



Introduction to the Chair Human Resource Management

An important condition for a qualitative and quantitative development of the hospitality industry is a professional and future based strategy to attract and preserve employees. In the 1980's and 1990's the hospitality industry had enough possibilities to attract competent personnel. Especially the young generation felt attracted to working in the industry. However, the increasing competition in the search for new talent forced the hospitality industry to look for new instruments and policies for the attraction and retention of staff personnel.

The main purpose of the Chair in HRM is to develop new approaches of management to attract, select and retain talent amongst all generations. Furthermore, the Chair aims to develop new training programmes based on the old and new curricula within the Hotelschool to transfer these new ideas and concepts to the students. The Chair is aiming at two facets: (1) to conduct research to HRM- and HRD-issues in the hospitality industry; and (2) the development of a management paradigm and the integration in the curriculum.

Educational programmes are because of the direct contact with the hospitality industry important actors at the labour market. Executed HRM-policies in the hospitality industry will have its effect to the quality of students and career decisions. As well as image as identity of hospitality organizations have a tremendous effect on the student's decision to choose for a career in the hospitality industry.

The Chair is led by **Dr. Rob Blomme**, who is Professor of Human Resource Management, and Co-Director of the Centre. In the Research Group Dr. Debbie Tromp, Dr. Arjan van Rheede and Drs. Jenny Sok also participate as senior researchers.

Rob Blomme is Professor of Human Resource Management and Human Resource Development at Hotelschool The Hague. He also holds a faculty position at Nyenrode Business Universiteit. He works on labour market and HRM-related issues in the hospitality industry. Prior to this he worked as a manager and professional in several disciplines at DAF, KPN, SPT, Volker Wessels Stevin and Welten. He received his PhD from Universiteit Utrecht in Organizational Psychology and Sociology. He also holds an MSc in Business Administration from the Open University and a Masters Degree in learning Psychology from Universiteit Tilburg. He is registered as CMC-member of the Ooa, European Engineer at Feani, professional HRD specialist at Euresform and professional counsellor at the European Association for Supervision. He has published a book entitled 'Alignment; a study on organizing processes and alignment between individual and organizational competencies'. His main interests of study include organisation and group development processes from a psychodynamic and constructionist point of view.

Recent publications

- Tromp, D.M, Van Rheede, A. and Blomme, R.J. (in press). The relationships between psychological strain, organizational support, affective commitment and turnover intentions of highly educated hospitality employees. *Advances in Hospitality and Leisure*.
- Blomme, R.J., & Van Rheede, A. and Tromp, D.M. (2010). The use of the psychological contract to explain turnover intentions in the hospitality industry: A research study on the impact of gender on the turnover intentions of highly-educated employees. *The International Journal of Human Resource Management*, 21(1), 144-162.
- Blomme, R. J., van Rheede, A., and Tromp, D. M. (2009). The hospitality industry: an attractive employer? An exploration of students' and industry workers' perceptions of hospitality as a career field. *Journal of Hospitality & Tourism Education*, 21(2),6-14.
- Van Rheede, A., Tromp D.M and Blomme R.J. (2009). Perceptions of job and hospitality industry characteristics on career decisions. *Advances in Hospitality and Leisure*, 5, 61-68.
- Blomme, R.J., Tromp, D.M. and Van Rheede, A. (2008). Predictors of turnover intentions of highly educated employees in the hospitality industry. *Advances in Hospitality and Leisure*, 4, 3-28.