

Job Satisfaction and Social Network of Female Workers in Hotel Industry

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DESCRIPTION

In China service sector, they employed 23 million people in the hotel business is a significant factor in terms of employee numbers. In China's hotel sector, female migrant workers from rural to metropolitan areas make up the majority. When rural-urban female employees relocate to the cities, their first job is frequently housekeeping in hotels.

Because of the unequal distribution of schooling resources, the education backgrounds of domestic migrant workers from rural areas are significantly lower than those of urban inhabitants; as a result, the migrant workers to choose positions with low technical and skill requirements. As a result, those entry-level hotel positions become their first choice.

Female migrant workers in the hotel business have already shown to be an important feature in China's human resource management. With the dynamic growth of city employee structures in recent years, migrant workers have increasingly displaced city inhabitants in service industries. However, most hotel managers in cities have a limited awareness of migrant workers' backgrounds, cultures, and traits, and as a result, they are unable to devise effective countermeasures to cope with them, resulting in numerous sub-cultural clashes at work. As a result, a systematic method to studying the group characteristics and working attitudes of migrant workers in the hotel business in China is becoming increasingly relevant.

The institutional identity, social networking system, and job satisfaction at work, on the other hand, are three essential aspects that deepen the labor process of female migrant workers, according to the perspective of social gender theory. The evolution of femininity characteristics and the Influence of female human capital can be revealed through studies of the subjectivity of the labor process, which will aid us in identifying structural problems of rural migrant workers in modern organizations and the human resource development of the service industry during economic and social changes. Job satisfaction is a highly effective metric for assessing employees' attitudes. Many academics have discovered that job satisfaction may be used to assess employees' feelings about their occupations

as well as their working attitudes. Job satisfaction is a multi-dimensional psychological concept that includes beliefs, emotions, and assessments of jobs. The evaluation of job satisfaction is based on workers' cognitive and emotional perceptions; nevertheless, in terms of antecedent and consequence variables, there is a significant difference between cognitive-based and emotional-based job satisfaction.

As a result, existing research shows that a deeper knowledge of work satisfaction should be paired with more variables, such as those from the social system, organizations, and persons categories.

In sociological research, social networks play an essential role, and they are also a point of junction in economic and social research. The basic idea of people, organizations, the connecting point between the organization and the organization is the objective existence of social structure, and which is associated with the Influence of social behavior. As an important sector of "new economics," social network research is developed on the basis of the social survey method, with the basic idea of people, organizations, the connecting point between the organization and the organization is the objective existence of social structure, and which is associated with the Influence of social behavior. A cross or parallel network system is ingrained in society, industry, organizations, or individuals, and the network has a structural function on member behavior. In economics and management sciences, HL's concept is gaining traction. Inner drive theory and integration theory established an integrated theoretical framework, which covers physical observation, mathematics, statistics, graph theory, and other disciplines, with an embedded perspective to study the relationship between the actors and their network, as well as the Influence to the actors.

Human resource management encompasses not only the enterprise's internal management, but also the social system, economic structure, interpersonal relationships, cultural and societal variables such as ideology, and integrated systems of social and economic interactions. In the economic study of individual behavior, the embeddedness of the social system and the social support in the market system are essential elements. In recent years, the social interaction among individuals' social

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networks, as well as the social repercussions on individuals' behavior, have become major directions in the field of human resource management. Research on the function of economic

and non-economic systems for human resource provides a more systematic approach in economic exchange studies.