turnover rate.

The high turnover rate in the hospitality industry has several negative impacts on the industry. One of the most significant impacts is increased costs. When workers leave their jobs, businesses in the hospitality industry are required to spend money on recruiting and training new workers. This can be a costly process, particularly for small businesses. In addition, the high

turnover rate can lead to decreased productivity. This is because it takes time for new workers to learn their roles and become productive. This can hurt the bottom line of businesses in the hospitality industry.

Another negative impact of the high turnover rate in the hospitality industry is the difficulty in retaining top talent. When workers leave their jobs, businesses in the hospitality industry lose valuable experience and knowledge. This can make it difficult for businesses to compete for the best workers. In addition, the high turnover rate can lead to a decline in morale among workers who remain in the industry. This can hurt the productivity of workers and the overall quality of the hospitality industry.

The challenges facing the hospitality industry in the UK are significant. However, there are several ways in which businesses in the industry can overcome these challenges. One of the most important things that businesses can do is to focus on retention. This means that businesses need to invest in their workers and create an environment in which workers feel valued. This can be done by offering competitive salaries, providing training and development opportunities, and offering flexible working arrangements (Grobelna,2015).

Another way in which businesses in the hospitality industry can overcome the challenges they face is by investing in technology. This can help businesses to automate tasks, which can reduce the amount of time that workers need to spend on tasks. In addition, technology can help businesses to improve their customer service, which can lead to increased customer satisfaction.

Finally, businesses in the hospitality industry can overcome the challenges they face by investing in their team. This means that businesses need to create a team that is skilled and motivated. This can be done by offering training and development opportunities, and by providing a working environment in which workers feel valued. By investing in their team, businesses in the hospitality industry can create a workforce that can meet the challenges of the future.

Ways of Overcoming Challenges in the Hospitality Industry

The hospitality industry in the UK is facing a number of significant challenges, including a skills shortage, a lack of clarity around the Brexit process, and increasing costs. However, there are several ways in which businesses in the industry can overcome these challenges. One way is

to focus on attracting, recruiting and onboarding the best talent. This includes making sure that job descriptions are clear and concise, and that the recruitment process is fair and transparent. It is also important to ensure that new employees are given the support they need to settle into their roles and develop their skills.

Another way to overcome the challenges facing the hospitality industry is to focus on retention. This includes offering competitive salaries and benefits, as well as providing opportunities for career development. It is also important to create a positive and supportive work environment, where employees feel valued and appreciated. Finally, it is important to have a well-defined separation process in place, in order to minimize the disruption caused by staff turnover. This includes having a clear policy on notice periods and exit interviews and making sure that all staff is aware of the process.

Technology can also help businesses in the hospitality industry to overcome the challenges they face. This can be done by automating tasks, which can reduce the amount of time that workers need to spend on tasks. In addition, technology can help businesses to improve their customer service, which can lead to increased customer satisfaction (Kansakar et al,2019).

Some of the main ways in which technology can help businesses in the hospitality industry to overcome the challenges they face include: Firstly, managing bookings more effectively: Technology can help businesses in the hospitality industry to manage their bookings more effectively. For example, it can help them to keep track of availability, make reservations, and to manage cancellations. Secondly, keeping track of guests' preferences: Technology can help businesses in the hospitality industry to keep track of guests' preferences. For example, it can help them to store guests' contact information, track their preferences, and provide them with personalized experiences.

Thirdly, reducing costs: Technology can help businesses in the hospitality industry reduce their costs. For example, it can help them to automate processes, to reduce the need for manual labor, and to improve their overall efficiency. Lastly, Improving efficiency: Technology can help businesses in the hospitality industry to improve their efficiency. For example, it can help them to streamline processes, reduce waste, and improve communication.

Finally, businesses in the hospitality industry can overcome the challenges they face by investing in their team. This means that businesses need to create a team that is skilled and motivated. This can be done by offering training and development opportunities, and by providing a working environment in which workers feel valued. By investing in their team, businesses in the hospitality industry can create a workforce that can meet the challenges of the future.

To keep their best staff, organizations should focus on creating an environment in which workers feel valued. This can be done by offering competitive salaries, providing training and development opportunities, and offering flexible working arrangements.

Competitive salaries are important to attract and retain the best staff. Organizations should keep up with market rates to ensure that they are offering competitive salaries. Training and development opportunities are also important to keep staff members engaged and motivated. Providing flexible working arrangements is another way to show staff members that they are valued (Norris, et al,2003). All of these factors contribute to creating an environment in which workers feel valued and are more likely to stay with the organization.

Organizations that focus on creating a positive work environment for their staff are more likely to retain their best employees. By offering competitive salaries, training and development opportunities, and flexible working arrangements, organizations can create an environment that is supportive and values its employees. This type of environment is more likely to retain employees, as they feel valued and supported in their roles (Blake, et al,2006). Additionally, offering competitive salaries and benefits helps to attract and retain the best employees. By offering these types of perks, organizations are more likely to keep their best employees happy and motivated to stay with the company.

Conclusion

In conclusion, the hospitality industry in the United Kingdom is facing several challenges that have made it difficult to maintain its place in the country's economic landscape. These challenges include the uncertainty surrounding Brexit, the increase in the minimum wage, the introduction of the Apprenticeship Levy, and the high turnover rate. However, there are several ways in which businesses in the industry can overcome these challenges. By focusing on retention, investing in technology, and investing in their team, businesses in the hospitality industry can create a workforce that can meet the challenges of the future.

The hospitality industry is a vital part of the United Kingdom's economy. In recent years, however, the industry has faced a number of challenges that have made it difficult to maintain its place in the country's economic landscape. The hospitality industry in the United Kingdom is facing several challenges. One of the biggest challenges is the uncertainty surrounding Brexit. With the UK set to leave the European Union in March 2019, businesses in the hospitality industry are facing uncertainty about the future.

The most significant challenge facing the hospitality industry in the UK is employee turnover. According to a report by the Centre for Economics and Business Research, the hospitality industry has the highest turnover rate of any industry in the UK, with an average turnover rate of 17.8%. This high turnover rate has several negative impacts on the hospitality industry, including increased costs, decreased productivity, and difficulty retaining top talent.

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