

PREFACE

The contemporary dynamics of the global workforce have brought about significant changes in the role and representation of women in various industries, including Hospitality and Tourism. This study aims to evaluate women's career aspirations within the context of the burgeoning Hospitality and Tourism industry in the Mumbai Metropolitan Region Development Authority (MMRDA) area. By focusing on the unique challenges and opportunities specific to this region, the research endeavors to offer a nuanced understanding of the factors influencing women's career trajectories in this sector.

Using a comprehensive mixed-method approach, the study engages a diverse sample of women professionals at different stages of their careers, integrating surveys, interviews, and observational data collection methods. This multifaceted approach allows for a holistic examination of the various dimensions that shape women's career aspirations, including societal norms, family expectations, and organizational dynamics. The investigation also considers the impact of educational background, socioeconomic factors, and cultural influences on women's career choices and ambitions.

Through an extensive review of existing literature, the study contextualizes the challenges faced by women in the Hospitality and Tourism industry, highlighting the need for gender-inclusive policies and practices to facilitate a supportive and enabling work environment. By closely examining the correlation between personal and professional aspirations, the research aims to identify the underlying factors that either foster or hinder women's career advancement in this rapidly growing industry.

The findings of this study are expected to offer valuable insights for policymakers, industry stakeholders, and human resource professionals, enabling them to develop tailored strategies that promote gender diversity and inclusivity within the Hospitality and Tourism sector in the MMRDA area. Moreover, the research seeks to contribute to the broader discourse on women's empowerment and gender equity in the professional realm, advocating for the creation of a more equitable and conducive workplace environment for women in the field of Hospitality and Tourism.

Keywords: Women's career aspirations, Gender inclusivity, Societal norms, Workforce dynamics, Mumbai Metropolitan Region Development Authority (MMRDA), Hospitality industry, Tourism industry, Professional advancement.