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**Determinants of Career Progression and Examining Challenges
of Female Employees in the Egyptian Five star Hotels**

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Abstract

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The research aims to ascertain how career advancement techniques affect women's career advancement and multiple issues in the hospitality sector. This research was carried out in the Egyptian hotels in Cairo and Giza to determine the main difficulties or problems that women in this particular sector of the economy encounter. There is growing evidence about the significance of female employees in the hotel industry, as well as how they handle difficulties that are still present in organizations today. Despite women contribute significantly to hotel labor overall, little is known about the challenges they face there. Therefore, this study looks into the difficulties faced by female hotel staff in Egypt. The primary focus of the investigation was around two different factors, independent being the degree to which factors involving work-life balance, sexual harassment, gender discrimination, networking, and mentoring affect women's job prospects. The information was gathered from a sample of 200 respondents (women employees), who completed a questionnaire to gauge their replies using a Likert scale. The results of the study depict that gender discrimination workload, stress, low salaries, and bad promotion prospects and working hours were the major challenges facing female employees in hotels.

1. Introduction

In accordance with the World Travel and Tourism Council (WTTC), there will be close to 275 million job openings in the hospitality sector by 2019. This makes it possible to visualize the industry's employment opportunities and the improvement in the number of women entering this field and planning careers in hospitality. It is possible to foresee a time when gender discrimination in the workplace will virtually be confused with eradication even though we brag about inequity among these issues as a result of this diversification.

Rowold (2019) mentioned that women in the hospitality industry work in demanding, dynamic conditions that need for firmness and ongoing effort on their part to progress their careers. Over the course of their professional careers, the development requirements and strategies evolve, and they serve as the foundation for continued development. They must be independent, engaged students who initiate discussions and teamwork and learn by doing. According to the material at hand, the maturity techniques best suited for women's job progression include: (a) Learning that is self-directed, (b) continual learning that is related to a career internal networking, (c) formal mentoring, and (d) career tracking are also important.

According to Zuant (2020), the pay for women working in the hospitality business is low. The relationship between the general working atmosphere and the difficulties encountered by women in the hospitality industry requires to be clarified. Women have a tendency to be insistent rather than confident, to be apologetic when they ought to be making decisions, getting easily angry when they ought to be calm, and to become negative when they ought to be positive. This knowledge must center on the employment opportunities that the hospitality business provides to women, who in many nations make up a large proportion of sector employees. They are also noticeably underrepresented in managerial and higher-paid professions.

Jackson (2021) added that in many organizations, men are still afraid of reporting to a female boss. At every level, women continue to be underrepresented, particularly in managerial and C-suite positions. According to the Deloitte Global Women in Boardroom study from 2021, women hold an average of 19.7% of board positions nationwide. The number of workplace sexual harassment complaints increased by 27% in March 2021 regardless of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressed) Act being in force, according to data analysis and an anti-sexual harassment guideline.

Liddell (2022) highlighted that this has been corroborated by the 2022 Global Gender Gap Report of the World Economic Forum, which observed that in 135 out of 146 nations, men earn 82% of the labor income while women only make up 18% of it. Women frequently face challenges in the hospitality sector. They are more prone to encounter bad working circumstances, discrimination in employment and treatment, violence, exploitation, stress, work/family conflicts, the need for long hours, and geographic movement, to name a few'.

2. Objectives of the Study

- Determine the employed women in the Egyptian hotels (Cairo and Giza), how their career development is affected by it, and the variety of difficulties they encounter them.
- Examine how professional advancement tactics affect women's ability to move up the management ladder from lower to higher levels.

3. Review of Literature

3.1 Challenges of Work performance

Burke (2018) agreed with Biswas (2016) on that in the male coworkers also frequently see female bosses as less competent speak to them in a way that minimizes their skills and professional accomplishments, in addition to male clients and consumers. The hospitality industry is affected by gender stereotyping, and it has been discovered that there are many different kinds of work a woman can do. They have also discovered that a lot of the work performed by women is seasonal or part-time, which is another issue that is faced in organizations by both men and women. The wage disparity between men and women is where the earnings between the two vary depending on their ability of carrying out tasks, obtaining

the necessary skills, and values put forward. Women are still at a disadvantage because holding such posts would prevent them from advancing in their careers and achieving top positions, despite the fact that some spots have been won by women and others by males. Women outperformed males in terms of performance, knowledge management, and wealth awareness when these traits were compared between the sexes. They were adept at planning tasks and spotting problems that might be quickly resolved.

Kinnard and Mangel (2021) stated that workload, low pay, irregular and extended hours of work, and trouble obtaining persistence and advancement are among the difficulties faced by female employees in the hotel industry. The disparities in work and compensation still exist despite the increasing hiring of women at all leadership levels. Women typically work at lower levels for shorter periods of time and take professional vacations, which affects their pay and opportunities for advancement. Long working hours in the service industry are regarded as a distinguishing aspect of the obstacles to women's advancement. The fact that women make less money than men is another distinctive aspect of female employment. On average, men make around two thirds more money than women. Women who take up high leadership positions have a positive impact on their organizations in a variety of ways. Profits and value creation have both been produced by the top management's large diversity.

Fleming (2022) illustrated that when someone favors male executives over female leaders in several industries, there appears to be bias and to be significant progress as the hotel industry pledges to promote gender equality. In this industry, top managers are largely made up of women; yet, when HR jobs are removed, there are fewer female employees. The benefits of hiring women at high levels extend to customers as well because they make up a sizable portion of the customer base in a sector like hospitality.

3.2 Challenges in Career Progressions for Women in Hospitality Industry

Primavera (2016) stated that similar numbers show that women make up 48% of leadership positions but only 6% of top executives in the hotel business. Despite having a majority of female employees, women were notably underrepresented at the upper levels of hotel organizations, occupying only 9% of board seats and 5% of the "highest titles" (Mattis, 2015).

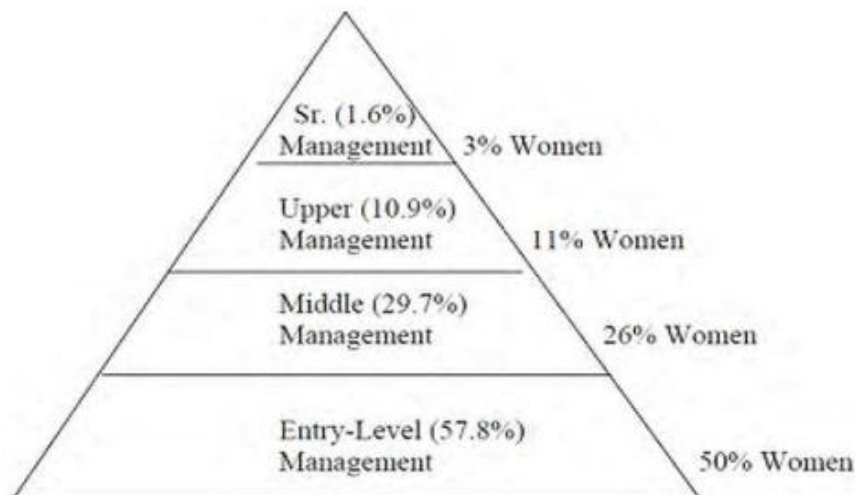


Figure (1) Women and occupation; the New Facts of Life

Source: Mattis, M. (2001). "Advancing women in business organizations", Journal of Management Development, Vol. 20(3), 71-89.

Brownell (2018) stated that some recruiters and male coworkers exaggerate and scrutinize the women's performances because they have sexist perceptions and a degree of pessimism that women cannot handle higher jobs. Another reason is because women who have families often struggle to balance all of their responsibilities, especially when they have young children. Kumari (2019) highlighted that, due to the stressful work environment in the hospitality sector, women do not favor careers in this sector or any other occupations requiring longer hours of work. There are extremely few women in high management; this should be discussed with recruiters to help women applicants grasp the range and projection in later stages of career advancements

Vianen and Fischer (2020) suggested that owing to their organizational social preferences, women would feel less engaged in management positions, particularly top management positions, compared to males. According to Eagly and carli (2021) the hospitality sector offers professionals countless options for employment and career advancement because of the nature of the industry, which is to serve customers around-the-clock. Recommend that those who feel themselves to be highly motivated will likely favor a competitive environment as opposed to others who see themselves to be less ambitious. The extent of these inequalities had diminished to the point that these cultures were more dominated by men. Numerous studies have found that women in higher managerial positions have changed their behavior to imitate common masculine behaviors.

3.3 Personal challenges

Shrestha (2016) declared that the main cause of these conditions is that women have less access to land. Studies show that there is no pay disparity between male and female employees in the hotel industry, with females receiving less than male offset portions, despite the fact that men and women experience intolerance and difficulties balancing work and family life. These disparities in pay between men and women have been described as a kind of gender discrimination in the hospitality industry.

Smeltzer and Werbel (2017) stated that women face greater barriers to promotion, empowerment, and passion at work than men do. The fact that "women execute 66% of the world's labor, generate 50% of the food, but earn 10% of the income and possess 1% of the hotel property" is a concrete example of gender disparity.

Vianen (2018) mentioned that employment in the tourism and hospitality sectors is compared to a pyramid, with many women working seasonal and part-time jobs at the bottom and uncomfortably few at the top. Equal pay wouldn't always help a woman even if she were to advance in management. These considerations discourage women from pursuing professional positions in the hospitality sector out of concern that people may pry into their personal and social life. The hospitality industry still offers insufficient opportunities for promotion to fulfill women's aspirations.

Mqabala (2019) mentioned that due to rising prices and the need to maintain a healthy lifestyle, working is a necessity for both men and women, and the rise of women in the workforce has altered the hospitality industry. In 2019, the hospitality sector employed more than 200 million people, with women making up 55.5% of those workers, based on the International Labor organization. One of the key sectors for female employment growth will be the tourism sector. Yet, depending on the culture, this anxiety varies. For instance, in African culture, it is unimaginable for a woman to be the leader of a civilization; in fact, there are proverbs and idioms that firmly support this notion. As a result, each sex group is uniquely trained and prepared for its future tasks according to the prospectus that was created specifically for those roles.

Keele (2019) illustrated that, according to this exposé, women's employment rates are higher than men's and their rate of employment erosion is lower. Yet, very few women make it to the board of directors. Many of the factors that make it likely for women to leave their professions in this field include excessive work hours, absence of childcare assistance, family obligations, stereotyping, etc. As a result, female employees who wish to work in the hospitality sector prefer to do so in a secure workplace where they feel comfortable and protected while carrying out their duties. Regardless of the profession they work in, women will always have to deal with stereotypes and favoritism, two aspects that can make or break a woman's career.

3.4 Work environment challenges

Roemer (2016) illustrated that scratchy female employees are said to face significant hurdles due to the nature of the work they do in the service industry. Hard work in hotels is of an arduous nature and can include prolonged periods of standing, lots of walking (often in uncomfortably tight shoes for women), carrying heavy loads, repeating movements, working in painful positions, walking up and down stairs, and heavy workloads combined with high levels of stress brought on by time constraints and constant customer contact. Women are scrutinized for what they wear and the way they wear it, whereas males are less frequently judged for apparel, and continual contact with cleansing chemicals is a major concern; In addition, women are harsher assessed for their behavior. It all comes down to the fact that what is considered appropriate for a woman is considerably smaller than for women, and women can be characterized as unpredictable or emotional while men who exhibit the same behaviors are simply perceived as aggressive and having a realistic style.

Hosmer (2020) indicated that according to impartiality theory; people may lessen their efforts and achievements or even leave the organization if they realize that their performance is not compensated fairly. On the reverse, if someone believes the reward system is fair, they might. When incentive distributions appear to be more egalitarian compared to when they are undemocratic, women express increased civic behavior. "Particularly, female employees' commitment to the association is strengthened if they believe that the criteria by which they are judged are fair.

Eaglz and Karau (2021) focused on for instance, in a leader-employee relationship, female employees frequently priorities compassion and helping others. Contrarily, male employees are independent, competitive, task-oriented, and ambitious. Women are more inclined to priorities justice when using their power and tend to be more concerned with interpersonal ties when it comes to leadership etiquette. On the contrary, male employees use all of their resources to maximize their own profits. This clarifies why male staff members hold the majority of positions in top management rather than female employees, as they are concerned that the latter's judgments won't be final and could vary.

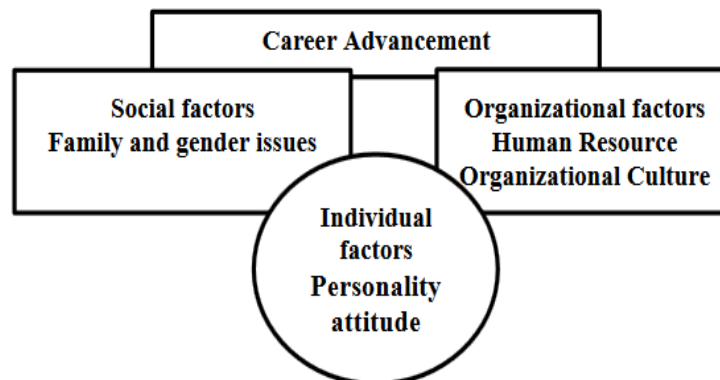


Figure (2): The primary elements that influence women's career advancement

Source: Magabli, G. (2016). "Race, gender and opportunity: a study of compensation attainment and establishment of mentoring relationships" *Journal of Applied Psychology* 5, 97–99.

3.5 Maintaining of Family and work life balance and culture challenges

Judge (2014) indicated that the topics of work and family, which are becoming more and more popular in modern organizational study, have gotten little attention in journals of hospitality and tourism. Despite the paucity of study, many unique aspects of occupations in the hospitality sector have long been linked to work-family conflicts that influence women's decisions to work in the unsociable sector. It can be assumed that one of the reasons for pursuing a career and job is that she wants to give good education and life style to her family. The family responsibility for any human being can affect his or her behavior but it is more absolutely for a women. The woman prefers for day shift with 9:00 am to 5:00pm timings and is another reason for applying for those jobs having less duties and responsibilities. The women apart from the regular job task some time the specialized training is been offered by the hotel to its employees at end of their work shifts, this training are helpful in getting promotion to the next level, the women mostly skip this training as compared to their male counterparts as of the obligation the women have towards their family.

Primavera (2016) illustrated that women are generally observed to be less driven and devoted to their careers for a shorter amount of time than their senior male counterparts. Women need more flexibility because to additional considerations like maternity leave, changing family requirements, etc. The majority of those who are still employed by organizations still adhere to the archaic, manly notions of what constitutes a good leader. Individuals still have the perception that female employees are less assertive when it comes to making difficult decisions that will benefit the company. Second, achieving work-life harmony many women are looking for professions with better work hours in fields like hospitality, which are recognized for its long and rigid work hours, or they are considering starting their own enterprises.

Purcell and Barren (2016) mentioned that regardless of their marital status or position in the organization, women are responsible for both household tasks and responsibilities. A 2016 interview revealed that there aren't enough successful women working in senior managerial positions in the hotel sector. Ideally, individuals must decide whether to priorities their family or their work after a particular age, typically in their mid-30s.

Walkup (2017) stated that working in the hotel industry may result in women having less time available for socializing and leisure activities with their families, friends, and other relatives. Nevertheless, it was discovered in several studies that many women are devoted

and eager to work night shifts, long hours, and weekends in order to advance in their occupations. Similar to other sectors where cultures, practices, and routines make it challenging for women to succeed, structural civilizing barriers continue to hinder women from moving into managerial positions in hotel businesses. Success in the hospitality industry typically requires long hours and numerous geographic moves, and it can be challenging to meet these needs while also satisfying family requirements and cultural perspectives.

3.6 The Globalization and the Women

Chenever (2014) stated that the another portion of the globalization is that the chain hotels having women at higher positions are sometimes given accountability by the management to impart training and for the purpose of supervision, the women managers and executives are sent to other properties of the chain hotels at different countries and as the effect the women employees at the concern properties gets inspired and see them as role model. This move helps the women to further enhance their capabilities in order to ascend the career ladder and think of advancement of their career. As the initiatives, to be taken by hospitality firms can rope in the measures and policies, which are benefiting the women in their career advancement and ad they can contribute in achievement of the organizational objectives. The hospitality stiff in order to get success has to take up the enterprise and involve in the research pertaining towards the gender issues and theory and their effect in the organization culture of the compact.

The result of globalization has affected the way of working of different organization and the hospitality industry is one of them which cater to number of guests coming from different country of derivation. The hotel with same trademark name have to maintain the same standards as it follows in its hotel at various countries and as a result the use of equipment's and the technology is also adapted by the various properties in various countries with the same brand name, therefore the chain hotels which has a policy of employing the women employees and given preferences to them at higher positions will make it sure that its properties in other countries will also recruiting the women at higher and lower levels. The same we can understand for the use of expertise and the use of equipment's which goes on in all hotels of the same chain at various countries, now here we have to see that the chain of hotels always follows and make it confirm that the equal standards and policies are been implemented by all of its properties regards less of the country at which it is located. The women are considered friendlier than men and the hotel now days prefer women at those departments where the guest interaction is more like a reception desk, food and beverage service areas, lounges, front desk.(Li and Leung, 2015).

Zane (2014) agreed with Roemer (2016) that, additionally, a review of some human resources policies and procedures that give female executives and entry-level employees the proper on-the-job training can increase the morale and confidence of women working in the hotel sector and help them advance in their roles. The support and guidance provided by colleagues and superiors in hotels may be beneficial for the women wanting to make progress in the career graph. Successful mentors demonstrate apprentices how the business operates. In addition, they act as role models by introducing trainees to the standards and principles of the company. Most significantly, when crucial decisions, like promotions, are being made, mentors frequently serve as advocates or political sponsors who argue on behalf of their junior manager. All-female training programs and networking opportunities let women think about how they may hone their leadership skills while also identifying and addressing their particular limitations, all without feeling pressure (Chesterman and Smith, 2014).

4. Methodology

Survey Instrument

As a collecting data tool, this study used an electronic web-based survey and a paper-based survey that were modified from previous studies. The survey was improved through consultations with different stakeholders, particularly supervisors, managers, and employers. The legitimacy of the items being asked, in addition to the language of them, their consistency and flow, the question order, length, and time, were all conspire-tested. Two sections of a survey were created. In the first part of the questionnaire, female employees were asked to rate how much they agreed or disagreed with 31 statements. On a 5-point Likert grading scales include "strongly disagree," "disagree," "Neutral" "agrees," and "strongly disagrees." Female employees were questioned about their personal details in the second section

Analysis And Interpretations

The study of 247 responses from female hotel employees included the application of the Mann-Whitney U test, Kruskal-Wallis test, ANOVA, and exploratory factor analysis. Around 200 employees who were women served as the sample population for the data collection. The major goal of this study is to determine all of the problems that women encounter at work in the Egyptian Five star hotels (Cairo and Giza), addition to how the organization responds to various circumstances. The questionnaires comprised 14 items, all of which had to be answered, and a Likert scale was used for scoring. Along with these inquiries, they were also required to provide their age, number of years of experience, and department of employment.

1. Reliability

Only the 14 items in the questionnaire related to the numerous difficulties that women encounter in the hotel were used as the basis for the test that was administered. The examination yielded a Cronbach's Alpha result of .915. The score that is higher than the benchmark of 0.9. Hence, the reliability test is valid.

Cronbach's Alpha	N of Items
.915	14

2. Analysis of Variance (ANOVA)

ANOVA tests were undertaken to determine the relationship between women employees' ages and the challenges they confront, including gender discrimination, work-life balance, sexual harassment, the glass ceiling, and sexual assault. The majority of the elements that are allegedly a problem for employees, according to the findings, do not necessarily have an effect on their employment. The majority of the problems that have a negative effect are employee treatment, work culture, and prejudice that are experienced. The majority of employees do desire such amenities at their workplaces, but the implementation process will be lengthy and every other issue will not have as much of an impact on their experience. For the majority of female employees, requirements are essential because they will enable them to focus on their careers without worrying. Since the company is making every effort to lessen the problems they encounter and make their lives easier, they are able to handle their workload. Findings show that the glass ceiling has a detrimental effect on the age of female employees. It demonstrates that this problem still exists in hotels today because the outcome is a border line that is close to the substantial level. Male and female employees are treated equally and paid almost the same amounts whether they are in on-roll or off-roll positions.

3. A Descriptive analysis of the challenges facing female employees.

In order to examine the difficulties that female employees face, SPSS version 20 was employed. According to Table 1, the 31 items' means, medians, modes, and standard deviations were examined.

Table 1: A descriptive analyses is of female employees' challenges

Items	Mean	Median	mode	Std Deviation
Too much workload	4.15	4.00	Strongly agree	.900
Moral troubles	4.03	4.00	Strongly agree	1.043
Low compensation	3.99	4.00	Strongly agree	1.027
Physical problems	3.97	4.00	strongly agree	1.201
painful work environment	3.78	3.00	Moderate	4.751
Extra working hour without fee	3.63	4.00	Strongly agree	1.500
Job is not combined with parenthood	3.61	4.00	moderate	1.176
Ignoring personal opinion	3.55	4.00	Strongly agree	2.084
Difficult working conditions	3.50	4.00	Disagree	1.030
Promotion favoritism	3.47	4.00	Disagree	1.332
Disrespect from Society	3.42	3.00	Strongly agree	1.439
Discrimination in appraisal	3.35	4.00	Disagree	1.411
Boring work routine	3.28	2.00	moderate	1.301
Lack of empowerment	3.28	3.00	Strongly agree	1.303
Unusable working s hilt	3.24	3.00	moderate	1.283
Lack of motivation	3.23	3.00	Strongly agree	1.497
Career displeasure	3.22	3.00	Strongly agree	1.362
Payroll discrimination	3.19	3.00	Disagree	1.413
Lack of job responsibility	3.17	3.00	Agree	1.430
High turnover	3.13	3.00	moderate	1.272
Skills progress problems	3.12	3.00	Disagree	1.451
Employment discrimination	3.11	3.00	Disagree	1.323
Lack of participation	3.07	3.00	Agree	1.363
Lack of training opportunities	3.01	3.00	Disagree	1.472
Obligatory changes in my habits end traditions	3.00	3.00	Strongly agree	1,491
Lack of communication with colleague& managers	2.95	3.00	Agree	1.314
Difficulties when working as a team	2.92	3.00	Moderate	1.219
Unsuitable uniform	2.91	3.00	Moderate	1.189
awful treatment from customers	2.79	3.00	Moderate	1.213
Funnily reject my career	2.69	3.00	Moderate	1.372
Difficulties in working with a hair cover	2.55	2.00	Agree	1.301

Table (1) shows that the mean and median scores for all female challenges items (n=31; 100%) were over 2.00. Based on the fact that female employees assessed all of the variables as being serious challenges, principal component analysis will be used to narrow down the 31 challenges (Mean 2.00; Median 2.00).

Variance between female employees' groups regarding their challenges

The variance between full-time and part-time female employees

Mann-Whitney U test was applied to examine variations in the difficulties that full-time female employees (n = 43) and part-time female employees (n = 84) faced (Table 2). Do the challenges of a full-time job and a part-time one, for instance, differ? According to the results, there was no statistically significant variance between full-time and part-time female employees in a number of areas (Re., 13 items). Particularly, full-time and part-time female employees shared comparable perspectives on various issues, including professional satisfaction, inappropriate uniforms, and moral issues: uncomfortable working conditions, poor customer service, a lack of job responsibilities, a lack of empowerment, and disregard for individual opinions. As for the 16 obstacles, the findings demonstrated a statistically significant distinction between full-time and part-time employees. According to the findings, full-time female employees were more concerned about having an excessive workload (m=62.12), an inappropriate working shift (m=63.26), challenging working conditions (m=66.30), and having a job that is not compatible with parenthood (m=52.36) than part-time female employees.

Table 2: The differences between full-time and part-time female employees

Challenges facing female employees	Mean Rank	Mann-Whitney U	z	Asymp. Sig. (2-tailed)
Too much workload	62.12	1470.000	-1.079-	.281
Boring work routing	49.46	1316.500	-2.906-	.004*
Extra workload hour without payment	66.02	1218.000	-2.966-	.003*
Unsuitable workload shift	63.26	1328.500	-1.511-	.693
Low compensation	62.62	1311.000	-1.926-	.054*
Difficult working conditions	66.30	1546.500	-.634-	.526
High turnover	48.65	1240.500	-3.308-	.001*
Career disappointment	65.70	1278.500	-1.511-	.131
Employment discrimination	50.83	1132.000	-2.815-	.005*
Promotion discrimination	43.92	1261.500	-2.147-	.032*
Payroll discrimination	56.20	1137.500	-3.847-	.000*
Discrimination in evaluation	60.58	1269.000	-3.183-	.001*
Difficulties in working with cover	61.67	1177.500	-3.658-	.000*
Unsuitable uniform	59.49	1295.500	-.906-	.365-
Physical problems	58.61	1234.500	-2.379-	.17*
Moral problems	55.83	1408.500	-1.299	.194
Uncomfortable work environment	57.37	1239.000	-1.732	.083
Lack of communication with colleges	57.80	1202.500	-1.915	.055*
Difficulties when as a team	68.00	1233.000	-1.228	.219
Bad treatment from customers	53.79	1152.000	.064-	.949
Lock of participation	60.60	1213.500	-2.650	.008*
Lock of job responsibility	50.10	1321.000	-.759-	.448
Lock of empowerment	68.06	1535.500	-1.213	.225
Ignoring personal opinion	65.51	1428.500	-1.785	.074
Lock of motivation	62.29	1293.000	-2.501	.012*

Lock of training opportunities	61.06	1239.500	-2.776	.005*
Skills development problems	96.74	1241.000	-2.771	.006*
Funnily reject my career	69.74	1735.000	-.156-	.876
Unrespectable from Society	58.85	158.500	-1.046-	.296
Job is not combined with parenthood.	52.36	1668.500	-.513-	.608
Obligatory changes my habits	46.05	1367.000	-2.102-	.036*

* P-value <0.05= Significant difference.

Table 3: The differences between ages, marital status, and experience groups

Challenges facing female employees	Asymp. Sig. (2-tailed)		
	Age	Marital status	Working experience
Too much workload	.125	.186	.161
Boring work routine	.026	.020	.002*
Extra working hour without payment	.000*	.001*	.000*
Unsuitable working shift	.978	.581	.071
Low payment	.285	.020*	.287
Difficult working conditions	.175	.716	.451
High turnover	.005*	.000*	.075
Career dissatisfaction	.019	.274	.354
Employment discrimination	.000*	.001*	.010*
Promotion discrimination	.004*	.031*	.039*
Payroll discrimination	.001*	.000*	.009*
Discrimination in evaluation	.001*	.000*	.003*
Difficulties in working with hair cover	.001	.018	.084
Unsuitable uniform	.461	.654	.519
Physical problems	.003	.263	.156
Moral problems	.049*	.424*	.363
Uncomfortable work environment	.012	.337	.005*
Lack of communication with colleges and managers	.108	.198	.781
Difficulties when marking as a team	.169	.498	.657
Bad treatment from customers	.786	.850	.041.*
Lack of participation	.003*	.008*	.007*
Lack of job responsibility	.083*	.246*	.003*
Lack of empowerment	.006*	.052*	.017*
ignoring personal opinion	.000*	.004*	.046*
Lack of motivation	.000*	.014	.001*
Lack of training opportunities	.000*	.049	.014*
Skills development problems	.003*	.105	.059*
Family reacts my career	.085	.929	.179
disrespect from Society	.858	.652	.228
Job is not combined with parenthood	.328	.013*	.002*
Obligatory changes in my habits and traditions	.139	.134	.174

Kruskal -Wally's test was used to test for differences between the age groups, marital status, and working experience of the female employees (Table 3). I-or age group, female employees showed lower perceptions toward boring work routine, extra working hour without payment, high turnover, employment inequity, payroll discrimination, discrimination in evaluation, difficulties in working with a hair cover, physical troubles,

moral problems, lack of participation, lack of motivation, lack of training opportunities, and skills development challenges. In addition, the results revealed that females employees who had more family responsibilities (Le., married, kids) had higher perceptions regarding encouragement discrimination, payroll discrimination ,discrimination in evaluation, difficulties in working with a hair cover, lack of empowerment, ignoring personal opinion and job is not combined with parenthood, again single females showed higher perceptions regarding extra working hour without payment, high turnover, and employment discrimination compared to married females. Moreover, the results indicated that as working experience increased, lower became the perceptions regarding extra working hour without payment, employment discrimination, promotion discrimination, payroll discrimination, discrimination in evaluation, lack of participation, lack of job responsibility, rind skills development problems.

Table 4: Table 4: Pattern matrix for PCA of a 31-item, four- factor solution

Challenges Facing Female Employees Work		Personal Challenge	Work Environment	Family and Society
Extra working hour without payment	.697	-.129	.254	.121
Career dissatisfaction	.694	.032	.126	.332
High turnover	.675	.096	.112	.271
Boring work routine	.567	-.023	-.064-	.347
Low payment	.541	.057	.321	.204
Too much workload	.584	.290	-.392-	.302
Unsuitable working shift	.478	.059	.197-	-.118
Difficult working conditions	.475	.383	-.18&	.283
Discrimination in Evaluation	.300	.688	.278	.130
Employment discrimination	-.373-	.616	.232	-.033
Promotion discrimination	-.321-	.614	.255	.007
Moral problems	-.043-	.555	.110	.094
Payroll discrimination	-.433-	.543	.197	.189
Unsuitable uniform	.219	.455	.396	-.275
Difficulties in working with hair cover	.296	.34d	-.276-	.231-
Lack of training opportunities	-.195-	-.158	.804	-.194
Lack of motivation	-.292-	-.225	.774	-.152

Highly significant ($p < .000$), supporting the factorability of the correlation matrix. PCA revealed four Eigen values exceeding 1, explaining 32.4 %, 7.8%, 6.3% and 5.3% of the variance respectively. Inspection of the pattern matrix (Table 4) showed a relatively clear four-factor solution (Le., work performance, personal traits, work environment. rind family/society), with the exception of unsuitable working shift, default working condones, unsuitable uniform, difficulties in working with a hair cover, bad treatment from customer, ignoring personal opinion, and uncomfortable work environment. And difficulties in working with a hair cover item loaded moderately (.219, .296 respectively) and inappropriately onto personal challenges factor. To that end, bad treatment from customers and ignoring personal opinion items loaded weakly (.061, .321 respectively) and inappropriately onto work environment factor. This resulted in a23-item female employee’s challenges, with six work- performance items, five personal challenges items, seven work environment items, and four items in family and society. All items loaded above .471on

their respect factors. The 23-item female employee's challenges scale had a Cronbach's alpha value of .925 indicate good internal consistency.

Conclusion and Recommendation

A reliability test was performed on the SPSS between the dependent variables (factors) and the independent variable (women's employment) such as work/life balance, sexual harassment, the glass ceiling, networking, and mentoring that have an effect on women's careers. The result of the two variables showed a reliability score of 0.915 on the Cronbach's Alpha scale. The score being more than 0.5 suggests that further research is possible. In order to achieve gender equality at work, foster harmony and equity, and handle employee career progression difficulties, the hospitality sector must adopt a number of techniques and a specified set of human resource practices. Occupational improvements of women in hospitality companies are going to get a boost in the initiative as they emulate those in leadership positions and cultivate an ambition to overcome the challenges and struggles of the path to career building in this industry where the physical difficulties are unending, unlike in other industries.

The second test was an analysis of variance (ANOVA), which looked at the common association between Experience (which served as the independent variable) and Gender Discrimination, Sexual Harassment, Work-Life Balance, and Glass Ceiling. The dependent variables are networking and mentoring. Both variables have a 0.05 significance level. Long hours worked and work culture is both not detrimental to women's employment and work experiences. The majority of employees do not feel that the organization has a glass ceiling and are happy with the environment at work. On-roll and off-roll employees are treated slightly differently, but not in a way that interferes with their ability to do their jobs. Employees of both genders are paid equally, however there are occasionally issues with how they are treated. The majority of female employees feel comfortable working night shifts as long as they are given the necessary conditions. They experienced a little discrimination at work, but they were able to handle it. If there was a conference or training on sexual harassment, women would feel much better.

The following ANOVA test was used to examine the correlation between the dependent variables of Age (an independent variable) and the independent variables of Gender Discrimination, Sexual Harassment, Work/Life Balance, Glass Ceiling, Networking, and Mentoring. Employees' ages had no bearing on how their cultures handled work/life balance; women of any age could manage it. Regardless of an employee's age, gender discrimination still exists and has a negative effect. They were satisfied regardless of their age, and the workplace environment had no effect on them. Despite their age ranging from 21 to 40, the working employees are affected by working long hours. There isn't much of distinction between on-roll and off-roll workers. Employees of both genders are paid similarly, although how women are treated occasionally depends on their age. The majority of female employees don't mind working night shifts; it's only after they have a child that it becomes problematic. The impact on the female employees of having a sexual harassment talk and a separate grievance cell is positive.

When conducting campus interviews or direct recruiting at managing hotels colleges for the management training program, hotel human resources practices should be organized so that they may offer special consideration to female candidates. Instead of comparing female employees to their male counterparts, the hospitality industry organization needs to recognize the potential of its female workforce. If a personality development program for female managers or entry-level employees is required, it should be planned in conjunction with a clear reward structure so that the female staff members at the hotel do not feel excluded from

promotions or consideration for higher positions. In order for potential students interested in applying for the course to have a clear understanding of its prospects, it is also the responsibility of professional trainers, training colleges, and hotel management institutes to make an effort to inform female applicants about the forecast and career growth in the hospitality industry and the challenges in it.

Recommendations

Recommendations For ministry of tourism

- Establishing specialized training facilities for the hospitality sector with a focus on educating a large number of women for employment in the hospitality and tourist sectors.
- Enhancing the working conditions for women in hotels by offering them the chance to work part-time and cutting back on hours.
- Establishing awareness campaigns in schools to increase knowledge of the importance of the tourism and hospitality industries and the contribution that women have contributed to the expansion of these sectors.
- Working to incorporate women in growth plans for the tourism and hotel industries to fully utilize their potential in this innovative sector.
- Working towards imposing a quota on the number of Egyptian women that hotels and other companies must hire annually.

Recommendations for National Council for Women

- Conducting lectures for women working in the hospitality business to educate them on their rights and responsibilities under the law, as well as their responsibility to stop unfair practices in this sector.
- Find ways to remove the barriers that women encounter in the hospitality industry so they can succeed there.
- To approve legislation encouraging women to work in the hotel industry and monitor its enforcement, particularly in light of seasonality and low pay, as proposed by the National Council for Women and the Egyptian Tourism Federation.

Recommendations for women's employees in hotel industry

- Must be aware the work law policies to protect them in the environment work.
- Working through Continuous training to achieve success.

Recommendations for human resources managers

- Recognizing potential roadblocks to women's job advancement, creating female-friendly recruitment and selection practices.
- Human resource policies should handle sexual harassment in all its manifestations and achieve its elimination. These kinds of rules should be frequently updated for employees.
- Ensuring that men and women receive equal rewards and pay.

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دراسة محددات التقدم الوظيفي والتحديات التي تواجه المرأة العاملة في الفنادق الخمس نجوم المصرية

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معلومات المقالة	المُلخَص
<p>الكلمات المفتاحية</p> <p>مؤسسات الضيافة؛ التقدم الوظيفي؛ توظيف المرأة؛ التحديات؛ المساواة.</p>	<p>ان خروج المرأة إلى ميدان العمل في العصر الحديث أصبح ظاهرة كبيرة تستدعي الاهتمام فضلاً عن زيادة مساهمتها في سوق العمل بمؤسسات الضيافة لذلك كان الغرض من هذه الدراسة هو تحديد تأثير استراتيجيات التقدم الوظيفي والتحديات المختلفة التي تواجهها المرأة في صناعة الضيافة وبصفة خاصة في الفنادق المصرية، هناك أدلة متزايدة على أهمية الموظفين في قطاع الفنادق وعلى الرغم من أن الإناث يلعبن دوراً نشطاً في العمل الفندقي بشكل عام، إلا أنه لا يُعرف سوى القليل عن العقبات التي تواجههن في الفنادق. ولذلك أُجريت هذه الدراسة في الفنادق المصرية لتحديد التحديات الرئيسية التي تواجهها المرأة في هذه الصناعة. وتم استخدام أداة قياس لاختبار تصورات الإناث نحو هذه التحديات في الفنادق. الارتكاز الرئيسي لهذه الدراسة على متغيرين مستقلين عن كيفية تأثر توظيف المرأة بالعوامل التابعة مثل التوازن بين العمل والحياة، والتمييز بين الجنسين، والتحرش الجنسي، والتواصل والتوجيه. تم جمع البيانات من عينة حجمها ٢٠٠ موظفه وتم توزيع استمارات استبيان لقياس استجاباتهم باستخدام مقياس ليكرت. ويتكون الاستبيان من أربعة بنىات لقياس تصورات الموظفين تجاه تحديات أداء العمل، والتحديات الشخصية، وبيئة العمل، والأسرة/المجتمع. وأظهرت نتائج الدراسة أن التمييز بين الجنسين في عبء العمل، والإجهاد، وانخفاض الرواتب، واحتمالات عدم الترقى، وساعات العمل الزائدة أيضاً كانت من التحديات الرئيسية التي تواجه الموظفين في الفنادق. ونقترح النتائج أن تغطي وتضمن سياسات الموارد البشرية بقطاع الفنادق القضاء على أي شكل من أشكال الصور النمطية والتحرش الجنسي ويجب مناقشة هذه السياسات مع الموظفين بشكل منظم. يجب العمل على المساواة بين الجنسين في الحوافز والأجور وتفعيل مراكز التدريب المتخصصة في المهن السياحية والفندقية لتدريب أعداد كبيرة من النساء لدخول سوق العمل الفندقي والقيام بحملات توعية في المؤسسات التعليمية للتعريف بأهمية صناعة السياحة والفنادق ودور المرأة في المساهمة في تطوير هذا القطاع مع توجيه مؤسسات السياحة والفنادق على تحديد نسبة معينة من الموظفين المصريات والتقليل من نسبة الأجنيبات.</p>