

*Dedicated to my parents, sister and brother for always loving and supporting me*

## **DECLARATION**

I, Miss Rajneet Bhatia, Research Scholar in the Department of Business Administration, School of Management Sciences, Tezpur University, Assam, hereby declare that this research work titled "Assessment of Employees' Attitude Towards Exclusive Approach of Talent Management: A Study of Hotel Industry in Delhi" is a bonafide work carried out by me under the supervision of Prof. Papori Baruah, Professor, Department of Business Administration, Tezpur University, Assam.

This work has not been submitted elsewhere for award of any other degree.

Date:

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Place:

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*Certificate from the Supervisor*

This is to certify that the thesis entitled “*Assessment of Employees’ Attitude Towards Exclusive Approach of Talent Management: A Study of Hotel Industry in Delhi*” submitted to the School of Management Sciences, Tezpur University in partial fulfilment for the award of the degree of Doctor of Philosophy in Management is a record of research work carried out by **Miss Rajneet Bhatia** under my supervision and guidance.

All help received by her from various sources have been duly acknowledged.

No part of this thesis has been submitted elsewhere for award of any other degree.

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*(Rajneet Bhatia)*

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## LIST OF ABBREVIATIONS

<b>AGFI</b>	: Adjusted Goodness of Fit Index
<b>AMOS</b>	: Analysis of a Moment Structures
<b>ANOVA</b>	: Analysis of Variances
<b>CFA</b>	: Confirmatory Factor Analysis
<b>CFI</b>	: Comparative Fit Index
<b>EFA</b>	: Exploratory Factor Analysis
<b>ETM</b>	: Exclusive Talent Management
<b>FHRAI</b>	: Federation of Hotel and Restaurant Associations of India
<b>GDP</b>	: Gross Domestic Product
<b>GFI</b>	: Goodness-of-Fit Index
<b>HRM</b>	: Human Resource Management
<b>KMO</b>	: Test: Kaiser-Meyer-Olkin Test
<b>NA</b>	: Negative Attitude
<b>NFI</b>	: Normed Fit Index
<b>OJ</b>	: Organisational justice
<b>PA</b>	: Positive Attitude
<b>PJ</b>	: Perceived Justice
<b>PNFI</b>	: Parsimonious Normed Fit Index
<b>PS</b>	: Perceived Support
<b>RBV</b>	: Resource Based View
<b>RevPAR</b>	: Revenue Per Available Room
<b>RMSEA</b>	: Root Mean Square Error of Approximation
<b>SEM</b>	: Structural Equation Model
<b>SHRM</b>	: Strategic Human Resource Management
<b>SPSS</b>	: Statistical Package for Social Science
<b>TM</b>	: Talent Management
<b>VIF</b>	: Variance of Inflation Factor