

# Does Employee Involvement Affect Career Development? (Study in Hospitality Industry)

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## ABSTRACT

Employee involvement in hospitality industry plays a strategic and crucial role for a company to increase employee productivity and performance which ultimately provides benefits for the company. Involvement will encourage employees to participate in decision making, problem solving and improving work processes, moreover employees will become more motivated, committed, productive and satisfied with their work. The purpose of this research is to analyze the effect of employee involvement on career development. 387 respondents participated in this study through filling out questionnaires distributed via online at 83 hotels in Banten Province. This research approach used quantitative methods and the collected data was then analyzed using SmartPLS 3.3.3. The results showed that employee involvement had a positive and significant effect on employee career development. Employee involvement will support the company to achieve its goals and spread positive energy. In addition, involvement also affects employee performance improvement and has an impact on career development. Company needs to take a strategic and practical phase to maximize employee involvement as a strength to create a solid teamwork in providing the support and participation as a responsibility and loyalty to company.

**Keywords:** Involvement, Career development, Hospitality industry

