

WORK RESTRUCTURING AND ITS IMPACTS IN HOSPITALITY INDUSTRIES

Mrs. S.Selvakumari, M.B.A., M.Phil., SET¹ **Dr.P.Vijaya Banu** M.Com., M.B.A.,
M.Phil., PhD, NET²

¹Asst. Professor in Dept. of Business Administration,
Bharathidasan University Constituent College of Arts and Science, Nagapattinam.
Email: selvakumarisa@gmail.com*

²Asst.Professor and Research Advisor,Dept. of Business Administration,
RDB College of arts and science, Papanasam.

Abstract: This article study about the relationship between work **restructuring and** job satisfaction of the employees in **hotel industries**. It is re organizing the total organization. By this way the assignment of duties to the employee also re organized. Some of the employees may adopt the new environment and work as it is done before re organizing. But some of the workers may not satisfied in the new environment. The impacts of the restructuring may be give positive or negative constraint to the workers.

Key words: *Work restructuring, Re organizing, flexible work arrangements, Repositioning*

INTRODUCTION

Work Restructuring is the corporate management for the act of reorganizing the legal, ownership, operational, or other structures of a company for the purpose of making it more profitable, or better organized for its present needs. Other reasons for restructuring include a change of ownership or ownership structure, demerger, or a response to a crisis or major change in the business such as bankruptcy, repositioning, or buyout. Restructuring may also be described as corporate restructuring, debt restructuring and financial restructuring. Work restructuring in the hospitality industries also affects the employees in the positive or negative constraint. The employees should modify themselves for the new environment. The mental freeness of workers accept the working conditions and the new style of organization. The employees in the hotels should work enthusiastically to their customers. The enthusiasm will comes under the favorable circumstances.

RESTRUCTURING

It is the company management term for the act of reorganizing the legal, ownership, operational and other structures of a company for the purpose of attain higher profit or for better organizing the present needs.

REVIEW OF LITERATURE

Bennett, Martin Bies and Brickner(1995) Cappelli 1992: Leana and Feldman 1992 in their study inevitably aimed to prove that work place restructuring very well has an impact on an employee's job satisfaction, whether these effects were positive or negative.

According to Mayer and Allen (1997), organizational commitment is a psychological state that characterizes the employee's relationship with the organization with its implications for the decision to continue membership in the organization.

Corporate restructuring can involve making dramatic changes to a business by cutting out or merging departments. It implies rearranging the business for increased efficiency and profitability (Hane, 2012).

Impact of Job Enrichment on Employees' Job Satisfaction, Motivation and Organizational Commitment: Evidence from Public Sector of Pakistan Author (s) Mohsin Ali Raza; Muhammad Musarrat Nawaz Source European Journal of Social Sciences; Vol.23 No.2, Aug, 2011, PP-220-226

The Meaning and Scope of Corporate Restructuring Corporate restructuring is defined as the process involved in changing the organization of a business (Bowman & Singh, 2013).

Flexible Work Arrangements, Job Satisfaction, and Turnover Intentions: The Mediating Role of Work-to-family Enrichment

Author (s) Laurel A Mcnall; Aline D Masuda; Jessica M Nicklin examined the relation between the availability of 2 popular types of flexible work arrangements (i.e., flextime and compressed workweek) and work-to-family enrichment and, in turn, the relation between work-to-family enrichment and (a) job satisfaction and (b) turnover intentions.

The Effect of Job Enrichment Schemes on Selected Construction Workers in Nigeri Author (s) Omotayo OluGbengaAina; AlaoTaiwoOmoniyi There is a need to ascertain the effect of job enrichment schemes on workers in construction industry in Nigeria in order to justify its continuous use as tools for motivation. This study was designed to determine the relative performance of job enrichment schemes used by selected construction firms in Lagos, Nigeria and the effects of the schemes on the workers in these firms.

OBJECTIVES OF THE STUDY

- To study the impacts in hospitality industries from the act of restructuring
- To study the attitude of employees towards the work
- To measure the perception of workers in the industries
- To analyze the involvement of employees after the restructuring process

STATEMENT OF THE PROBLEM

It is very easier one to the competitor to compete with the individual elements such as salary, incentives and other benefits to the employees. When the impact of restructuring is in negative constraint to the workers they will easily adopted by the competitive firm. It create higher labor turnover and its effects will be high cost and loss of time. The impacts may also be absence of enthusiasm, waste of time and resources of the organization.

WHEN THE ORGANISATION FOLLOWS RESTRUCTURING IT SHOULD CONSIDERS THE FOLLOWING STEPS

- Ensure the company has enough liquidity to operate during implementation of a complete restructuring
- Produce accurate working capital forecasts

- Provide open and clear lines of communication with creditors who mostly control the company's ability to raise financing
- Update detailed business plan and considerations

FEATURES OF WORK RESRUCTURING

- Cash management and cash generation during crisis
- Impaired Loan Advisory Services
- Retention of corporate management in the form of "stay bonus" payments or equity grants
- Outsourcing of operations such as payroll and technical support to a more efficient third party
- Moving of operations such as manufacturing to lower-cost locations
- Reorganization of functions such as sales, marketing, and distribution
- Renegotiation of labor contracts to reduce overhead expenses
- Refinancing of corporate debt to reduce interest payments
- A major public relation campaign to reposition the company with consumers
- Provide training and development to the workers to adopt the new technologies introduced by the organization
- Improving the efficiency and productivity through new investments

THE IMPACTS OF JOB SATISFACTION UNDER WORK RESTRUCTURING

The level of job satisfaction and effectiveness of every human depends upon an appropriate organization structure; as organization structure is the prescribed pattern of work-related behavior that are deliberately established for the accomplishment of organizational goals. During the last decade, quite a lot of discussions have taken place in the corporate world, about organizational structure, and a lot of organizational success and job satisfaction by the employee are attached to the structure that is in place.

Organization structure refers to the arrangement of task, interrelations of various departments and levels of authorities to achieve co-operation of efforts, delegation of authority and effective communication along the scalar chain of command. Structure defines how job tasks are formally divided, grouped, and coordinated. It shows the hierarchical relationships among members of the organizations. Organizations are not just responsible to customers, but also their employees to the extent their welfare is key organizational progress and sustainability.

Job Satisfaction is a mental expression of workers' positive attitudes built up towards their jobs. Workers maintain an attitude towards their jobs as a result of diverse features of their job, social status that they've gained about their jobs and experiences in their job environment. This attitude also be also negative towards work According to the human behavior, employees are more interested to work in those companies and service organizations from where they get mental satisfaction. The most widely used factors of employee job satisfaction are work, pay, promotion, environment, supervision and co-workers. Similarly, having adequate work equipment, resources, and training opportunities and an equitable workload distribution—also significantly and positively affect employee job satisfaction.

CONCLUSION

Hotel industries committed workers in order to face worldwide competition. So they should have to adopt the work restructuring to compete with their competitors. Hotel industry is the backbone of the tourism industry. It plays a major role in the tourism management. Restructuring a business can result in a variety of changes to a company's organizational structure, product mix, financing strategies and overall operations.

The changes that occur during a corporate restructuring depend on the problem or opportunity that the business hopes to address with the change

REFERENCES

- Relationship between Organizational Culture and Innovation with the Mediation of Job Enrichment in the Fars Governor's Staff*
Author (s) Hojjat Ali Salimi; Mahbobeh Chin Aveh Source *Indian Journal of Positive Psychology*; Vol.7 No.1, Dec, 1-2016, PP-21-25
- Flexible Work Arrangements, Job Satisfaction, and Turnover Intentions: The Mediating Role of Work-to-family Enrichment*
Author (s) Laurel A Mcnall; Aline D Masuda; Jessica M Nicklin
Source *Journal of Psychology: Interdisciplinary and Applied*; Vol.144 No.1, 2009, PP-61-81
- The Effect of Job Enrichment Schemes on Selected Construction Workers in Nigeri* Author (s) Omotayo Olugbenga Aina; Alao Taiwo Omoniyi
Source *Organization, Technology and Management in Construction: An International Journal*; Vol.6 No.1, June, 2014
- Bailyn, L. 1985. *Autonomy in the industrial R&D lab*. *Human Resource Management* 24:129-46.