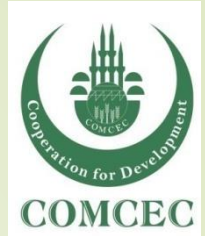


Sustainable Human Resources Management in Tourism Industry

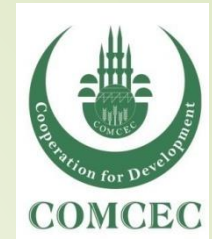
(Presentation of the Research Report)



(19TH MEETING OF THE COMCEC TOURISM
WORKING GROUP October 5th, 2022, Virtual Meeting)

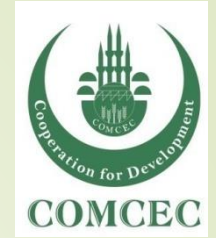
The "Sustainable Human Resource Management in the Tourism Industry" will be the study's key area of focus.

The study aims to ascertain the contribution of local employment and tourist education to the destinations' sustainable growth of tourism.



More Efficient Training
Education
Certification
Recruitment
Career Development
Motivation
Retention
Protection Of Human Resources In Tourism

- Both primary and secondary data are used to support the analytical report.
- While the core data will be based on fieldwork, secondary data will be drawn from academic literature, public records, and industry reports .

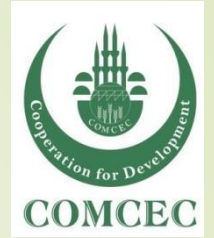


Current Profile And Status Of HR In Tourism

Problems And Impacts Of COVID-19 On Tourism Employment

Human Resource Management Planning And Development In
Tourism

Sustainable Human Resources Policies For Tourism



- The needs of the industry, terms of jobs should be established, career opportunities and working conditions in tourism industry should be improved and regulated.

OIC MEMBERS COUNTRIES

- **Indonesia**
- **Malaysia**
- **Tunisia**
- **Azerbaijan**
- **The Gambia**
- **Turkey**
- **Maldives**

BENCHMARK CASE STUDIES

- **France**
- **Italy**
- **Spain**

- While this study analyzes the human resources problems faced by countries in the tourism industry, it also aims to decide on the best human resources planning they offer as a solution.

- This study has been conducted to shed light on the issues and difficulties facing HRD in the OIC countries and non-OIC countries in order to create the best sustainable human resources management in the tourism industry.

- As a result of the comparative approach, strategies that should be implemented in this direction are suggested in order for OIC countries to be more successful in the tourism industry.

- HRM constitutes the core capability. Sustainable human resources policies in the tourism should be planned as short, medium and long term.



- In the short term, it is necessary to develop strategies for the destruction caused by the global epidemic.



- Medium and long-term strategies should be planned by prioritizing cultural awareness and industry 4.0.



- **In this direction, short, medium and long-term policy recommendations are discussed below.**

1. Strategic Covid alert and new normal adjustment sustainability policies

The global epidemic had serious effects on the industry, especially in terms of human capital. Re-establishing human capital's commitment and trust in the tourism industry is critical.

2. Strategic Educational Sustainable Policies

Tourism education increases the level of service by improving the knowledge of the personnel in tourism businesses.

3. Strategic Employee wellness sustainability

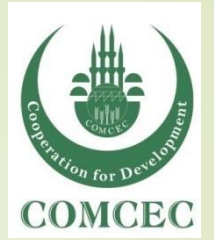
In order to determine customer satisfaction, it is necessary to prioritize personnel satisfaction.

4. Synergy sustainability between partners

It is very essential to maintain an effective and strong communication and interaction between tourism businesses.

5. The government's contribution

The government should contribute and assist the tourism industry and focus on the industry's regulations, policies and objectives.



THANK YOU...