

JOB SEARCH INTENTION IN TOURISM, GASTRONOMY AND HOTEL SECTORS: A SYSTEMATIC REVIEW

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Abstract

This narrative systematic review, conducted in accordance with PRISMA 2020 and the PARSIFAL protocol, examined empirical evidence on the factors influencing Job Pursuit Intention (JPI) in the tourism, gastronomy, and hospitality sectors. Empirical studies published between 2010 and 2025 in open access, in Spanish, English, or Portuguese, and employing qualitative, quantitative, or mixed-methods approaches that explicitly addressed JPI were included. Grey literature, non-employment-related works, and studies with low methodological quality were excluded. The search conducted in Scopus and SpringerLink (up to August 1, 2025) identified three studies (n = 942). The first study showed that external locus of control moderates the effect of parental support and internship programs on JPI. The second study found that person–organization fit indirectly influences JPI through employer attractiveness. The third study determined that compensation is the strongest predictor, followed by work–life balance and professional development. The narrative synthesis grouped findings into psychological, organizational, and labor-structural dimensions. Key limitations included methodological heterogeneity and limited geographical diversity. The results underscore the relevance of individual and structural factors for strengthening employability policies and talent management strategies. The review received no funding, and its protocol was registered in an open-access academic repository with a DOI.

Keywords: Job Pursuit Intention, Employability, Gastronomy, Tourism and Hospitality Sector, Narrative Systematic Review

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INTRODUCTION

1.1 General context and background of the problem

In the tourism, gastronomy and hospitality sectors, talent retention and job satisfaction are essential for the sustainable development of organizations. However, at present, there is a high turnover of personnel and a growing intention to look for employment among professionals in these sectors. In recent years, maintaining, searching, or accessing a job has become a complex task (Jarosch, 2023), particularly in countries with uncertain economies that can benefit or harm both companies and individuals who depend directly on their behavior.

This problem particularly impacts higher education students who opt for a professional career in these industries, as well as their potential employers, who face continuous challenges to achieve effective labor insertion. The ideal scenario, where employees feel motivated, valued, and committed to their work spaces, contrasts with a reality marked by volatility, which has an impact on the quality and stability of the service offered (Kafetzopoulos, 2024).

Job Pursuit Intention (JPI) is a person's willingness to actively seek employment and apply for a job offer (Ngoc, Dung, Rowley, & Bach, 2022). This concept measures a candidate's level of motivation for a job opportunity and is influenced by factors such as the employer's attributes, the work environment, the benefits offered, and the way the job ad is presented (Kumari & Saini, 2018). In addition, JPI is related to variables such as perceived employability and professional confidence and is often assessed using psychometric scales in academic studies (Ngoc, Dung, Rowley, & Bach, 2022). In other words, a high JPI can both result from a good perception of the market and reinforce the individual's readiness to compete for work.

In this same scenario, various studies have identified multiple variables that have a positive or negative impact on the intention to look for a job, especially for this type of professional profile. To this end, these variables can be classified into two contextual levels. First, at the macro level, there are those factors such as economic growth (Ioan, 2014), government policies (Silalahi & Walsh, 2023), technological development (Rodríguez, 2022), demographic dynamics (Amegayibor, 2021), and the quality of university education, all of which have the capacity to influence the success or failure of labor insertion. Secondly, at the individual level, variables such as work experience, technical and soft skills, educational level, and working conditions (remuneration, working hours, work environment) stand out, which are considered key factors in accessing and sustaining employment (Ergün & Şeşen, 2021).

On this same topic, it is considered that the acceleration of global transformation (Galanakis, 2024) has significantly impacted the professional profiles of these industries, requiring skills beyond technical knowledge. The evolution of consumption and the advancement of artificial intelligence demand flexible, adaptable workers capable of operating in highly competitive environments (Preko & Anyigba, 2024; Gafurdjan, 2024).

On the other hand, from an economic perspective, the existence of phenomena such as market instability, restrictive monetary policies, fluctuations in consumer spending, and labor seasonality have deepened the precariousness of employment (Raihan, 2023; Iza, 2021; Loya & Ramírez, 2024). In addition, the aftermath of the pandemic and environmental pressure has aggravated these conditions.

Added to this are global variables such as population growth, climate change, geopolitical conflicts, and the evolution of consumer values and preferences (Galanakis, 2024). To face these challenges,

educational institutions and productive sectors promote continuous training strategies, aimed at the development of technical and, especially, socio-emotional skills (Danner, Lechner, & Spengler, 2021).

In sectors such as tourism, hotels and gastronomy, these transformations are particularly evident. In tourism, knowledge in sustainable management, digital marketing and personalised customer service is valued (Veseli, Bytyqi, Hasanaj and Bajraktari, 2025); in hospitality, skills in automation, energy efficiency, and consolidation of organizational culture are in demand (Gajić et al., 2024); and in gastronomy, aspects such as food innovation, conscious nutrition, food safety and traceability (Galanakis, 2024).

At the same time, digitalization has transformed the operational structure of these sectors through tools such as CRM, smart bookings, and automated service (İştin, Eryılmaz, Üzülmez, 2022; Zeqiri, 2024). While this requires capabilities to manage hybrid and technologized environments, it also poses the challenge of preserving human interaction, essential in tourism, hotel and gastronomic experience (Carlisle, Ivanov & Dijkmans, 2023), All of which converges with a growing social and ethical awareness focused on sustainability, well-being and professional responsibility (Tavitiyaman, Tsui & Ng, 2025).

1.2 Specific problems and knowledge gap

In this complex scenario, there is an urgent need to understand the reasons behind job search intent (JPI), a multifactorial phenomenon influenced by psychological, motivational, and contextual dimensions. To this end, various theoretical approaches have contributed to its understanding, such as: the theory of planned behavior, which highlights how favorable attitude, social pressure, and perceived control influence the decision to look for a new job (Fort, Pacaud, & Gilles, 2014), social cognitive theory, which highlights the role of self-efficacy and observation of the work environment in motivating for change (Lim, Lent, & Penn, 2016) and the theory of self-determination, which explains that when the basic needs of autonomy, competence and relationship are not satisfied in current employment, the search for alternative work increases (Da Motta & Gabriel, A. (2016).

These perspectives also allow us to address how self-efficacy, outcome expectations, and sustained effort are strengthened in mentoring and career development programs (Tolentino et al., 2019; Akosile & Ekemen, 2022), how attitudes, social norms, and perceived control affect the decision to seek employment (Fort et al., 2014; Zainal, Hairuddin, & Kassim, 2020) or how self-efficacy, outcome expectations, and social support are strengthened in mentoring and career development programs (Tolentino, Sibunruang, & Garcia, 2019; Akosile & Ekemen, 2022).

1.3 Rationale for the study

The growing turnover of personnel, job instability and the high intention to look for employment in the tourism, gastronomy and hotel sectors reflect a complex phenomenon that affects both practicing professionals and students in training. These sectors, which are fundamental to the economy and sustainable development, face significant challenges in attracting, retaining and motivating human talent in a context marked by digital transformation, environmental pressure, changing consumer values, economic uncertainty and the rethinking of labour values.

Despite the abundance of fragmented literature, there is a scarcity of systematic reviews that integrate individual, structural and contextual factors of the intention to search for employment, applied to the professional profile of these three sectors. In other words, this review aims not only

to delimit the conceptual and empirical state of the art, but also to provide useful inputs to redesign academic programs, strengthen institutional policies, and guide continuous training (Piacentini, 2024). Under the PRISMA 2020 guidelines, a narrative review is proposed, which seeks to rigorously synthesize the dispersed evidence, ensuring transparency and reproducibility in the processes of search, analysis, and presentation of results (Page, McKenziea, Bossuytb, ..., Alonso-Fernández, 2021).

1.4 Research Questions (PICOC)

To deepen and expand this content, the following research questions were posed in this study, which were constructed using the PICOC method (Sánchez, Pedreño, Ponce, & Navarro, 2023): 1) What factors (I) influence the intention to seek employment (O) in professionals (P) in the tourism, gastronomy, and hotel sector (C) at the different levels of employability or job permanence (C)? 2) How do the factors associated with the intention to seek employment (O) vary depending on the country, type of population (students or workers), and the theoretical approach adopted (C), in empirical studies (I) compared to different methodological and contextual dimensions (C), in the field of tourism, gastronomy and hospitality (P)?

1.5 General and specific objectives

Given the justification, and having set the research questions, the general objective is to analyze in a systematic and narrative way the factors that affect the intention of seeking employment (I) of professionals, workers, students and graduates in the tourism, gastronomy and hotel fields (P), considering comparisons between national and international contexts (C), training levels and specific sectors (C), based on the available scientific evidence (O).

To this end, the following specific objectives are defined: 1) To analyze the factors that influence the intention to seek employment in professionals in the tourism, gastronomy and hotel sector, considering the different levels of employability and job permanence, and 2) To compare the contextual characteristics of the included studies, considering country, type of population and theoretical approach. to understand the heterogeneity in the results on job search intention.

METHODS

This study uses a systematic narrative review (without meta-analysis), aimed at synthesizing the scientific evidence on the factors that affect job search intention (JPI) in the context of the tourism, gastronomy and hotel sectors. To this end, the study will follow the guidelines established by the PRISMA 2020 declaration for systematic reviews adapting the structure to a qualitative narrative that does not contemplate aggregate statistical analysis, i.e., meta-analysis will not be performed (Page et al., 2021). Similarly, the PARSIFAL protocol will be used to ensure transparency, coherence, and methodological rigor at all stages of the process (Carvalho & Mill, 2025).

2.1 Eligibility Criteria

The selection of studies included articles published and available in the Scopus and Springer databases, with a cut-off until August 1, 2025, and was developed under the following criteria:

Inclusion criteria:

1. Articles published between 2010 to date.
2. Open access studies.
3. Publications in Spanish, English or Portuguese.

4. Empirical research, theoretical reviews or systematic reviews focused on employability with a qualitative, quantitative or mixed methodological approach.
5. Studies focused on tourism, hotel or gastronomic sectors.

Exclusion criteria:

1. Opinions, columns, conference summaries, books, chapters of books or grey literature.
2. Duplicates, incomplete or retracted articles.
3. Jobs that do not focus on the work or training field of the sectors.
4. Articles that address other technical topics in the sector (e.g. recipes, menu design, hotel architecture) without linking the intention of job search.

2.2 Sources of information

For the execution of this systematic narrative review, two scientific databases recognized for their scope and academic rigor were used: Scopus and SpringerLink. Both sources provide access to specialized literature of a global and regional nature, which made it possible to address the contextual diversity of tourism, gastronomy and hotel sectors.

The documentary search was carried out on August 1, 2025, applying the previously established inclusion and exclusion criteria. This procedure aimed to identify relevant studies that contribute to the fulfillment of the objectives of this work, thus guaranteeing methodological quality and thematic relevance in the selection of articles.

2.3 Search strategy

The documentary search strategy was aimed at identifying relevant studies on job search intention in the tourism, gastronomy and hotel sectors, through a systematic formulation that integrated Boolean operators, logical combinations, thematic filters and chronological limits.

The search string was constructed from the key terms derived from the research questions and the objectives of the study, and was structured according to the PARSIFAL protocol, under the following initial design: ("Professionals" OR "students and graduates in the fields of tourism" OR "gastronomy and hospitality" OR "workers") AND ("Factors influencing job pursuit intention") AND ("Studies comparing different contexts (countries" OR "educational levels" OR "sectors within the field)") AND ("Changes in job pursuit intention" OR "required competencies" OR "labor market insertion")

This formulation, however, did not yield positive results in the selected databases (Scopus and SpringerLink). In view of this, the search chain was optimized, simplifying it as follows: ("tourism" OR "gastronomy" OR "hospitality" AND "job pursuit intention"), which generated 27 results in SpringerLink and 14 in Scopus without filters.

Subsequently, the first inclusion (Criteria 1 and 2) and exclusion (Criterion 1) criteria defined in the study were applied, which allowed the final sample to be refined to 5 publications in SpringerLink and 3 in Scopus. This strategy allowed a precise search to be carried out, aligned with a deductive logic based on the PICOC model, guaranteeing the methodological quality, thematic relevance and contextual relevance of the selected studies.

2.4 Study selection process

Subsequently, it was decided to carry out the document selection process independently by two researchers. The initial search was carried out on 1 August 2025 and, once completed, the results obtained were compared to detect possible discrepancies.

Once the relevant studies were identified, the documents in .cvs and BibTex format were downloaded from each database and uploaded to the PARSIFAL program and proceeded to evaluate whether each one met all the previously established inclusion and exclusion criteria. This process was developed in three phases: (1) reading of titles and abstracts to rule out irrelevant studies, (2) comprehensive reading of the selected texts according to the PICOC criteria, and (3) data extraction and thematic coding oriented to narrative analysis.

2.5 Data extraction process and risk of bias of individual studies

The data extraction and thematic coding for the narrative analysis were carried out by the same authors who participated in the selection of the studies, where they carried out an exhaustive review and complete reading of each previously downloaded article.

To this end, and in accordance with the PARSIFAL protocol, the quality of the data was evaluated, which allowed the design of a form aimed at systematically extracting and organizing the relevant information from the studies included in the review. This form allowed key data from each study to be recorded and ensured that the selected studies were reliable, valid and relevant to answering research questions. At this stage, it was considered to evaluate whether the study proposes clear and relevant objectives; Is the methodology well described, justified and adequate to answer the research question? Are the context and participants of the study adequately detailed? Is the data presented clearly? and Are the conclusions supported by the results presented?

2.6 List of data

In this systematic narrative review, the concept of job search intention was identified as the main outcome, including studies that addressed this outcome as a central axis, regardless of the measurement scale used. Since the synthesis was narrative, homogeneity in the measurement methods was not required, nor were statistical criteria applied to combine results. Different methodological approaches (qualitative, quantitative or mixed) were accepted, and all relevant findings were documented according to the objectives of the review.

In addition to this outcome, other descriptive variables were extracted to facilitate comparative analysis, such as title, authors, year of publication, study design, population, sample size, variables studied, main results and method of analysis. In cases where the information was absent or unspecified, it was recorded as "not reported" and excluded from the detailed thematic analysis. No imputations or estimates were applied, and a qualitative approach was maintained in the treatment of these information gaps.

2.7 Assessment of risk of bias of individual studies

The assessment of the risk of bias and methodological quality of the included studies was carried out using the PARSIFAL protocol, using the internal Quality Assessment Score (QAS) tool, where a maximum score of 5.0 points was assigned, calculated from the questions mentioned above. A cut-off points of 1.5 was established for this study, below which studies were considered to be of insufficient quality and, if necessary, excluded or classified as weak evidence in the narrative analysis. The assessment was carried out by two review authors independently. Discrepancies between evaluations were resolved through discussion and consensus. No automated software was used for this phase of the process.

2.8 Measures of Effect

As this systematic review was narrative, we did not apply quantitative measures of effect for the synthesis of results. Instead, the findings were presented through qualitative synthesis, organizing the data into thematic categories related to job search intentions.

2.9 Synthesis methods

The selection of studies for narrative synthesis was based on compliance with inclusion criteria related to job search intention and methodological quality, without quantitative grouping. No statistical transformations or imputations were made to the data. The results were organized into tables and synthesized using thematic analysis to identify relevant patterns and categories. Contextual factors were considered to explain the variability in the findings, without performing statistical heterogeneity analyses or quantitative sensitivity analyses.

2.10 Assessing bias in publication

Since this systematic review was narrative, no statistical methods were applied to assess publication bias. However, a qualitative assessment was carried out considering the diversity and number of studies included, the consistency of the findings, and the inclusion of publications in various languages and types of sources. The possibility of publication bias was recognised as a potential limitation of the review.

2.11 Assessing the certainty of the evidence

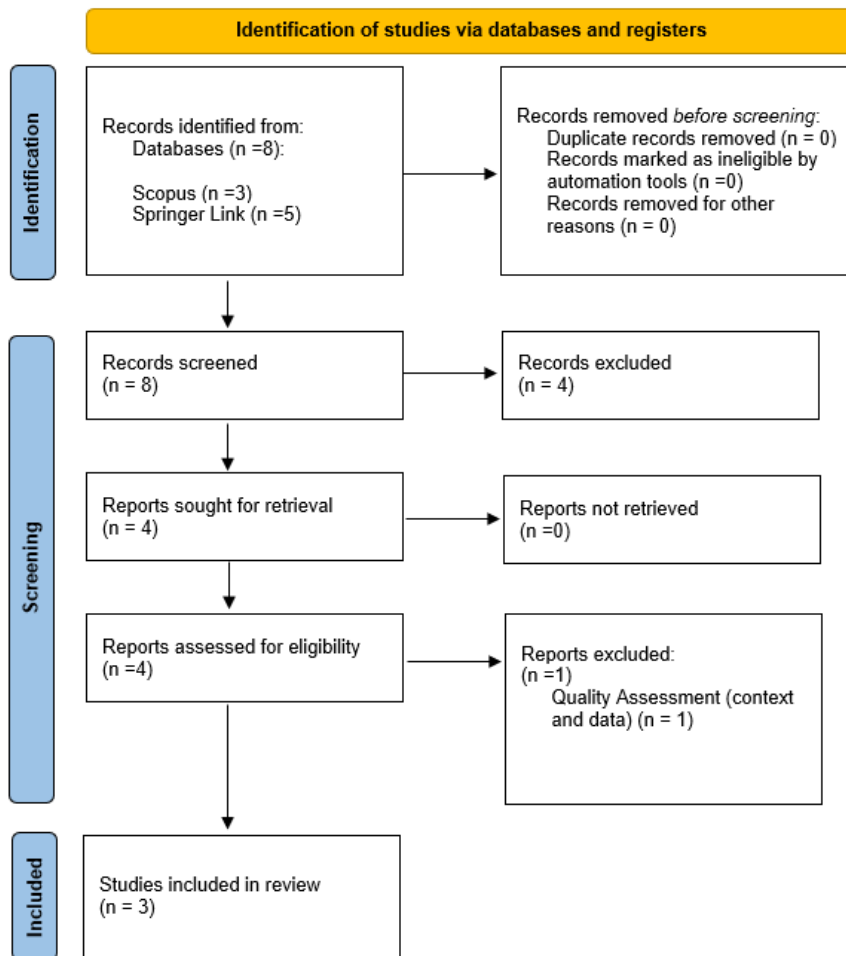
The PARSIFAL protocol was used, which incorporates quality criteria specially adapted for evaluations in systematic narrative reviews, allowing a rigorous and contextualized assessment of the certainty of the evidence.

RESULTS

3.1 Study selection

Eight records were identified in the Scopus and Springer Link databases. The initial review did not show duplicates. Subsequently, four records were excluded after reading titles and abstracts, for not meeting the inclusion criteria and presenting elements corresponding to the exclusion criteria. Subsequently, the remaining four articles were evaluated in full text. Of these, three met all eligibility criteria, while one was excluded for presenting a low-quality evaluation according to the Parsifal protocol. The main shortcomings were related to the lack of detail about the context and the study participants (consolidation of information on sample and environment), as well as to the insufficient validity, reliability and transparency of data collection and analysis techniques (joint assessment of data quality, analysis and control of bias). As a result, three studies were included in the narrative systematic review. The complete process is described in the PRISMA flowchart (Figure 1).

Figure 1. Flowchart prepared in accordance with the PRISMA 2020 declaration



Source: own elaboration

3.2 Study characteristics

In total, three key studies addressing Job Pursuit Intention (JPI) in the hospitality, tourism and hospitality sectors were included. The following table presents the basic bibliographic characteristics of each study, including authors, year of publication, original title, and the scientific journal in which they were published. These studies focus on relevant variables such as person-environment adjustment, external locus of control, and organizational factors that influence post-COVID-19 job search intention. All selected articles come from peer-reviewed journals with a focus on economics, management, and tourism.

Table 1. Bibliographic characteristics of the studies included in the narrative systematic review

Code Citation	Author	Year of publication	Original title	Magazine
JPI-1	Viet Linh Hoang and Adam Voak	2024	External locus of control: talent acquisition implications for the hospitality and tourism sector post-covid 19	Tourism and Hospitality Management

JPI-2	Marlena A. Bednarska	2016	Complementary person-environment fit as a predictor of job pursuit intentions in the service industry	Contemporary Economics
JPI-3	Linh Viet Hoang; Hieu Minh Vu; Vu Minh Ngo	2020	Factors Affecting Job Pursuit Intention in Hotel Industry in Ho Chi Minh, Viet Nam	The Journal of Asian Finance, Economics and Business

Source: own elaboration

Table 2 presents a synthesis of the methodological and substantive characteristics of the studies included in this systematic narrative review on Job Pursuit Intention (JPI) in the tourism, gastronomy and hotel sectors. Each study was coded (JPI-1 to JPI-3) and analyzed based on its main outcome, methodological design, sample, and variables considered.

The three selected studies share a quantitative approach (although one applies a mixed methodology), and all address psychosocial, organizational and/or contextual factors that affect the intention to search for employment. For example, the JPI-1 study highlights the role of parental support and internship programs, mediated by the external locus of control, using a structural equation model (SEM). The JPI-2 study, focused on students in the hospitality sector in Poland, analyzes how the person-organization and person-position fit influences job search intention, applying confirmatory factor analysis and regression. Finally, the JPI-3 study evaluates the willingness to apply to five-star hotels, considering compensation, career development, work-life balance and corporate social responsibility as predictors.

Samples in the studies range from 305 to 335 participants, with specific populations such as university students or industry experts. The variables measured reflect both individual dimensions (motivations, locus of control, interests) and organizational dimensions (benefits, work environment, growth opportunities), which allows us to identify common trends in the factors that condition the intention to search for employment in the sectors analyzed.

Table 2. Methodologic approach

Code Citation	Study objective	Methodological approach	Sample	Study variables	Main outcome
JPI-1	To examine the role of parental influence and internship programs on job search intent (JPI) within the hospitality and tourism industry in Vietnam.	Cross-sectional study by survey and structural equation modeling (SEM) using Smart-PLS.	Population: 1,547 students from six universities in Ho Chi Minh City, Vietnam. Sample: 305 students.	Parental support, internship program, job search intention, external locus of control.	Job Pursuit Intention (JPI) is influenced by parental support and internship programs, moderated by the external locus of control.
JPI-2	Examine the role of employer attractiveness in the relationship between potential employees'	A quantitative cross-sectional study was conducted using regression models and	Population: 4,150 students of tourism and hospitality programs in eight public and private higher education	Person-organization fit: stable working conditions, trust and cooperation in the work environment, friendly environment, opportunities for	Job search intent (JPI) in the service and hospitality sector is linked to person-organization and



	perceptions of P-E fit and job pursuit intentions in the service industry.	confirmatory factor analysis.	institutions in Poznań – Poland. Sample: 335 valid questionnaires.	qualification, integration and belonging, work-life balance, additional benefits, prospects for promotion and professional development, competent supervisors, high salary, experience for future employment. Person-position fit: challenging tasks, individual interests, variety of work activities.	person-position fit.
JPI-3	This study aims to investigate the factors impacting on JPI among employees working in the hotel sector in Ho Chi Minh City.	Mixed design with primary and secondary data. Qualitative and quantitative methods were applied. Sampling was for convenience and statistical analysis included Cronbach's Alpha, EFA, T-Test, ANOVA.	Population: employees working in the hotel sector in Ho Chi Minh City – Vietnam. Sample: 330 questionnaires distributed; 302 valid.	Compensation, career development, work-life balance, corporate social responsibility, job search intent.	Job Pursuit Intention (JPI) is assessed by the willingness to apply to five-star hotels; Explanatory variables include compensation, career development, and work-life balance.

Source: own elaboration

3.3 Results of individual studies

Table 3 summarizes the main results of the studies included in this narrative systematic review. Each article was analyzed based on the empirical findings obtained and the implications that its authors highlight in relation to Job Pursuit Intention (JPI). In the same way, the individual statistical results of the studies included are presented. For this point, it is considered to include values that are available, such as: reliability, correlations, regression coefficients, analysis of variance or other relevant statistical tests, as well as the variables associated with the Job Pursuit Intention (JPI). In this way, the choice of narrative synthesis instead of a meta-analysis is reinforced, given the heterogeneous nature of statistical designs and reports.

In this regard, in the JPI-1 study, it was identified that both parental support and participation in internship programs significantly influence the intention of university students to seek employment, this relationship being moderated by the external locus of control. This suggests that the psychological characteristics of individuals may condition the effectiveness of certain training interventions. The JPI-2 study underlines the impact of the person-organization fit, not directly, but mediated by the perception of the employer's attractiveness. This mediation evidences the importance of perceived values, organizational culture, and institutional image as determinants of the decision to seek employment in the service sector.

Finally, the JPI-3 study concludes that economic compensation is the most determining factor in the intention to seek employment, followed by professional development and work-life balance. These findings guide employers in the hotel sector towards the need to improve their benefits policies and working conditions as mechanisms for attracting talent. Together, the reviewed studies provide consistent evidence on the influence of individual, organizational and contextual factors on the intention to apply, which offers a solid basis for the formulation of employability strategies in the tourism, gastronomy and hotel sectors.

Table 3. Main results of included studies on job search intention (JPI)

Code Citation	Main results	Individual statistics and effect estimation	Conclusions	
JPI-1	The study demonstrates that both parental support and participation in internships have a significant impact on job search intent (JPI). In addition, it validates the use of the Social Cognitive Theory of Career (SCCT) as a theoretical framework for this analysis, highlighting that the External Locus of Control moderates these relationships.	External locus of control (AVE=0.633; RR = 0.945) Internship programs (AVE=0.554; RR = 0.732) Parental support (AVE=0.576; CR = 0.880) Job pursuit intention (AVE=0.755; RR = 0.917) R2 = 0.601	β (External locus of control \rightarrow JPI) = 0.565 β (Internship programs \rightarrow JPI) = 0.509 β (Parental Support \rightarrow JPI) = 0.405	The study shows that both parental support and internship programs are positively related to job search intention (JPI) in students. Likewise, it was identified that the external locus of control moderates these relationships, evidencing differences in the perception of students according to their psychological profile.
JPI-2	The person-organization fit indirectly influences the intention to search for a job, mediated by the perception of attractiveness of the employer. The study provides evidence on how person-job and person-organization fits shape work attitudes and employment intentions among Gen Y youth in the hospitality sector.	Composite reliability ranged from 0.83 to 0.96, as well as Cronbach's alpha values between 0.73 and 0.95, all of which were higher than the recommended threshold of 0.7. R2 = 0.074 and 0.344 (model 1 - Employer attractiveness); 0.073 and 0.448 (model 2 - Job pursuit intentions)	β (P-J fit \rightarrow attractive) = 0.439 β (P-O fit \rightarrow attractive) = 0.138 β (attractive \rightarrow JPI) = 0.636	The research reveals that the fit between the individual and the organization influences the intention to search for a job, highlighting that the perceived attractiveness of the employer acts as a relevant mediator in this relationship.
JPI-3	The results show that compensation, career advancement, and work-life balance influence the JPI, with compensation	Compensation (Cronbach's Alpha= 0.883) Career Development (Cronbach's Alpha= 0.776)	C (Compensation) \rightarrow JPI (Job Search Intent) = 0.688 CA (Career Advancement) \rightarrow JPI = 0.364	It is recommended that hotel companies strengthen their compensation policies, enhance career opportunities and promote practices that favor work-



being the most determining factor.	Work-life balance Cronbach's (Alpha= 0.853)	WLB (Work-Life Balance) → JPI =0.451	life balance. In addition, it is suggested to explore future research that considers other contextual variables that affect the intention to apply.
	Corporate Social Responsibility (Cronbach's Alpha= 0.847)	C → CA = 0.221 C → WLB = 0.363 CA → WLB =0.144 WLB → CA 0.144	
	Job search intent (Cronbach's Alpha= 0.769)		
	R2 = 0.575		

Source: own elaboration

3.4 Synthesis results and publication biases

Three empirical studies were identified that addressed job search intent (JPI) from different perspectives: individual factors (parental support, locus of control), organizational factors (person-organization fit, employer attractiveness), and labor factors (compensation, work-life balance, career development). All studies used quantitative methodologies, with validated instruments and adequate levels of reliability ($\alpha > 0.7$).

No meta-analyses, sensitivity analyses, or aggregate statistical syntheses were performed due to methodological, conceptual, and statistical reporting heterogeneity among the included studies. Instead, a structured narrative synthesis was conducted, which allowed the findings to be grouped around three key dimensions that influence the JPI. As this review is narrative and no meta-analysis was performed, it was not possible to apply formal statistical methods to detect publication bias. However, qualitative bias control measures were taken based on the inclusion criteria.

DISCUSSION

Regarding the first research question asked for this study, the findings of this systematic narrative review show that Job Pursuit Intention (JPI) in the tourism, gastronomy and hotel sectors is influenced by a diverse set of factors that can be grouped into three broad categories: 1) Individual and psychological factors, such as the external locus of control, proactivity and parental support, which have a special impact on the initial stages of employability. This approach was addressed in the JPI-1 study (Hoang & Voak, 2024). 2) Organizational and perceptual factors, including the person-organization fit and the perceived attractiveness of the employer, whose influence is more evident during the selection and labor decision-making processes. This category is analyzed in the JPI-2 study (Bednarska, 2016). 3) Structural labor factors, such as economic compensation, professional development and work-life balance, which become especially decisive in professionals with greater job permanence or growth projections. These elements are discussed in the JPI-3 study (Hoang, Vu & Ngo, 2020).

In accordance with this information, it can be stated that these factors do not act in isolation but interact according to the level of employability or trajectory of the individual, which reinforces the need for integrative approaches from human talent management and professional training programs. In theoretical terms, these results are consistent with the classical theoretical model of work motivation (e.g., Herzberg) (Doan, Tran, Nguyen, Pham, Tran, Nguyen, & Pham, 2024). and psychosocial approaches to the transition to youth employment (Ser & Webber, 2024). Unlike reviews focused on industrial or technological sectors, this review provides specific and contextualized evidence on sectors characterized by high labor turnover, strong youth presence, and seasonal demands, such as tourism and hospitality.

Regarding the second research question, a clear contextual variation was identified in the factors associated with the JPI, depending on the country, the type of population and the theoretical approach adopted: in the JPI-1 report, carried out in Vietnam with university students, it focused on psychological variables such as parental support and external locus of control. using an SEM model. This study reflects a cultural context with a strong family influence on vocational decision-making. In JPI-2, developed in Poland with tourism students, the person-environment fit (P-E fit) model was adopted, highlighting the relevance of the organizational environment and the image of the employer as a key mediator of job search intent and in the article JPI-3, also in Vietnam, but with workers in the hotel sector, emphasized organizational factors such as compensation and career development.

On this last point, the existence of significant methodological heterogeneity among the included studies was found: use of different statistical approaches (regression, SEM, mediation analysis), diverse measurement scales and varied conceptual frameworks. However, when differences were identified between the criteria considered, a meta-analysis was not considered, which justified the adoption of a structured narrative synthesis, focused on the qualitative comparison of results.

4.1 Limitations

The evidence analyzed has some limitations. A low number of specific publications in the sectors studied, poor standardization in the presentation of data and lack of uniformity in the theoretical models applied, which makes it difficult to carry out a statistical synthesis (meta-analysis). In addition, no study simultaneously examines the three dimensions addressed (individual, organizational, and structural), which generates gaps in the understanding of cross-effects between variables. There is no substantial evidence in Latin American or European environments.

In methodological terms, this review also faces restrictions. A narrative synthesis was chosen due to the methodological and statistical heterogeneity of the included studies, which prevents us from calculating a combined effect. The search focused exclusively on open access studies, which may exclude relevant research available on commercial bases. Although rigorous inclusion and exclusion criteria were applied according to the PARSIFAL protocol, no specific software was used for systematic management, which could limit the tracking of key information omitted by the authors unintentionally.

4.2 Implications

The study raises relevant implications for professional practice, public policy, and future research. In the practical field, it is recommended that employers in the tourism, hotel and gastronomic sector prioritize competitive compensation strategies, professional development opportunities and measures that promote work-life balance, since these variables show a strong association with the intention to apply. It is also suggested to strengthen student internship programs and family accompaniment in academic settings, particularly in countries with influential family structures such as Vietnam and Latin America.

At the level of public policies, it is proposed that educational institutions and employment agencies integrate models of person-environment adjustment and early vocational support strategies within their employability plans. To this end, it is key to establish regulatory frameworks that guarantee fair working conditions and inclusive policies capable of attracting and retaining young talent in these sectors. For future research, it is recommended to include studies contained in closed databases, implement longitudinal designs that analyze the evolution of JPI over time, and incorporate qualitative indicators that complement the structural vision of the phenomenon.

CONCLUSIONS

This systematic narrative review, developed in accordance with the PRISMA 2020 guidelines and the PARSIFAL protocol, identified that Job Pursuit Intention (JPI) in the tourism, gastronomy and hospitality sectors is influenced by a complex interaction of individual, organizational and structural factors. The empirical findings reveal three main conclusions:

The first is that the intention to look for a job does not respond only to personal motivations but is conditioned by psychosocial (individual and psychological), organizational and work variables. This interaction suggests that employability programs should adopt integrative approaches that consider the individual's trajectory and work context.

Second, there are significant gaps between the training profiles offered by higher education institutions and the competencies demanded by the productive sector. This disconnection limits the effectiveness of labor insertion and reinforces the need to strengthen the link between academia and industry through professional practices or internships.

Finally, a significant weakness in work-life balance is identified, which can have a negative impact on job search intentions. This relationship suggests that the existence of unresolved personal problems can decrease the motivation to apply for new job opportunities, affecting both the level of professionalism and personal growth in the long term.

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