

ملخص البحث الخامس – بحث فردي

The Moderating Effect of Covid-19 on The Relationship between Work-Life Balance and Hotel Employees' Fears	عنوان البحث
تأثير العامل المعدل Moderating لفيروس كوفيد-19 على العلاقة بين توازن العمل والحياة ومخاوف العاملين بالفنادق	
د. كرم جمعه محمد زكي (قسم الدراسات الفندقية- كلية السياحة والفنادق- جامعة الفيوم)	المشاركون
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Abstract

Purpose- The hotel environment has dramatically changed during the COVID-19 disseminating many adverse social outcomes among employees. Of them, employee fears of COVID-19 are evidenced. One of the coping strategies for COVID-19's consequences is the Work-Life Balance (WLB). This research mainly examined the influence of WLB on employees' fears of the threat of COVID-19. The objectives were: (1) Evaluating to what extent the hotel managers practice the WLB amid COVID-19; (2) Describing the relationship between WLB and hotel employees' fears; (3) Identifying the moderating effect of COVID-19 in the relationship between WLB and hotel employees' fears.

Design/methodology- A multiple hotel case study with an online questionnaire (n=370) complemented with seven semi-structured interviews was applied with hotel managers in Egypt.

Findings- Results revealed that WLB reduced the fear of COVID-19 among hotel employees. COVID-19 has positively moderated the relationship between WLB and employee fears.

Originality-The value of this research expands our knowledge regarding the social outcomes of COVID-19 among hotel staff by offering empirical evidence of the WLB mechanism in reducing fears of COVID-19 depending on social support theory and theory of risk. Critical implications for the hotel managers are highlighted to understand the inevitability of WLB initiatives to overcome staff perceived fears.

Key words: COVID-19, Work-Life Balance, Fears, Social Support Theory, Theory of Risk