

# Free essay on hotel manager career planning assessment

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## Question 1

The achievement of life goals in many people happen in a predetermined pattern. The individual path each person's life pans out upon is determined by values that they set out to achieve. The following of given values this paper is going to evaluated the values needed to achieve a certain life goal. I being an aspiring Hotel manager in future do have the values that I follow and feel that will help me in achieving that goal in the future. The advancement of life starting from graduation up to retirement will follow the following values.

- Achieving a comfortable/prosperous life
- Making a lasting contribution to both my family and the society at large
- Ability to ensure the security of my family in all respects including but not limited to financial security
- Achieve self-respect.
- Acquire inner harmony/ freedom from inner conflict
- Lead an exciting and active life
- Achieve equality in the spirit of togetherness and brotherhood
- Be content and happy
- Attain true wisdom and understand the true meaning of life

## **Career accomplishments I hope to achieve and the value they add in ten year blocks**

First ten year block

- Landing a job in a tourism oriented hotel as a management apprentice officer

This accomplishment will help me in achieving a comfortable/prosperous life. The first and most pressing need that I will address is that I have the basic needs of life and a few essential comforts. These needs may include good food, a nice place to live and appropriate clothing. From the salary I'll earn from this job, I'll be able to afford these things.

- Getting a promotion in the job classes by at least three classes within the ten years.

This development will enable me to better my earnings and subsequently improve the security of my family in all respects including but not limited to financial security. Increased earnings will enable me to secure the security of my family by being able to secure their needs such as a secure source of food and provision of housing for my family. The position of ensuring the security of my family is mainly financial and this development will help achieving this goal.

- Secure my position in the firm

This will be done through persistent hard work and quality in the execution of my duties the security of my position in the firm will enhance my ability to Ability to ensure the security of my family in all respects including but not limited to financial security. The steady and assured stream of money from my job will ensure that I provide for my family.

## **Second ten year block in my career**

- Increase my qualifications by taking up part time training in the Hotel and tourism management

This development will enable me to achieve self-respect. The achievement of

self respect will occur due to the ability to take bigger roles in my career.

- Venturing into a partnership management consultancy

This move will enable me to live a fulfilled and happy life. This achievement is motivated by the desire for job satisfaction. I have a dream of moving into self employment and apply my own brand of management techniques in a consultancy capacity.

- Assist aspiring hotel managers in landing positions and general career advice.

This will assist me in achieving the goal of making a lasting contribution to the community and my family as well. This move will also assist in achieving equality in the spirit of brotherhood.

### **Third ten year block**

- Venture into property development using my savings and experience in management to source capital for the project.

This move will enable me to achieve self-respect and live a content and happy life. These values will be achieved through indulging in a field that I love and freedom from control.

- Study tourism and hotel management to the highest possible level.

This achievement will enable the achievement of being content and happy. The knowledge of one's field is extremely satisfying being in a position of claiming complete understanding of hotel and tourism management will offer me immense satisfaction

## Question 2

Individuals are motivated by the desire to fulfill a specific need or desire.

Unfulfilled needs motivate people to seek out ways of satisfying them. Needs are satisfied in a step like manner where lower needs are satisfied before higher needs are satisfied.

### **My need profile for each profile concerning power, affiliation and motivation will be as follows.**

First ten-year block

Safety needs will occupy my first ten-year block substantially, thus ensuring that I have a secure footing in my career and job will occupy my time. I will sacrifice pretty much everything else to concentrate on my job and as such, the need for affiliation will prevail over power and motivation.

### **Second ten-year block**

This block will involve the need to meet social needs. These are needs associated with amicable relations with other individuals. The need to relate well with other people in my work place will involve being highly motivated in my work in order to contribute effectively towards the collective achievement of institutional goals. I will expend more effort to my family an effort that will require sacrificing time I would have otherwise spent in my career. This will require that I sacrifice on my personal gain such as ensuring I earn the highest possible amount to the collective good of my peers and my family

### **Third ten-year block**

This block will involve the achievement of self-actualizing goals. These are the achievement of the epitome of my career while enjoying the benefits of a fulfilled life socially and spiritually. This will be a culmination of a whole life's work, where I will set forth and establish private practice. This block will also include helping others towards happiness. This will require that I channel resources towards that end.

### **Question 3**

Expectancy theory requires that an individual have an expected reward for sacrificing one behavior over the other. Expectancy theory requires that motivation to work is dependent upon the perceived benefits associated with the effort. Individuals modify their behavior based on calculation of expected outcomes.

### **First ten-year block**

- Increased salary; this will arise due to hard work shown in the work place in place of laziness
- Improved working conditions and terms; this will be achieved through active involvement in surveys on ways to better my working conditions.
- Promotion in my work place; this will be achieved through attending seminars and short courses in my field.

### **Second ten-year block**

- Have a flexible work schedule that will enable me to tend more to my family responsibilities and social obligations.

- Enjoy company benefits such as a company maintained car and a company sourced and catered house. These benefits help in making a person feel needed in the work place and that my efforts are valued in the work place.
- During this block, I expect that the company will afford me ample vacation time in order to be near the people I love such as my family regularly
- This phase should ensure me of my Job security in consideration of the services and value ability I will command owing to my expertise in management.

### **Third ten-year block**

- This block will represent the apex of my career and as such, I will seek positions that present interesting problems that will require unique solutions. This is motivated by the need to test my ability in management, and seeking difficult challenges and overcoming them is highly satisfying
  - In this block, I will seek recognition in my field as an outstanding hotel manager. Recognition by others of a job well done through awards and commendations is a reward that confirms my value to the field of hotel management, and in overall management.
  - In this block, I will be pleased by the attainment of a prestigious job title in the tourism and hotel management, which fulfills the need for achieving the highest level available in the professional ladder.
  - A chance to be a partner in the firm I will be working in will be an added incentive in achieving the sense of recognition as an integral part of the firm
- The overall effort required in the realization of these needs is huge considering the values espoused. Each need has to be fulfilled in the manner

listed in order for the next level to be achieved. This is in agreement with Maslow's hierarchy of needs where a preceding need has to be met in order for subsequent needs to be met. Thus, effort must be expended in each level for the overall success

## **Question 4**

The ERG model follows needs according to their urgency and lists them as indicated in the acronym, ERG. They follow the pattern existence needs, relatedness needs, growth needs.

### - Existence Needs

These are the basic needs of life such as food and shelter. The need for secure food and shelter will enable me to work hard in ensuring that these needs are met. The hard work expended in attaining these needs will reflect in my career progression as hard work leads to career progression.

### - Relatedness Needs

The needs brought about by relatedness are social needs. This period will coincide with my need to sacrifice some time off work to spend with my family. Working in an organization that will not appreciate this need might cause a regression in my career growth since I would not sacrifice my family for my career.

### - Growth Needs

These needs are related to my personal fulfillment. The attainment of goals such as recognition in my job, or getting a prestigious title may not lie in my ability to influence. The development of my real estate project may hamper



the pursuit of this goal, as my real satisfaction will come from self-employment