



Discrimination in Job Application Forms of Hospitality Industry*

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Abstract

Main purpose of the research is to make guidance to human resources managers on the way of preparing non-discriminatory job application forms. Another purpose of this research is to examine the hypothesis of “the attributions of hotels and characteristics of human resources managers make meaningful differences on discriminatory data request from the applicants on job application forms”.

A questionnaire, designed based on literature review, was conducted on human resources managers of hotels of Turkey. Despite legal regulations, it is detected that, characteristics of managers and attributions of hotels make differences on discriminatory data requests in the forms.

Keywords: Hospitality Industry, Human Resources Management, Job Application Form, Discrimination.

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