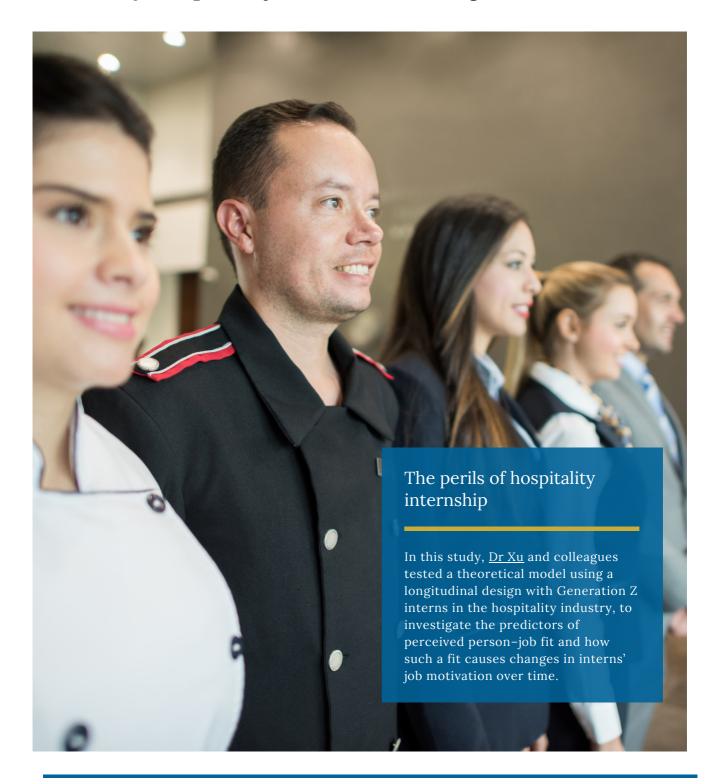
## Academic Weekly Digest

School of Hospitality & Tourism Management



Editor: Dr Isabel Rodriguez | isabel.rodriguez@surrey.ac.uk

## The perils of hospitality internship: A growth curve approach to job motivation change

## Dr Tracy Xu

A positive internship experience can stimulate interns to join the hospitality and tourism industry after their graduation. However, these very initiatives that are cultivated by hospitality/tourism schools, and operators could backfire when there is a mismatch between the job position and the intern, or when there are hazardous working conditions. This study investigates how perceived person-job fit predicts the change in job motivation through conducting latent growth curve modelling. Using a multi-wave longitudinal design, the authors found that perceived negative social status and perceived overqualification negatively lead to perceived person-job fit. Also, abusive co-worker treatment is particularly detrimental, as interns suffering from highly abusive co-worker treatment perceive lower person-job fit, especially when they possess higher perceived overqualification and/or when they view the hospitality work more unfavourably in regard to its social status.





The dark side of internship advocates for better interventions to improve interns' work experience and motivations.

This study contributes to the practice of education and organizations in hospitality and tourism management by advocating for better interventions to improve interns' work experience and motivations. It is important for the industry to improve the social status and overcome the negative impact of hiring overqualified interns. Managers also need to communicate with their interns the importance of collegiate interpersonal treatment and take swift actions to solve problems should they occur.

## Further Reading: