

**InterHotel  
Resources Inc.**

Powered by hospitality  
Industry veterans

**Comprehensive  
recruiting solutions  
for the hospitality  
industry**



**IHRI provides the recruiting  
innovations that help hospitality  
companies successfully adapt to the  
rapidly changing hiring environment,  
designed to help you make the most  
effective hiring decisions**



# About IHRI

**InterHotel Resources Inc. (IHRI) is specialised in recruitment of hospitality industry staff from entry level to top management of Hotels, Restaurants, Caterers and Cruise ships. A subsidiary of InterManagement MPS Limited, India's leading HR consultants, IHRI exclusively catering the manpower requirements of hospitality Industry.**

**When the veterans in hospitality industry came to an alliance and partnership with India's leading HR Consultants, InterManagement, IHRI was born and within short period IHRI become India's leading hospitality recruiters**

**Our practice groups are home to the most talented, dedicated, and professional recruiters in the hospitality industry. The depth provided by their knowledge and experience is unmatched. IHRI is also a culture of collaborative success. We work across sectors and offices in major cities of India to find the best talent in hospitality industry that will deliver financial value for your organisation—today, tomorrow, and for years to come.**

**Through first-hand work experience, IHRI's recruiters know how quickly the competitive parameters within the industry can shift. In technology, perhaps more than in any other industry, time is of the essence. Armed with an in-depth understanding of staffing needs and our exceptional network of connections across the industry, our recruiters can expeditiously deliver hospitality industry professionals who have both superior interpersonal skills and strong technical capabilities.**

**Our enthusiasm for new, better techniques come out of continually working at the cutting edge of technology. It is with creativity that IHRI has developed many tools unique to hospitality recruitment agency. Specialised in Human Resources for hotels, luxury palaces, spa resorts, restaurants, cruise lines and other related organizations, our objective is to assist companies in their recruitment of skilled candidates through our extensive network of contacts to source individuals quickly and efficiently from India, Nepal and Bangladesh. Each of our consultants has held ownership, executive, and senior level positions within the vast hospitality sector. Our consultants work independently with our clients from proposal through final project presentation and implementation, and every client has direct and immediate access to their IHRI consultant.**

**IHRI consultants know that each consulting assignment is distinctive in its scope and outcome expectations. Our leads management team are dedicated to working with each individual seeking consulting assistance to ensure that the best possible match is made with one or a team of our independent professional consultants – in the shortest timeframe**

# Why IHRI

A career in the hospitality industry can be both challenging and rewarding and includes restaurant, hotel, and resort positions that cater to serving guests with a smile. However, staff turnover is high in the hospitality industry, and anyone considering a management position within this segment should understand the reasons people leave their jobs - Tess Boardman



**A high rate of staff turnover has an immediate effect in the hotel industry, especially in the guest service areas, and therefore you can't afford to lose a single employee. The labour turnover rate in the hospitality industry is generally higher than in other business segments. THE average staff turnover of the hospitality industry has jumped from 30% to more than 50%, according to a new survey**

**Managers and owners in the Hospitality industry face enormous obstacles every time they sit down to schedule staff for the multiple positions that must be filled every night. Hospitality sector deals with high employee turnover and demanding clientele. As any manager in this industry knows, there is little to no margin for error when it comes down to scheduling.**

**There are various reasons for high labor turnover. One of the crucial reasons is bad hiring. Staff recruited by recruiters who are not specialized in hospitality industry is the main reason. When you approach a general recruiting agency whose vast experience is either in recruitment for manufacturing, construction or oil and gas sectors, they don't understand what exactly hospitality industry require. Unlike other industry where only the experience and expertise counts, hospitality industry require staff require interpersonal skills, communication skills and more than else attitude of the staff. Only people who are in hospitality industry knows what they want.**

**There is no other industry in the world where the impact of personnel is as great as in hotels and restaurants. Competent and experienced staff are the hallmarks of a well-run operation. But the stakes are high when it comes to finding, and keeping, the right people - it can mean the difference between success and failure.**

**Attitude is key to providing quality services in the hospitality industry," Staff is the appearance of the hotel. The attitude of hotel employee to the guest is not less important than interior or menu of the hotel. Proper staff attitude starts with management and is then diffused to members of staff.**

**Our consultants are hospitality industry veterans, each with decades of experience, ready to help you succeed in your business. Our team includes some of the best minds in hospitality industry. Our executives and business leaders are award-winning industry veterans with wide-ranging experience and deep experience to back it up**



# Recruitment Process

Unlike many of our competitors, we don't just rely on advertising. We leverage our significant local and international experience in talent search. We keep abreast of the latest trends in recruitment practices both here and overseas and network extensively in the industries we specialise in.

The most general approach adopted by the recruitment agents in India is to release newspaper advertisements for candidate sourcing. This method carries an inherent risk: 'the right man may not even apply. They are well qualified and happy people who are not actively looking to change positions. They are not scanning job advertisements, applying to recruitment agencies or surfing the web for their next career move. These people are "passive" they are the silent majority, and yet they will respond to an approach from a Head-hunter. Headhunting is the only way that an employer can be certain that they are speaking to the best candidates - not simply those that are "Actively Looking".

Secondly India consists of multi region, multi-language population. There are 56 local language newspapers and 18 English newspapers. There is not even one publication which controls the attention all over India. There are newspapers which have ten to fifteen editions from different cities but not circulated in all Indian cities. The recruiting agent may release advertisement in one or two newspapers, without the guarantee of coming to everyone's notice.

**IHRI's Head-hunters come into the picture at this juncture.**

One of the key benefits of a Head-hunter is that they can attract passive candidates that normally would not be exposed to your job ad. This means you open your talent pool wider and potentially attract better quality candidates. These people are not actively looking for job roles, but head-hunters will use their networking or outreach skills to proactively seek them out and approach them. Head-hunters can improve the efficiency of your recruitment process by taking over the responsibility of locating and approaching talent and using their skills and experience to identify the most suitable candidates for the vacancy. They can save you time by removing the need for you to filter through huge number of unqualified job applications and only presenting you with the most relevant candidates.

Headhunting, also known as direct approach recruitment, consists of finding and selecting experienced profiles who match a client's requirements. What's different about head-hunters is that they use investigation techniques and approach candidates already in posts directly. The value of headhunting lies in the investigation work carried out and therefore the fact that potential candidates, currently employed elsewhere, are very precisely targeted, something traditional recruitment cannot achieve. Direct approach recruitment means that potential candidates who are not currently looking for a job (and therefore wouldn't reply to a standard job advertisement) can be proactively sought. Head-Hunters of IHRI are stationed at different cities in India. Once they identify the 'right' person, they use their professional and social contacts to reach him.

**Our Head Hunting Team eliminates the possibility "the right man may not even apply' to the advertisements"**

# Contact us



## InterHotel Resources Inc.

A Subsidiary of InterManagement ManpowerServices Limited

INDIA | NEPAL | BANGLADESH

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**The best preparation for tomorrow is doing your best today – Contact us today**