Through the extensive research that was proven with the International Journal of Contemporary Hospitality Management, we can see the purpose of this study with the representation of women based on the improvement of diminishing imposter syndrome within the workplace in the hospitality industry. Imposter syndrome is considered as a psychological pattern, which forces them to undermine their accomplishments and ability that shows their worth in their careers. Furthermore, this expands from the focus on the imposter syndrome due to the lack of women in leadership positions, lack of diversity management, work-family imbalance, constant competitiveness between men to expand themselves in the industry, and low career expectations; which all contributed to the focus of the introduction of imposter syndrome amongst the women. Therefore, the establishment in this research is exemplified through the congruency of prejudice and the consequence through women's progression in the hospitality and tourism industry; which can present crucial strategies to improve towards the expansion of growth in diversity management and the incorporation of human resource management.

The future of the congruency theory with the connection to prejudice highlights the stereotypes and societal expectations that highlights the struggles that women between gender stereotypes and societal expectations. This places women in a severe spotlight that affects their personal and professional lives, which will impede them from obtaining their success that they deserve. Due to the graph's concentration with Figure 1, imposter syndrome is counteracted by organizational commitment, career advancement, and employee engagement. Women are often put on the backburner due to the career advancement that the men have, without the daily consistency of traditional norms in the aspect of this industry. Thus, a woman's sacrifice is more costly for them because of the given fact that they are compromising their mental health, confidence, passion, commitment, and career advancement to men; when diversity overall promotes equality within all employees in the line of service. Sadly, this also causes women to debate whether advancement in their career would be worth the torment that is faced, regardless of the negligence that men are proving towards women through a professionalized manner, while separating them towards the first experience for their potential career.

Therefore, the imposter syndrome that is affecting career advancement must be improved due to its destruction of character development, confidence, and assertiveness when it comes towards the succession of women; who advanced in a position that was catered to men. Also, this can impede them from taking risks in the industry due to the ridicule that is perceived as normal; which proves the advancement in the industry is declining. In the absence of hesitation within

this research paper, "organizations can help mitigate imposter syndrome for women by providing work-family support policies, mentorship programs, and diversity management initiatives that promote gender diversity and inclusion, empowering women to thrive in their careers (Forson et al., 2025)." Building a foundation that is supported and analyzed in the organization can encourage stability in employees, which will motivate them, especially women; to stand firmly in their beliefs for the shape of the success that builds consumers to relate to the opportunities that are presented.

The method that was highlighted to address the situation through the imposter syndrome was executed through a cross-sectional study, which collected data due to the ability of access multiple variables and prevalence towards the relevance for instructing future research that is collaborative in the decision-making with this research. Moving forward, an online survey was coordinated to examine 574 women from the hospitality industry that contributed to their careers in various managerial levels, such as operational, supervisory, and senior management levels. This was crucial to decide the imposter syndrome and the effect that it has had on the employees. From the data that was collected in the study, approximately 89.2% of the targeted females were between 21 and 40. However, the age 21-30 group was considered as the largest population with 62.9%, which was followed by the age 31-40 group.

Furthermore, the data signifies that 88.2% of the participants were of white ethnicity, while 91.5% were married. Another aspect was through the evaluation with the construction of the Likert scale, which enabled researchers to decide the problem with the effect of imposter syndrome within the workplace. Despite the examination, the imposter syndrome had six dimensions with 26 items, while the female role model only had three items. Therefore, the result towards the focus of diminishing imposter syndrome through this research verified that this could affect women both in a positive and negative manner, which can also compromise their mental health through their anxiety and burnout. Through the data that was correlated within this research, we can see that negative factors from work and home for employees struggling to balance their professional and personal lives can tend to be exhausting for them. With the moderating effects between elevated levels of diversity management versus lower levels of diversity management, this can change the balance between work and family, career advancement, and organizational commitment; which helps the employee contribute to their best in their career.

After the analysis of the research that was provided, this enables us to understand the impact of imposter syndrome in women's career advancement in the hospitality industry. Overall, work-family balance, female role models, and diversity management can affect them when it comes to the focus of the imposter syndrome. The alignment of the literature review with the key factors that cause this uncertainty, which can also after their career advancement. From the connection of the theoretical framework, this encourages managers in the hospitality industry to understand the severity of the imposter syndrome. As mentioned earlier within the research analysis, this had prevented women from seeing their fullest potential, which caused them to lose hope on the goals that were planned to be carried out. Even with the gender and stereotypical norms that had sidelined women from advancing in their career, this should not impede them from moving forward with their passion to serve others and to be there for them during their need. This research delivers a new perspective towards diversity management through proving effective resources that will incorporate an effective corporation for the future generations.

As we lean towards the implications, we must show consideration of those that are suffering through imposter syndrome. Furthermore, this can be improved in human resource management through including effective policies that can concentrate solely on well-being, counseling services, career advancement. Through these provisions that are protecting your employees, this opens the door towards diversity management in the workforce for women because they are receiving a chance to inspire others and themselves with the contributions that they made in the industry. As a university student who is interested in the study of diversity management, being able to build on effective strategies can help employees overcome their obstacles; while being able to still be patient with them and to motivate them with effective training that interests them.

Leading towards the future research and limitations within this analysis, it is recommended that this could be continued as an experimental method, which would improve results, which can inform managers and their team of effective strategies to combat imposter syndrome. Also, the future research efforts focused on exploring imposter syndrome in different countries to expand on potential correlations between an employee's country and their experience with this syndrome. Even though it is currently limited to the examination of imposter syndrome within females, the future researchers can expand on this with testing both male and female employees to understanding the correlation of this syndrome and the data that was presented in the research.

References

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