



**IMPACT OF ORGANIZATIONAL CULTURE ON
CAREER DEVELOPMENT OF WOMEN EMPLOYEES
IN HOTEL INDUSTRY
(SPECIAL REFERENCE TO NORTHERN PROVINCE)**

This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Hospitality, Tourism & Events Management
August, 2019

Sowmiya.A
UWU/HTE/15/054
Department of Tourism Studies

ABSTRACT

The aim of this study is to identify the impact of organizational culture on career development of women employees in Hotel Industry. Based on the comprehensive literature review, the authors adopted five dimensions of Hofstede's organizational culture. There are power distance, collectivism, masculinity versus femininity, uncertainty avoidance and long term orientation and their influence on career development of women employees in Hotel Industry. The study mainly analyzes the objective of whether the organizational culture impact on career development of women employees. The study mainly considered the primary data. The primary data were collected through closed structure questionnaire from 140 respondents in selected Hotels of Northern Province and used univariate and bivariate analysis techniques in order to analyze data and find the results of study objective. At the same time the results show that organizational culture and career development highly impact on women employees. Furthermore, the dimensions of collectivism support is having high level of impact on career development of women employees and have positive and significant impact of career development of women employees. The findings of this study have various managerial implications for other Hotels and other industries also.

Key words: *power distance, uncertainty avoidance, masculinity /femininity, long term orientation and career development.*