

# Your Career in the Tourism and Hospitality Industry



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By 2025, Generation Y will be approximately **75%** of the world's workforce

# Attitudes to Work

(Ramsborg and Tinnish, 2008)

<b>BABY BOOMERS</b>	<b>GENERATION Y</b>
Structure	Flexibility
Worker as instrument	Worker as a human resource
Work as labour intensive	Work as knowledge intensive
Hierarchical structures	Participatory structures
Education completed	Lifelong learning



# Generation Y workers

- Want a balance between work and personal time
- Will work long hours – on condition that they can choose those hours
- Want access to personal development
- Want more feedback





# New types of work

- \* ROWE:

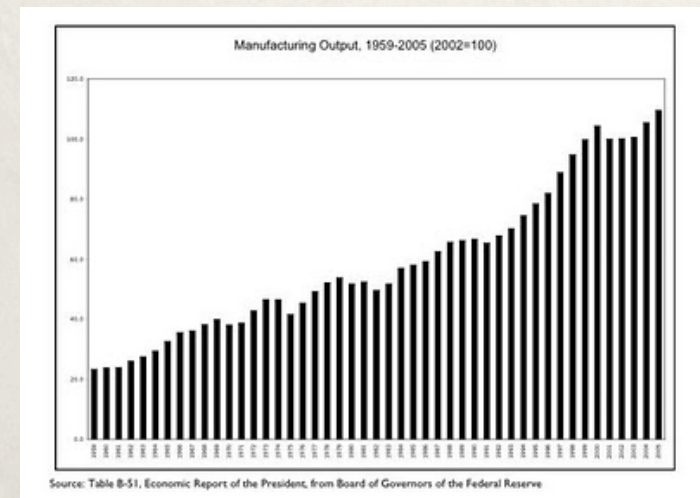
- \* Results-Only Work Environment

- \* Not “Where is everybody”, but “What is everybody achieving?”



# Benefits of ROWE

- \* Fall in voluntary turnover rates (people quitting)
- \* (But there can be a rise in “involuntary turnover” during the transition to ROWE. People can no longer disguise paper shuffling and excessive motion for delivering results)
- \* Increase in productivity





# Benefits of ROWE

- \* Help you to save your marriage
- \* Help you to be a better parent
- \* Help you to get in good shape





# FINDING A JOB



**THANK YOU  
and GOOD LUCK!**

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