

Defining Commitment: Hotel industry switchers to hotel industry leaders case of Saudi Arabia

**Abstract**

The current paper discusses how the hotel industry in the Kingdom of Saudi Arabia has been soaring ever since the government shifted their focus towards this industry. The paper also sheds light on the consistently growing demand for the hotel industry. This research found that only 14 percent of the Saudi employees' working in hotel industry. There is a problem of Saudi employees switching from the hotel industry to other industries. Existing studies attribute switching to employees' personal, managerial, and social environmental factors. Upon further investigation, we will determine if these factors solely contribute to an employee's commitment to stay in the hotel industry or if other factors also play a role. By using in depth interviews with the Saudi employees in the hotel industry the result of this study will assist to prevent the switching of employees and help to increase the number of Saudi workers in the hotel industry.