The city of Rome, being an ancient and ever-growing city, presents a unique challenge to urban planners and policymakers. In recent years, the city has undergone significant transformations, both in terms of its physical infrastructure and its social dynamics. These changes have been facilitated by the development of new technologies and urban planning strategies, which have allowed for greater efficiency and sustainability in the city's operations.

In this study, we aimed to explore the impact of these transformations on the city's social fabric, particularly in terms of the interactions between different social groups. We employed a mixed-methods approach, combining quantitative data analysis with qualitative interviews and focus groups. Our findings suggest that while the transformations have brought about positive changes in terms of accessibility and environmental sustainability, they have also led to a rise in social inequalities, particularly in terms of housing and economic opportunities.

The results of our study highlight the need for a more inclusive approach to urban planning, one that takes into account the diverse needs and experiences of all social groups. We recommend the implementation of policies that not only aim to improve the physical infrastructure of the city but also address the social and economic disparities that exist within it.

In conclusion, the study provides valuable insights into the complex interplay between urban transformations and social dynamics. It underscores the importance of a holistic approach to urban planning, one that considers both the physical and social dimensions of city development. By doing so, we can work towards creating more equitable and sustainable cities for all.
study aims at understanding the psychology by way of ingeniously conducted survey and collectively analyzing the feedback. The study is in a category of descriptive research which had to study various existing practices of Talent retention management followed in the hotels in and around Pune and includes surveys, fact finding enquiries of different kinds etc.

**LIMITATIONS OF THE STUDY**

- The study was purely based on the information received through the limited scope and purview of survey.
- The study was relevant to the existing market scenario and the information, judgment and predictions of the respondents may differ accordingly with time, status, mindset and geographical zone.
- The study also relates to the boom and demands of the hospitality industry professional in the current hour and would differ in case of the shift in a demand supply trend.

**Definitions**

**Hospitality Industry:** It is a broad category of fields within service industry that includes lodging, event planning, theme parks, transportation, cruise line, and additional fields within the tourism industry. https://en.wikipedia.org/wiki/Hospitality_industry

**Associate Level Employees** are workers or entry level staff who can be further promoted to a managerial level.

**Attrition in business** can mean the reduction in staff and employees in a company through normal means, such as retirement and resignation, the loss of customers or clients to old age or growing out of the company's target demographic. https://www.investopedia.com/terms/a/attrition.asp

**Attrition Rate** is calculating your company’s employee attrition rate allows you to determine the percentage of employees that leave your business over a specified period of time, usually one year. Attrition includes all employees who leave the company, whether by choice or by force, and the attrition rate is an important metric for any business to monitor. Small business.chron com/measure-turnover-rate-24175.html

**Attrition rate** is a measurement of the number of individuals or items moving out of a collective over a specific period of time. It can be influenced by factors that determine the steady-state number of customers a business will support.

**Attrition rate (%)** - Number of employees resigned / month / (Total number of employees at the start of the month + Number of employees resigned for the month) x 100% (Source: Wikipedia)

**LITERATURE REVIEW**

The research had reviewed a number of relevant literature to identify the important elements of HR strategies pertaining to curb the attrition rate in the hotel industry. An efficient HR strategies has been a powerful tool for offering quality service, maximum customer and employee satisfaction. There are a number of researches, seminars and articles on the subject as a testimony to the importance of HR strategies on employee retention.

Hospitality journals like Express Hospitality, Travel World etc. carry regular articles on the above subject. Apart from that below mentioned will also provide valuable information:

- Books/Journals/Magazines/Newsletters
- Internet/Websites/Citation

**Ashwin Shirali**, Regional Director, Human Resources, Accor Hotels India: states that carefully formulated long-term strategies need to be worked out to prevent these losses and retain people, who hold the key to business survival and growth in the services sector of industry.

**Tom Newcombe** had mentioned in his article about the hospitality and tourism industry needs to focus their attention on retaining staff and provide a constant opportunities for growth and development through training to reduce skill gaps. Also adding on to the statement it increase productivity, according to a report from the sector skills council for hospitality, travel, tourism and leisure industries, the hotels should make sure that the staff should be skilled to meet the customer expectations and adapt to change in the near future.

David McMillan, Staff Writer, as per the author, employees may join and leave in many sectors, but it is happening at a much faster rate in the hospitality industry. The turnover rate of hospitality employees is approximately 20 times higher than any other industry. According to a new research improving employee retention in the hospitality industry starts with one simple leadership trait i.e. genuineness. As per the survey there is a strong correlation between authentic leadership and an employee's organizational commitment. This connection ultimately interprets to potential increase employee turnover retention. http://www.pcmo.org/news/newslanding/2013/04/29/the-secret-to-improving-employee-retention-in-the-hospitality-industry

**Yaduvrer Singh Chaunhan** and **N. K. Patel**, the study had investigated various factors that are affecting high attrition rate in hospitality industry. The study had revealed that the attrition rate in the hospitality industry in 2015 is set to double to nearly 50 per cent by 2016, up from the earlier 25 per cent growing at an alarming rate of 5.05 per cent per annum. The industry is facing attrition at an alarming rate of 7.1% where 5% is considered to be average and 2-3% is considered good. The results showed that the lack in salary, stress in job, compensation, better opportunities and stake issues were the major reasons behind the problem of attrition in hotel.
RESEARCH METHODOLOGY

The research methodology was designed to ensure the validity and reliability of the findings. The study employed a mixed-methods approach, combining qualitative and quantitative data collection techniques. Qualitative data was gathered through in-depth interviews and observations, while quantitative data was collected through surveys and questionnaires. The data analysis phase involved content analysis and statistical methods to interpret the findings. The results were triangulated to ensure robustness and credibility of the research outcomes.

OBJECTIVES OF THE STUDY

The primary objectives of the study were to:

1. Understand the current state of emerging technologies in the sector.
2. Identify key challenges and opportunities associated with the adoption of these technologies.
3. Develop a framework for effective implementation of emerging technologies.
4. Evaluate the impact of emerging technologies on business outcomes.

The study involved a comprehensive review of existing literature and an in-depth analysis of case studies from industries adopting emerging technologies. The findings were compared with industry standards and best practices to identify areas for improvement.

METHODOLOGICAL CONSIDERATIONS

The research was conducted in collaboration with industry experts and stakeholders. The data collection process involved multiple rounds of feedback from participants to ensure accuracy and relevance. The study was designed to be replicable, with detailed protocols and procedures outlined for future research. The results were presented in a structured format, including tables, graphs, and charts to facilitate easy comprehension.

The research was funded by a grant from the National Science Foundation and was conducted under the supervision of experienced researchers. The study was registered with the appropriate ethical review boards to ensure compliance with ethical standards.
Table 1 Frequency Analysis - Financial

<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agree</td>
<td>Disagree</td>
</tr>
<tr>
<td>1</td>
<td>Provision of Rewards</td>
<td>93%</td>
<td>7%</td>
</tr>
<tr>
<td>2</td>
<td>Provision of Incentives</td>
<td>89%</td>
<td>11%</td>
</tr>
<tr>
<td>3</td>
<td>Provision of Bonus</td>
<td>91%</td>
<td>9%</td>
</tr>
</tbody>
</table>

Observation: As per the observation from the above table it is seen that the financial parameters like provision of rewards are agreed the most by employees, whereas provision of Bonus had been agreed moderately and provision of Incentives had been agreed lower. However, the percentage of disagreement is comparatively low in all the variables.

Interpretation: According to the observation it can be interpreted that the hotel industry need to work upon their reward and recognition policies so as to motivate their employees to stay back in the organization for a longer period of time, as it has a direct impact on employee retention.

Table 2 Frequency Analysis – Non-Financial

<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agree</td>
<td>Disagree</td>
</tr>
<tr>
<td>1</td>
<td>Providing Accommodation</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>2</td>
<td>Providing Transport</td>
<td>90%</td>
<td>10%</td>
</tr>
<tr>
<td>3</td>
<td>Providing on Duty Meals</td>
<td>84%</td>
<td>16%</td>
</tr>
</tbody>
</table>

Observation: As per the observation from the above table it is seen that the non-financial parameters like providing of accommodation are agreed the most by employees, whereas providing of transport had been agreed moderately and providing on duty meals had been agreed lower. However, the percentage of disagreement is comparatively low in all the three variables.

Interpretation: According to the observation it can be interpreted that the hotel industry need to provide accommodation to the employees so as to motivate them to work for the organization for a longer tenure.

Also on the other side it will build the loyalty for the organization, as it has a direct impact on retaining the workers from the other towns or states.
The study aimed to investigate the relationship between academic performance and various factors. The following are some of the findings:

- A significant correlation was found between academic performance and the amount of time spent on studying.
- Students who reported feeling more confident in their abilities tended to achieve higher grades.
- There was a positive correlation between the use of effective study strategies and academic success.
- The level of motivation and engagement in the learning process also played a crucial role in academic performance.

The following graph illustrates the relationship between study time and academic performance:

![Graph showing the relationship between study time and academic performance]

Observations and Implications:

- The results highlight the importance of effective study habits and a conducive learning environment.
- Educators and students can benefit from focusing on enhancing these factors to improve academic outcomes.
- Further research is needed to explore other potential contributors to academic success.