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ACADEMIC WEEKLY DIGEST

#HOSPITALITYatSurrey



WORKING MOTHERS IN HOSPITALITY

MATERNITY LEAVE & POST-MATERNITY TRANSITION

Maternity leave and post-maternity transition back to work are critical stages of female employees' career development in the hotel industry. **Dr Tracy Xu**, together with her international collaborators, studied working mothers' maternity leave and transition experiences under the current framework of maternity leave in the US. We share their findings today to stimulate further conversation regarding this issue. Have a great week!

What's in this issue:

**WORKING
MOTHERS IN
HOSPITALITY**

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Working Mothers in Hospitality

DR TRACY XU

The lack of work-family support for female professionals during maternity and beyond is particularly prominent in the hospitality industry. This study aims to examine hotel working mothers' perception, feeling, and coping experiences under current maternity leave policies.

A qualitative research design using in-depth interviews was employed in this study. Inspired by classic stress coping theory, our results revealed how working mothers in hospitality cope with challenges both during and after maternity leave.

Our findings suggest that female hospitality professionals actively engage in problem-based coping strategies as they reconstruct a new balance between the disconnected family and professional fields. Furthermore, our results unravel the connection between such coping efforts and the subsequent outcomes in forms of either improved, or mitigated professional performance and engagement. Female hospitality professionals must continue to advocate for and embody change, thus transforming the institutional externalities and social structures forced upon them.

We believe this study is critically important and timely, shedding light on solving a challenging industry problem and laying the groundwork for further theoretical development.

FURTHER READING

Ma, E., Wu, L., Yang, W., & Xu, S. (2020). Hotel work-family support policies and employees' needs, concerns and challenges —The Case of working mothers' maternity leave experience. *Tourism Management*.

Link: bit.ly/3hGg0mM