

酒店人服务酒店人

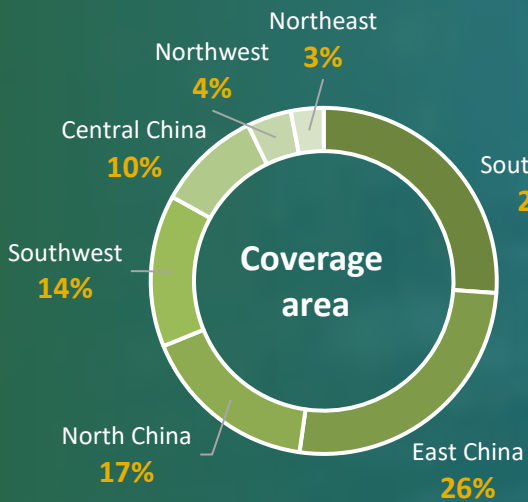
WE ARE
PASSIONATE
HOTELIERS



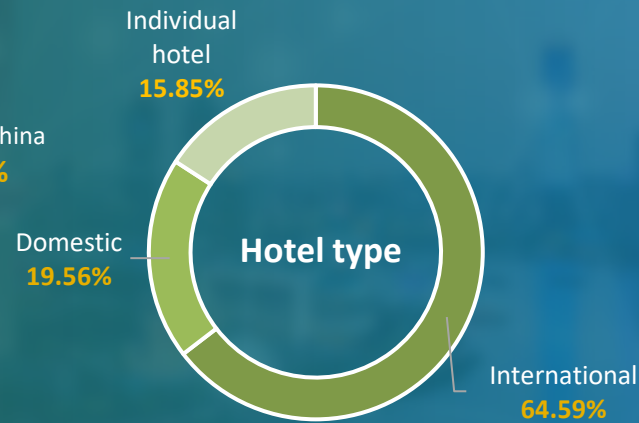
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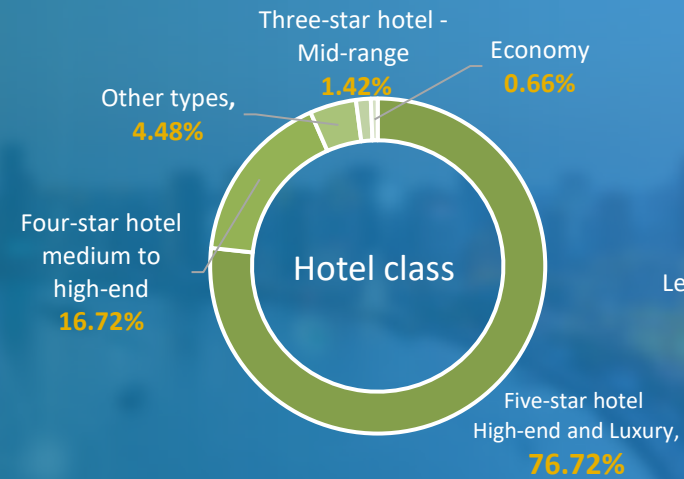
No. of Questionnaires 1,020



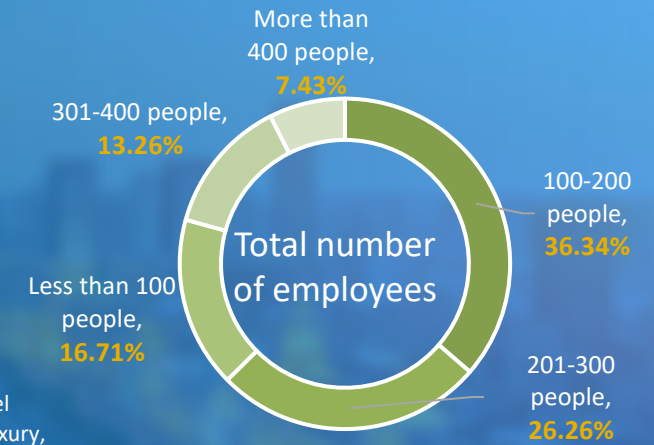
Regional Distribution



Hotel Type

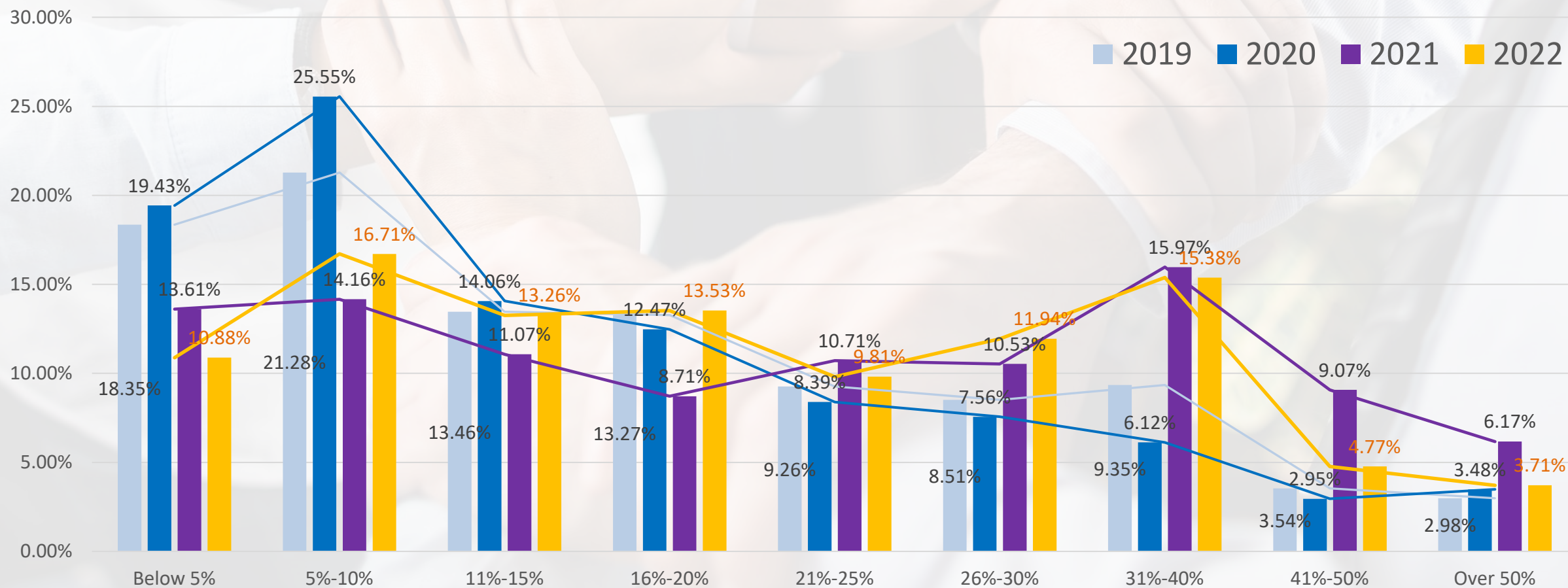


Hotel Category

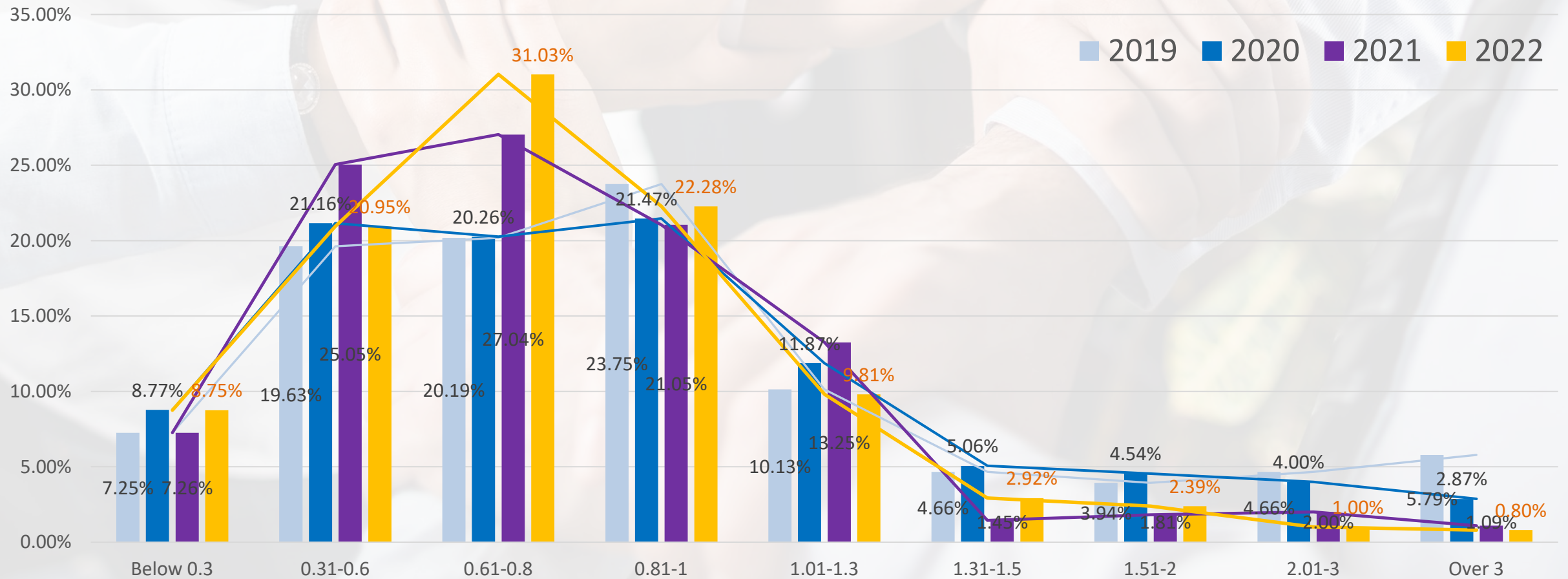


Total Employees

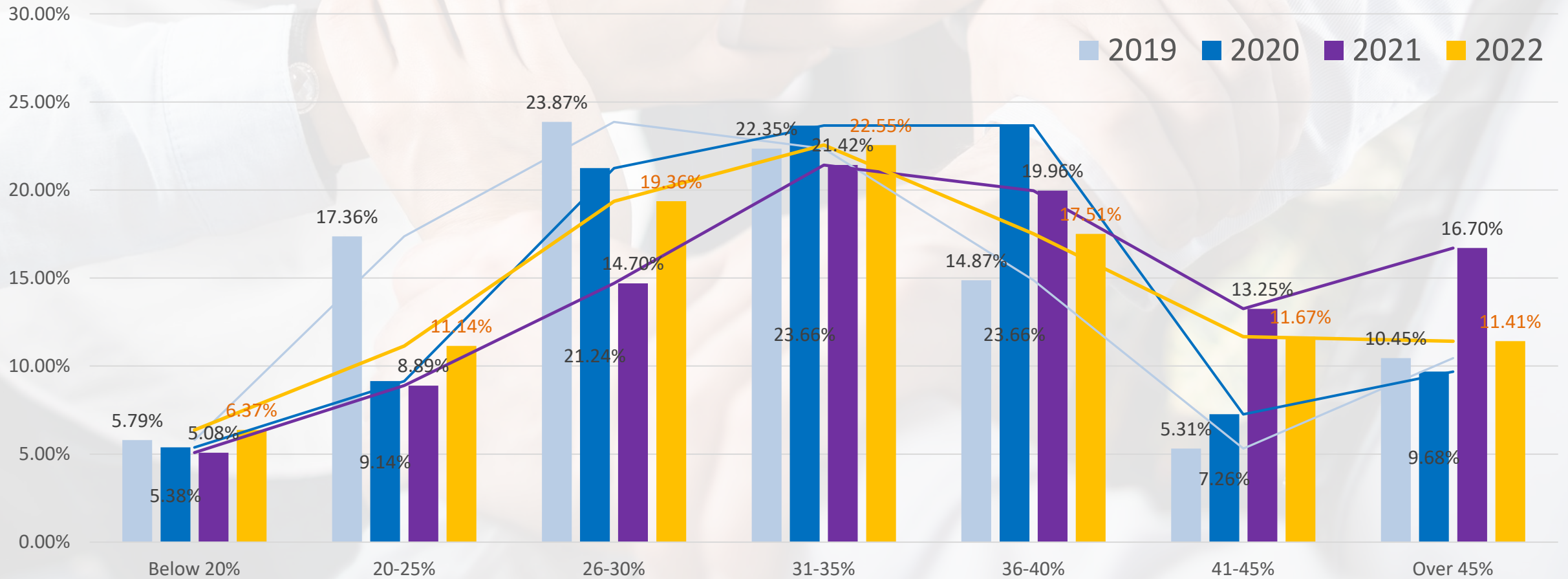
Staff Turnover Ratio



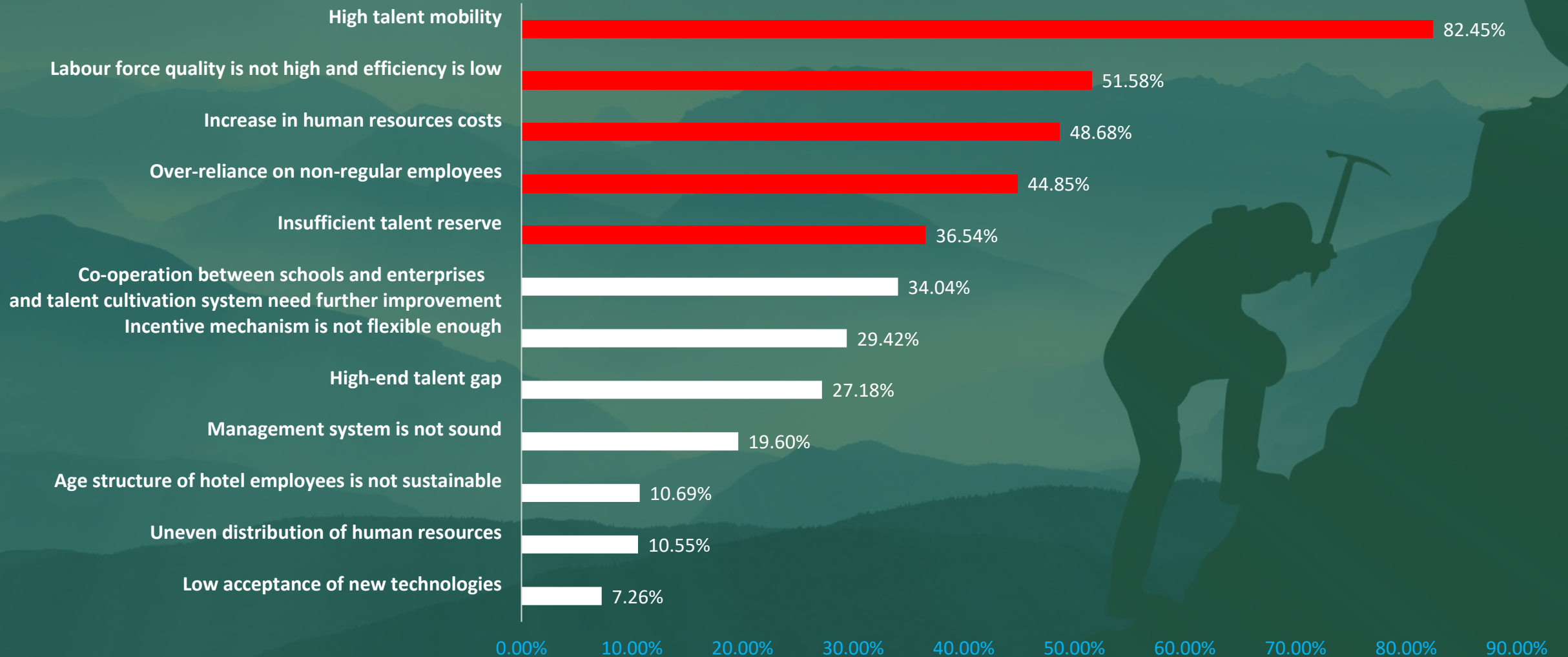
Staff Room Ratio



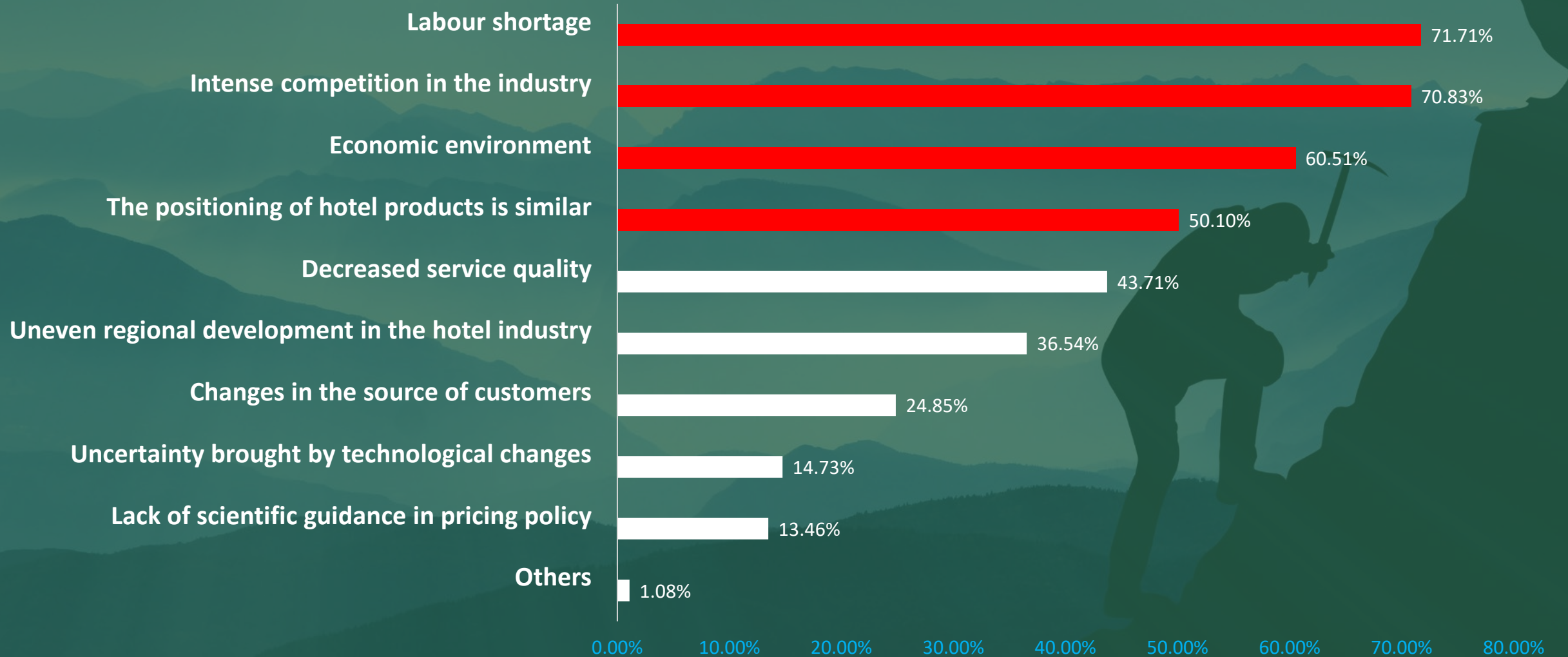
Total Labor Cost vs Revenue



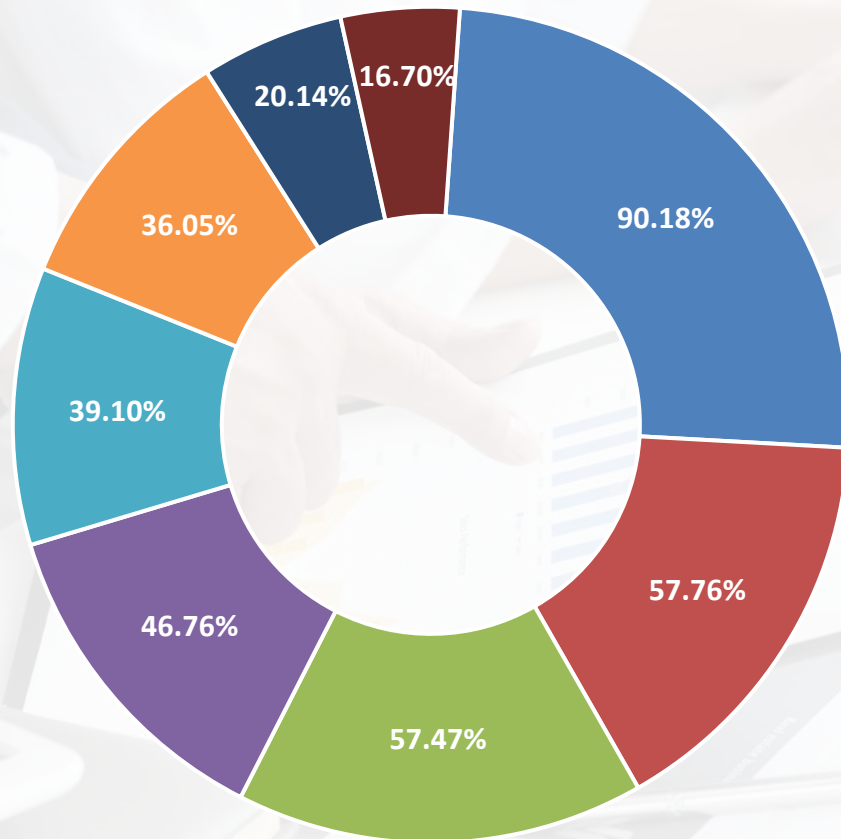
Challenges facing the human resources of the hotel industry



Challenges facing the development of China's hotel industry

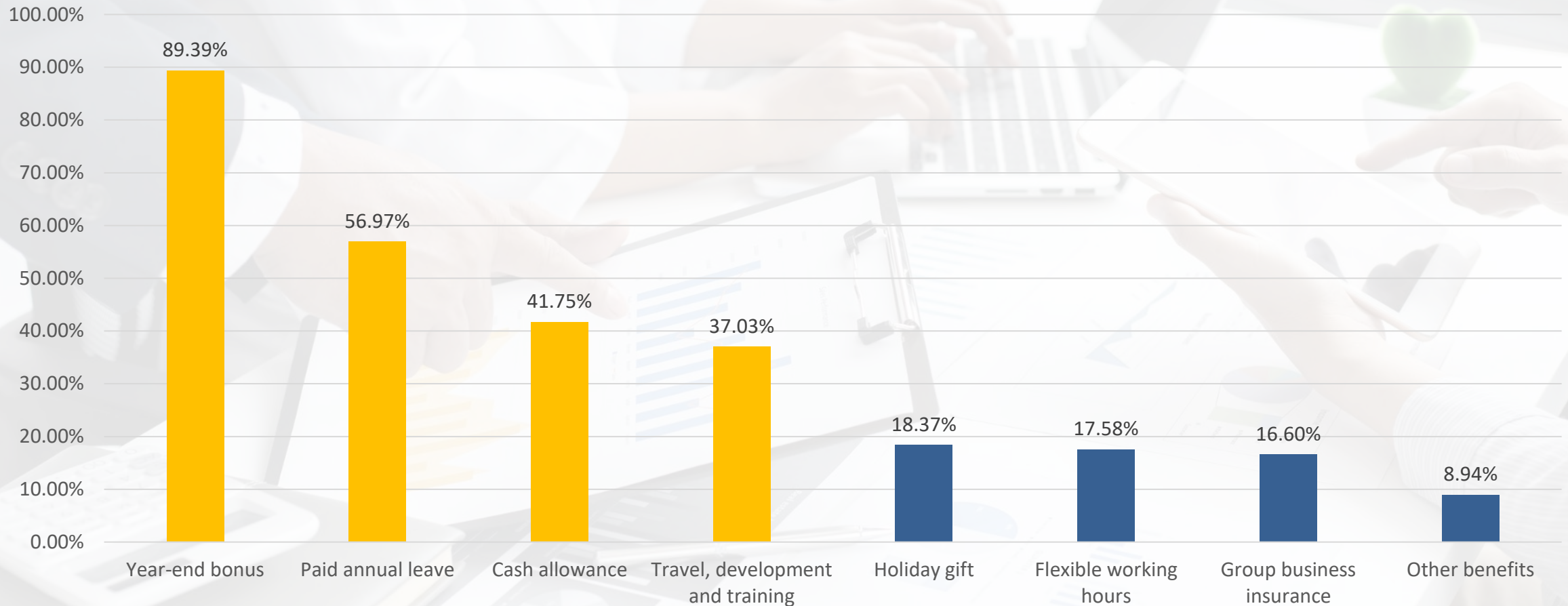


Reasons for talent shortage

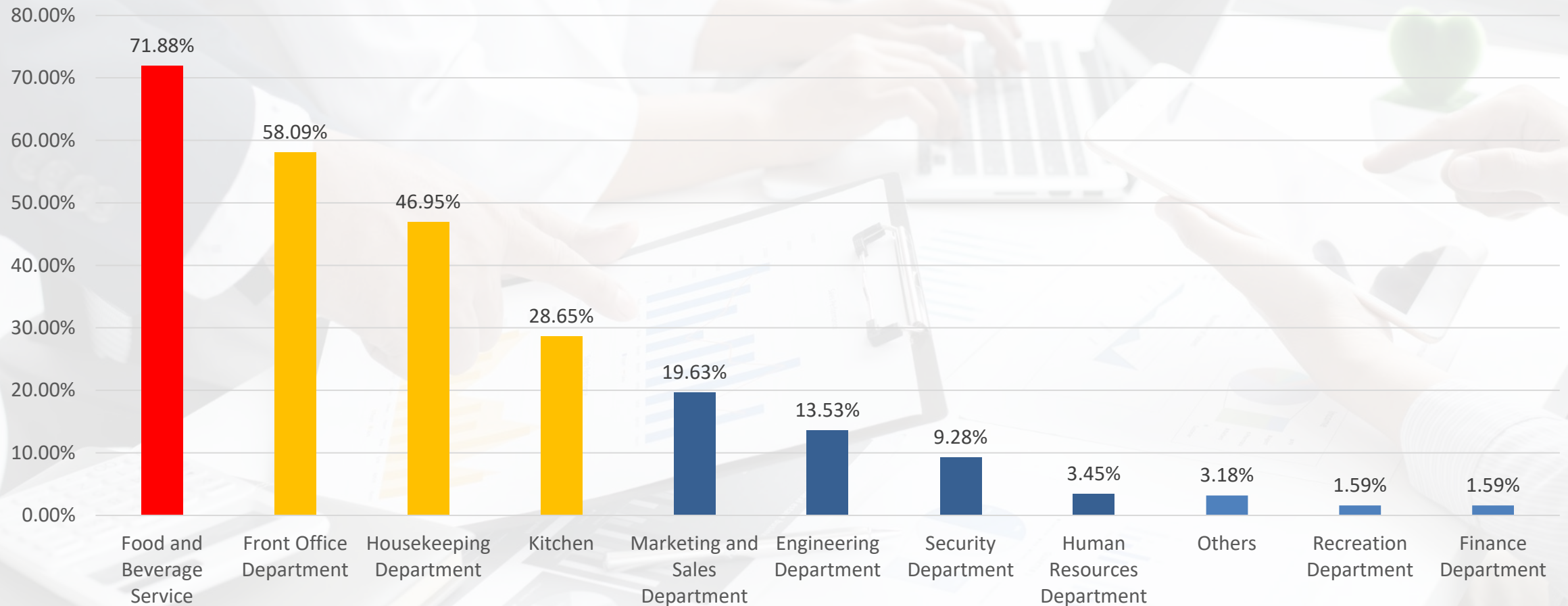


- Lack of attractive salary
- Work-life imbalance
- Limited development space
- High work pressure
- Low social recognition
- Poor work atmosphere or relationship
- Insufficient business volume, significant reduction in income
- To switch careers

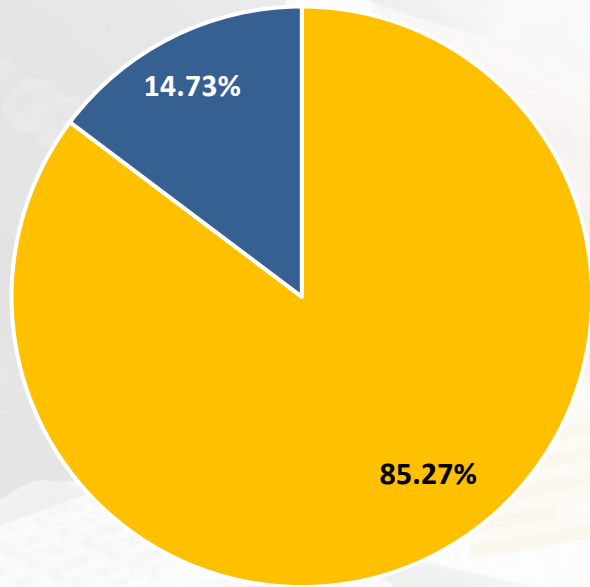
What are the most important benefits for employees



Urgent positions for recruitment

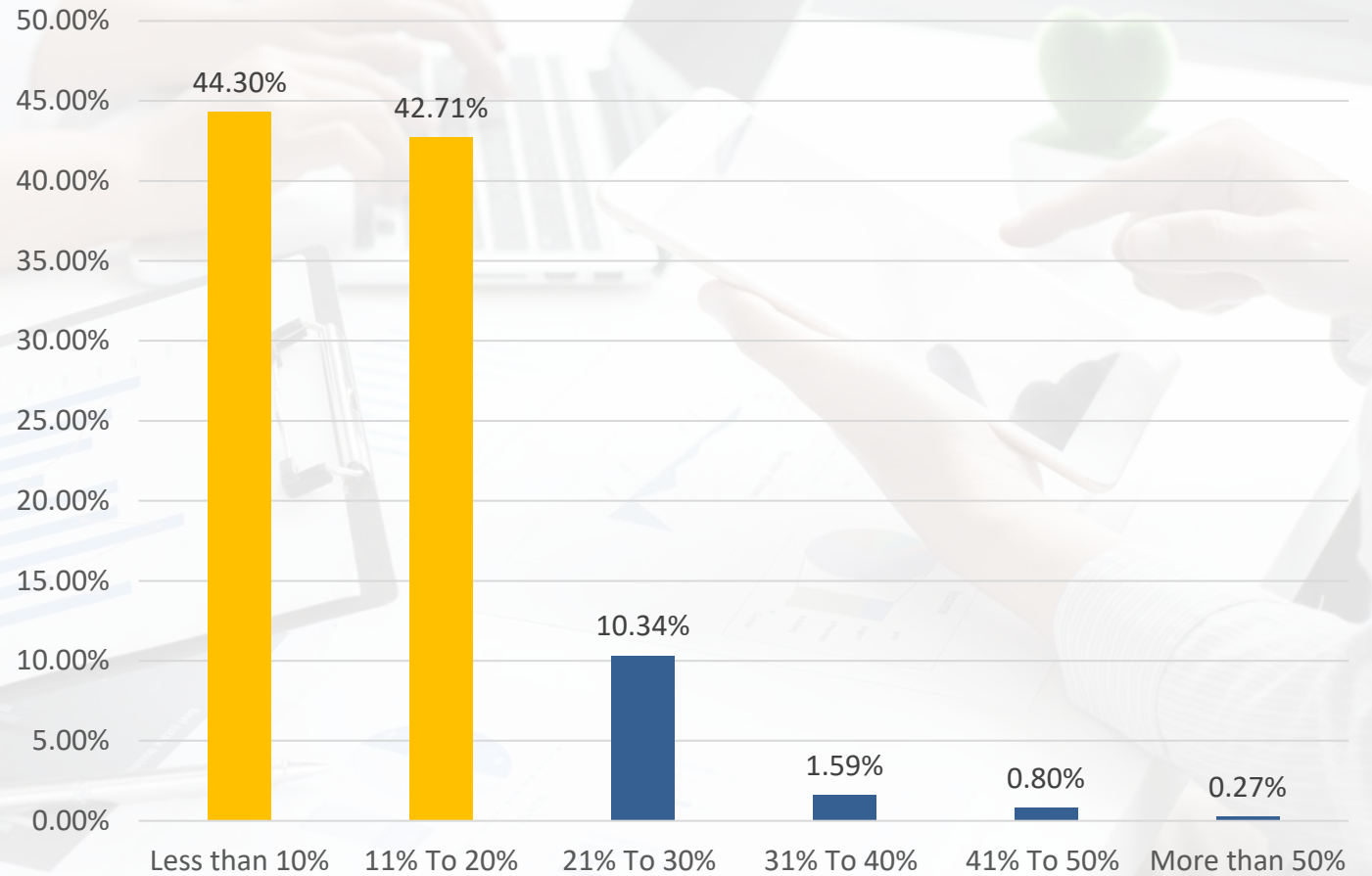


Part timer has been adopted

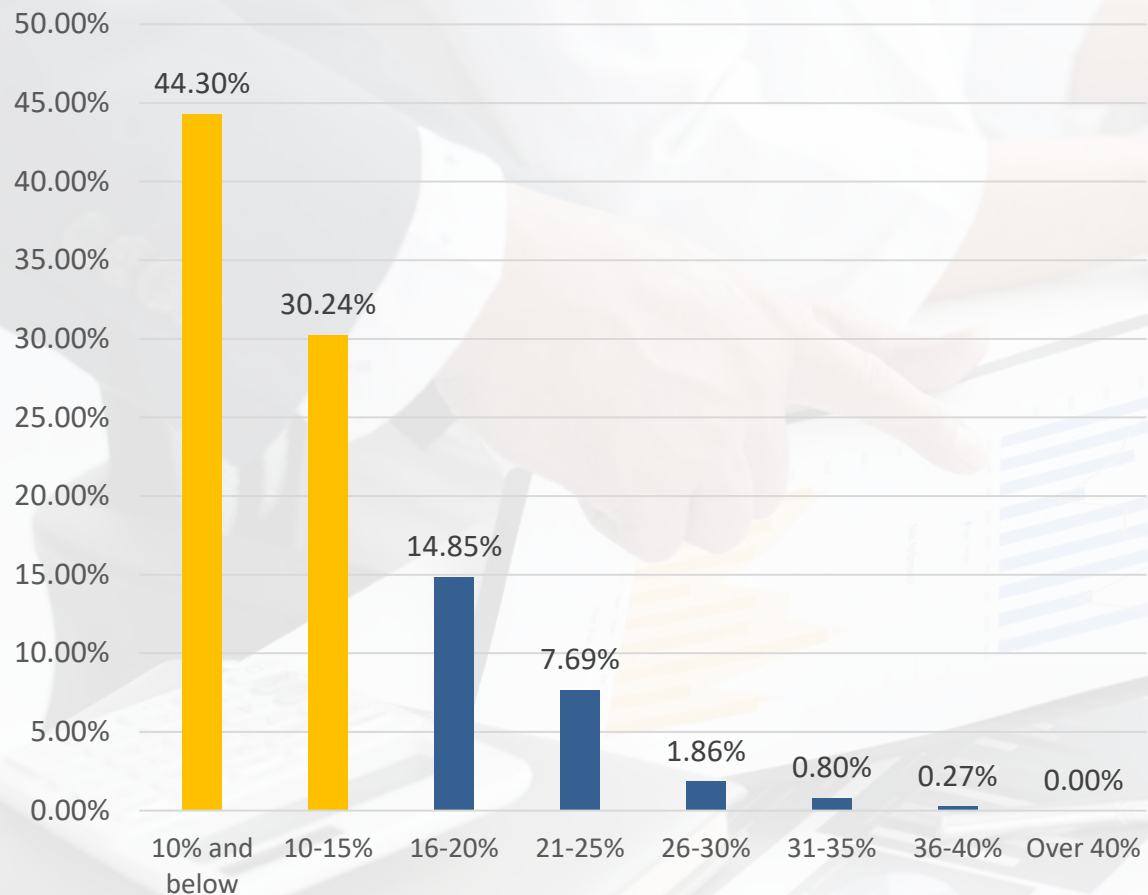


■ Yes ■ No

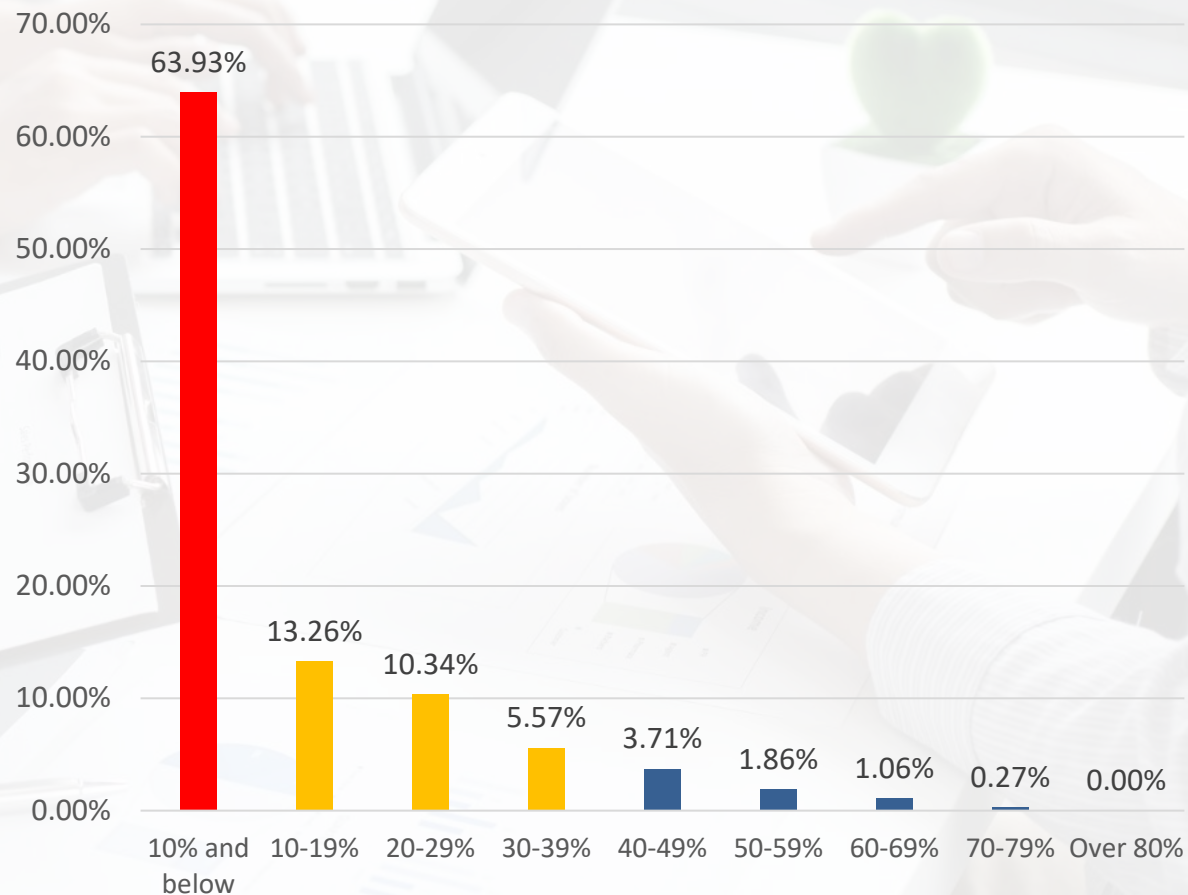
Part timer proportion



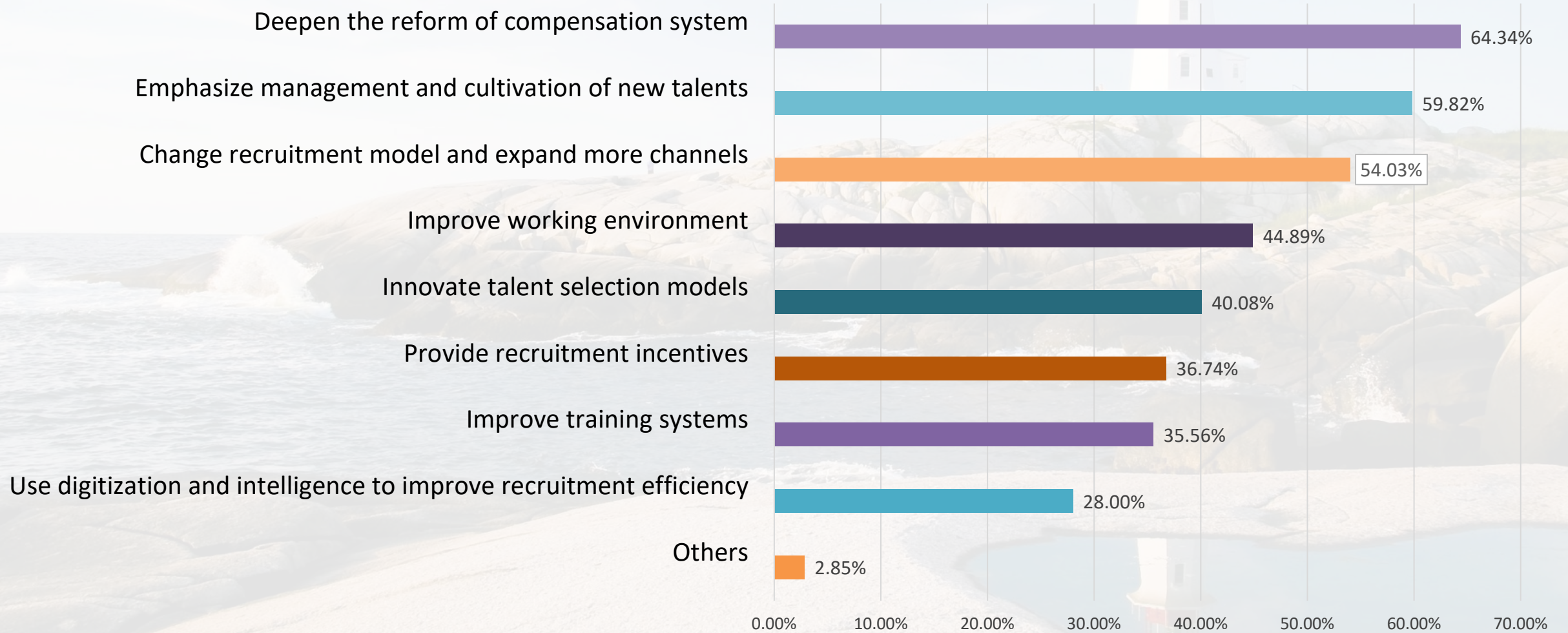
Percentage of interns



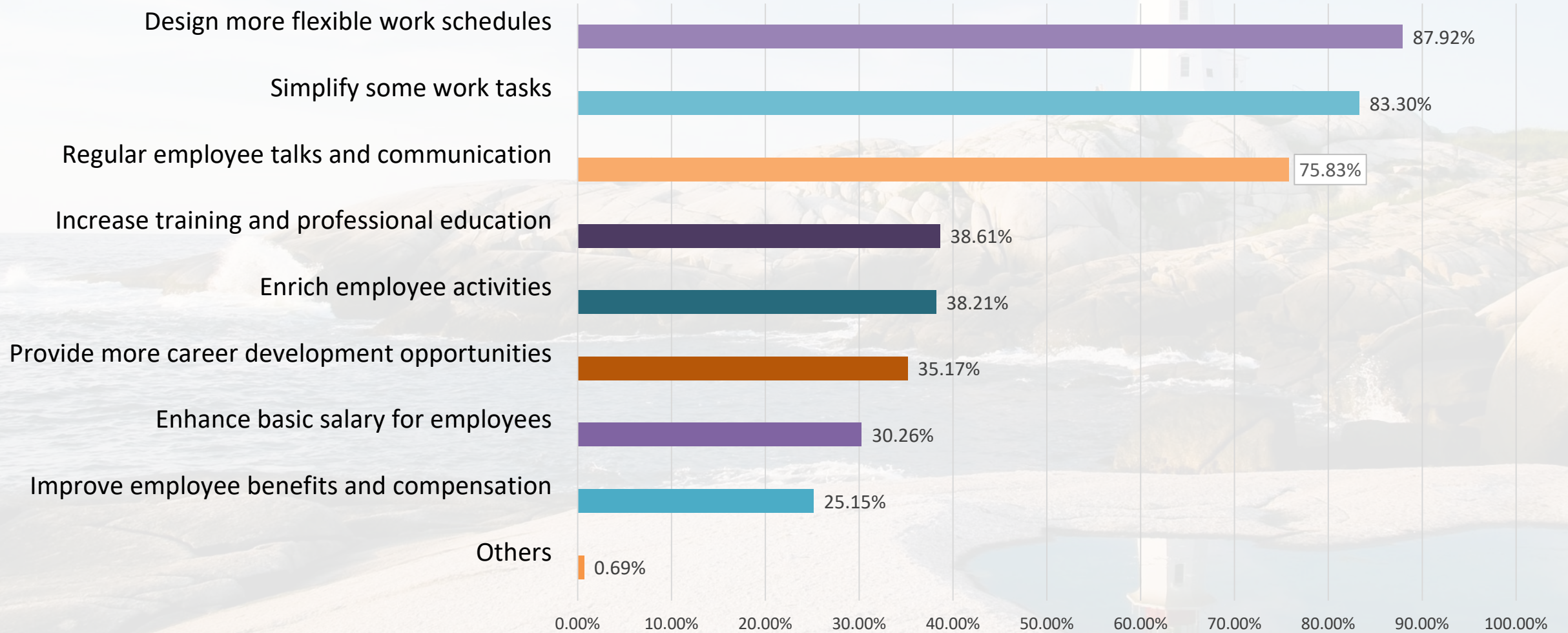
Intern retention rate



How to conquer recruitment difficulties

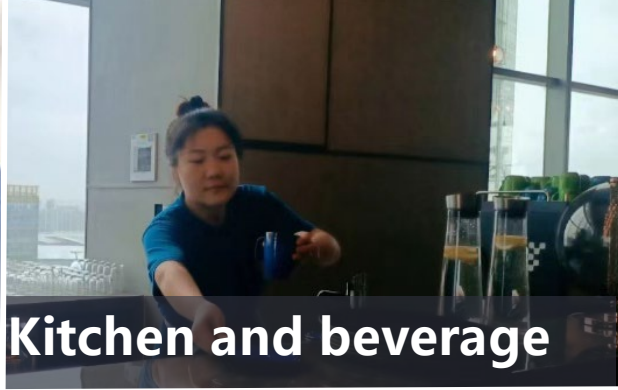


How to retain employees

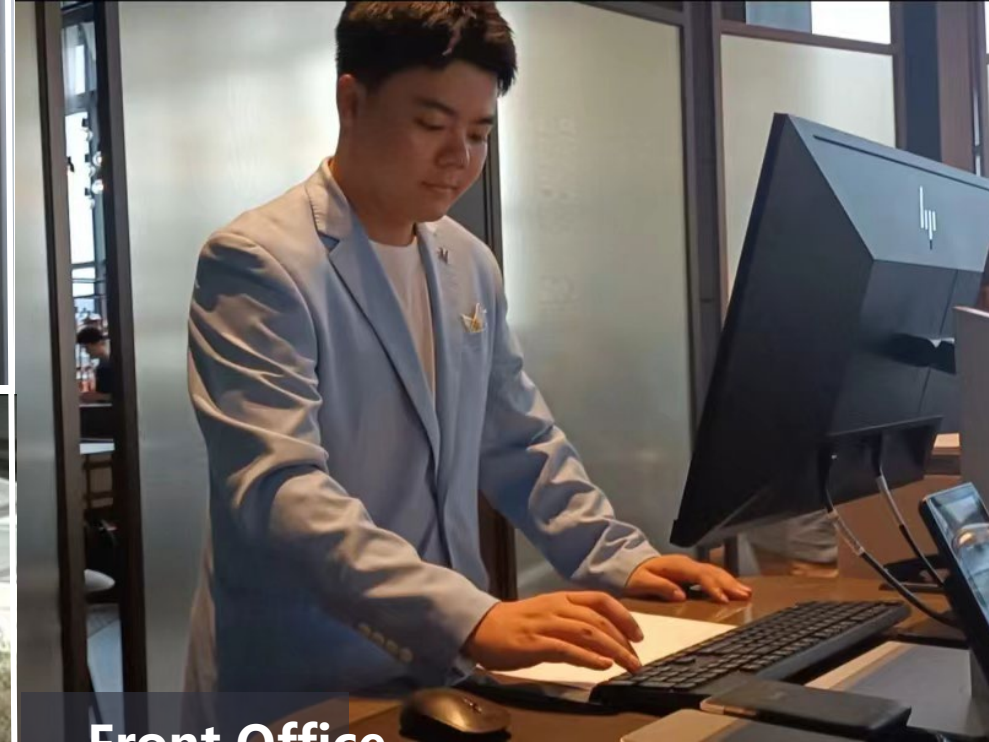


Recognition culture





Kitchen and beverage



Front Office



Guest services



火苗儿校企
HUO MIAO XIAO QI

**Hotel
operational
internship**



火苗儿校企
HUO MIAO XIAO QI

Basic management workshop

亲爱的 Nancy 女士
您好！
我代表锦鲤小分队，衷心感谢您在
我们于2023年8月10日在苏州 M Social 酒店
举办的实习生高管对话沙龙活动。我们对
能邀请到您感到无比荣幸，并再次
向您表达最诚挚的感谢！
锦鲤小分队
MSOCIAL
HOTEL · SUZHOU
2023年8月14日



Talent is ageless





Hospitality IS OUR PASSION

YOU ARE SOMEONE UNIQUE.
YOU SHARE OUR PASSION.
BE IMAGINATIVE. GIVE
THE BEST OF YOURSELF.
DARE TO GO FURTHER.
ENRICH OUR DIVERSITY.
MAKE YOUR EXPERTISE GROW.
WELCOME PEOPLE WITH
YOUR HEART. ENJOY YOURSELF.
DREAM BIG FOR YOUR FUTURE.
FEEL WELCOME, FEEL VALUED.