

Stakeholders Engagement Analysis: A case study of Oceanfront Beach Resort

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การวิเคราะห์ผู้มีส่วนได้ส่วนเสีย ในกรณีศึกษาโรงแรมโอเชียนฟรอนต์ บีช รีสอร์ท



สารนิพนธ์นี้เป็นส่วนหนึ่งของการศึกษาตามหลักสูตรปริญญาศิลปศาสตรมหาบัณฑิต
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พลอย อรรถพรพิศาล : การวิเคราะห์ผู้มีส่วนได้ส่วนเสีย ในกรณีศึกษาโรงแรมโอเชียนฟรอนต์ บีช รีสอร์ท. (Stakeholders Engagement Analysis: A case study of Oceanfront Beach Resort) อ.ที่ปรึกษาหลัก : ดร.กตติกา ทิพยาลัย

การแพร่ระบาดของเชื้อไวรัสโคโรนา 2019 ส่งผลกระทบต่ออย่างรุนแรงต่อภาคการท่องเที่ยวซึ่งเป็นส่วนสำคัญของเศรษฐกิจไทย เนื่องด้วยมาตรการป้องกันการแพร่ระบาดต่าง ๆ ส่งผลให้จำนวนลูกค้าหรือนักท่องเที่ยวที่เข้าพักตามโรงแรมปรับลดลงอย่างมีนัยสำคัญ ถึงแม้ภาครัฐจะออกมาตรการส่งเสริมการท่องเที่ยว เพื่อกระตุ้นเศรษฐกิจ โรงแรมหลายแห่งปรับรูปแบบธุรกิจมาเป็นการรับจัดเลี้ยง หรือร่วมมือกับโรงพยาบาลเปิดเป็นสถานที่กักตัวสำหรับผู้ติดเชื้อ หรือสำหรับบุคคลที่เดินทางจากต่างประเทศ เพื่อหารายได้เสริม โรงแรมหลายแห่งก็ยังคงต้องปรับลดจำนวนห้องพัก หรือแม้กระทั่งปิดตัวลงชั่วคราวเพื่อรักษาสภาพคล่องทางการเงิน เหตุการณ์ดังกล่าวส่งผลกระทบต่อผู้มีส่วนได้ส่วนเสียของธุรกิจท่องเที่ยวและโรงแรมทุกภาคส่วน และเนื่องจากธุรกิจโรงแรมเป็นธุรกิจในภาคบริการ ผู้มีส่วนได้ส่วนเสียจึงเป็นหนึ่งในปัจจัยสำคัญที่ต้องพิจารณาเพื่อบรรลุเป้าหมายในการดำเนินงาน จากแนวทางการวิเคราะห์ผู้มีส่วนได้ส่วนเสียซึ่งประกอบไปด้วย การบ่งชี้ผู้มีส่วนได้ส่วนเสีย การแบ่งกลุ่ม และกำหนดความสำคัญของกลุ่มผู้มีส่วนได้ส่วนเสีย เพื่อนำไปสู่การวางแผนการดำเนินงาน งานวิจัยนี้จึงมีจุดประสงค์เพื่อที่จะวิเคราะห์ผู้มีส่วนได้ส่วนเสีย ของโรงแรมไทยในจังหวัดภูเก็ต ในกรณีศึกษาของโรงแรมโอเชียน ฟรอนต์ บีช รีสอร์ท เพื่อศึกษาความแตกต่างของผู้มีส่วนได้ส่วนเสีย ก่อนและหลังจากที่โรงแรมได้รับผลกระทบจากการแพร่ระบาดของเชื้อไวรัสโคโรนา 2019 รวมถึงกำหนดแผนการเข้าถึงผู้มีส่วนได้ส่วนเสียแต่ละกลุ่ม



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The Thai tourism sector which is a major contributor to Thailand's economy was strongly affected by the spread of covid-19. Once the sector was impacted by the pandemic restrictions, obviously a decrease in customers was presented. Even though there are the stimulus packages from the government regulators with an intention to boost up the tourism sector and many hotels change their business to be catering or partner with the hospital and turn their business to be a quarantine place. Many hotels still need to reduce their operation or even shut down to secure the cash flow. All stakeholders of hotel businesses were impacted. As the hotel business has been sold the intangible service. Stakeholders would be one of the important factors that need to be considered to gain a competitive in business and to further plan the business strategy (Yilmaz, 2008). According to the stakeholder analysis which develops a framework for identifying the stakeholders of the hotel business, categorizing, and prioritizing the importance of the group of stakeholders. This study going to conduct a case study of the five-star independent hotel in Phuket, Thailand, Oceanfront beach resort and spa. This study aims to determine how Thai hotel business stakeholders were affected by the covid-19 crisis and compare the difference in stakeholder engagement before and after the spread of the pandemic. Categorize the hotel stakeholder by using power – interest grid model. Also, determine a possible stakeholder engagement plan.



Field of Study:	Business and Managerial Economics	Student's Signature
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Ploy Atthapornpisarn

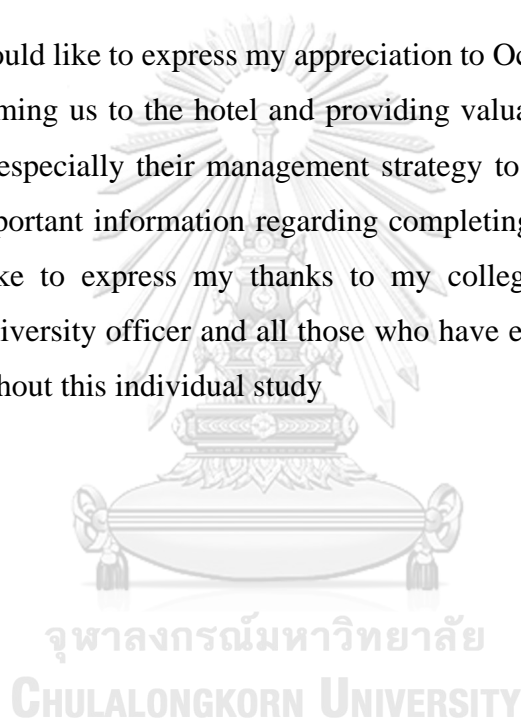


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1. Introduction

International tourism is a major contributor to Thailand's economy. In 2019, Thailand was eighth-ranked in terms of international tourist arrivals globally, with China being the main source market. In 2019, Thailand recorded a high of 40 million visitors. Unfortunately, the coronavirus disease 2019 (COVID-19) hit the tourism sector particularly hard, tourists from international flights to Thailand dropped by 95 percent in September 2021, compared to the previous year. Currently, hotel capacity is only filled by 9 percent. Thailand has deployed various measures to compensate for the loss of inbound tourism. The Thai government's attempt to boost domestic travel provided subsidies for hotel stays and flights for travelers (We travel together project). The government also rolled out measures to stimulate international travel to Thailand, beginning with Phuket the beach destination (Phuket Sand Box project) (Mckinsey, 2021). Not only the government sector, but the private sector also needs to be adaptable and resilient during the period of crisis.

In order to run the business, the owner needs to interact with various groups of stakeholders. The Stakeholders are theoretically defined as groups or individuals who have a relation to the business, both influenced and influenced by the business goal of the organization (Freeman, 1984). Stakeholder engagement has become increasingly important for businesses in recent years, with a growing emphasis on CSR and sustainability. The concept of stakeholder engagement encompasses a wide range of activities, including communication, consultation, collaboration, and participation (Bourne et al., 2019). From the Thai tourism sector perspective, stakeholders may include the government responsible for planning and supporting the tourism industry, private sectors including all related parties responsible for managing the tourism business, non-profit organizations, local residents who live in tourist attractions areas, and tourists who temporary travel from his or her area including domestic and oversea (Soonsan, 2017) or could be identified as internal stakeholder which is owners, managers and employee and external stakeholder which are customers, competitors, suppliers, activist group, financial intermediaries the media, government agencies and local communities (Ivanona, 2011). In hotel businesses which are a part of the tourism sector, where services that are intangible products have been sold to the customer, stakeholders should be an important factor to consider. Stakeholder management could be an important part of strategic management in gaining a competitive advantage to achieve the success of the business (Yilmaz, 2008).

This study going to focus on the stakeholder engagement of Oceanfront Beach Resort Phuket. The hotel is a family business hotel, which has the advantage of lower hierarchical and decision-making layers compared to the chain hotel business. These allow the hotel's owner to create a strategic plan suitable for them in the crisis. Otherwise, the chain hotel businesses manage with standard provide along the company which made chain hotels able to offer a consistent value proposition with guaranteed quality and access to different amenities, plus standard services to satisfy customers from different cultural backgrounds and could bring more international demand especially if the brand is an international brand. Oceanfront Beach Resort Phuket hotel located in Patong Phuket, has many sea-view rooms, a free-form pool beachfront

restaurant, and bars. The hotel just began its operation shortly before the spread of COVID-19 and force to be temporally closed during the lockdown. They return to their operation at the same time as the Phuket sandbox project. This study aims to analyze the chain of stakeholder engagement after Thailand's tourism sector was severely affected by COVID-19.

2. Data Methodology

2.1 Stakeholder analysis.

Stakeholder analysis is the process of collecting data which is a key step to understanding individuals or groups which affect and influence the business as well as who is influenced by the business. After understanding all stakeholders of the business, the owner could prioritize the needs and expectations of each party which could help to plan the type of input required, what kind of communication might need to engage, and more to engage all important parties. As every stakeholder has a unique view of the business and different perception of the business, it is important to plan different strategies and choose the suitable type of communication to engage with them based on the priority of each stakeholder to be more productive, as the owner could plan where to allocate time and effort and address potential risk.

Stakeholder analysis consists of main three parts which are stakeholder identification, categorization, and prioritizing stakeholder expectations.

Step 1: Identify all stakeholder and their relevant information such as roll, interests, and expectations related to the business. Recognising the uniqueness of the business's context also the business goal to identify the specific stakeholders.

Step 2: categorize the stakeholder or identify the potential impact or support each stakeholder could contribute to the business. As there are several classification models used for categorizing the stakeholder.

- Power/influence grid: this model is based on the level of power and influence ability of a stakeholder.
- Influence/impact grid: this model is based on stakeholder involvement or influence and their ability to change the business execution.
- Salience model: this addresses the power of stakeholders or ability to pass on their will, the urgency of needs for attention, and legitimate involvement in the business.

Step 3: To prioritize the expectation of stakeholders to enhance their support and mitigate potential risk or negative impact. (Seithikurippu, 2015)

2.2 Power Interest Grid

The power interest grid is a model used to categorize stakeholders based on their power or influence and interest in the business after the process of stakeholder identification. This model was originally published by Freeman and there is the research published by Colin Eden and Fran Ackermann using this model to categorize specific, unique, and significant stakeholders with the intention to enable the proactive of management to manage their stakeholders. Thus, who the stakeholders are, is related to

the nature of the demand they could make on the business or the organization. Rather than the stakeholder's identity and their demand which need to be addressed, the previous study also has a specific focus on "How top management team could use the result to manage their stakeholder effectively so as to realize the business goal". Since typically the top management team is the one who crafts an organization's strategy, it therefore also needs to attend to the strategic management of stakeholders if it wants to ensure the strategy's robustness. Paying attention to and managing a specific set of stakeholders seems likely to have a powerful effect on the feasibility of an organization achieving its strategic goal and helping assure its long-term growth. Among many stakeholder management types of research, the dimensions of power and interest as being significant (Ackermann, 2011). Power-interest grid was suggested to use for assist in balancing the need to take a broad definition of stakeholders whilst still yielding manageable numbers. (Freeman, 1984) There is also a suggestion from previous research regarding this model; It was clear that for the model to be applied successfully more emphasis on disaggregation was required in order to make the process be more useful. When the management team became more specific about stakeholders, identifying in detail those that could be more easily and directly managed.

Categorizing the stakeholder allows the business owner to develop a stakeholder management strategy effectively. With a power interest grid, project professionals can analyze and sort project stakeholders to make sure that each invested party receives the deliverables they expect in a timely manner. The stakeholder with high power and high interest will need to be engaged regularly, whereas stakeholder with lower power and lower interest might not require the regular and details. There is the previous study of Hafez Atiehzasan insurance industry using the power-interest grid to categorize the stakeholder and plan the stakeholder management plan to kept on the margins at the average profit level by beware of the stakeholder. (Hadi Raeis Abdollahi,2019)

The Power interest grid is a grid with X and Y axes, Y-axis labeled "Power" and X-axis labeled "Interest". A high-power stakeholder is mention of stakeholder who could change the business or even stop it, while low-power stakeholders may have some influence but could not change the project directly. A high-interest stakeholder is a stakeholder whom the business directly impacted them. If the business has a slight or indirect impact, that group is categorized as a low-interest stakeholder. The power interest grid will categorize the stakeholder into four types:

- High power, high interest
- High power, low interest
- Low power, high interest
- Low power, low interest

The grid is split into four quadrants which are defining four categories of stakeholders, together with their labels which made sense to the top management team to define their strategy to due with each category of stakeholder. The four quadrants consist of:

- Top right: Categorize as "regularly engage", in this section, include stakeholders with a high degree of power to support or to sabotage the business strategies while also having high interest.

- Top left: Categorize as “Actively consult”, Here you can add those who have a high degree of power over the future of the business and are particularly low in terms of interest.
- Bottom right: Categorize as “Maintain interest” In this area, include stakeholders that have a low degree of power while a high degree of interest.
- Bottom left: Categorize as “Keep informed” In this section, including those that have a low degree of power to influence strategy outcomes and low interest.

With the power-interest grid, all these quadrants with four category labels could lead the management to then manage to develop appropriate stakeholder management strategies. Some businesses have larger numbers of stakeholders than other, to avoid the problem of using the same term refer to the previous studies recommendation is to focus on those who are most significant.

(Improvement service, 2023 & Revolution learning, 2023 & Every, 2020 & Ackermann, 2011)

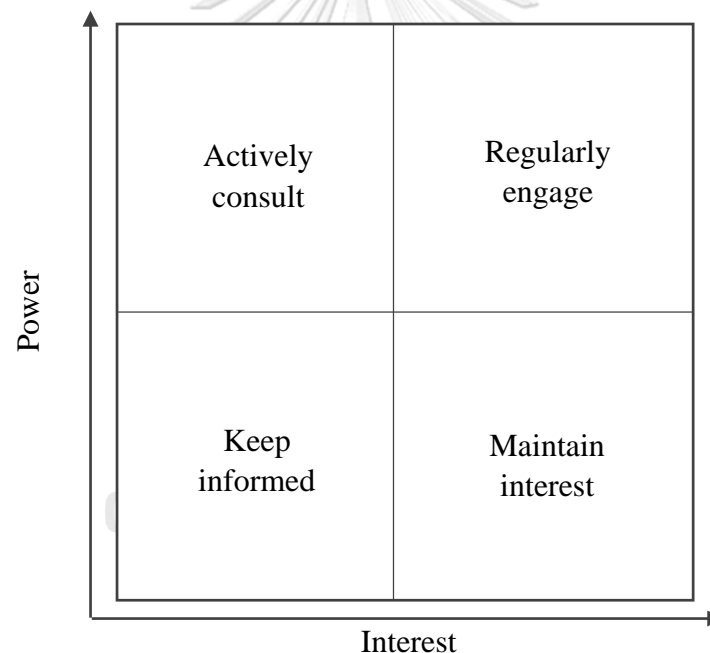


Figure 1: Power interest grid.

2.3 Hotel business characteristics and impact of COVID-19 on hotel business.

The hospitality and tourism sector are made up of so many careers or professions, and this is the largest and fastest growing sector grouping globally. Hotel businesses are businesses that are open 24 hours a day and run 365 days a year. The services sector like the hotel business provides employment opportunities for many people who help make reservations and greet, assist, and serve guests in hospitality along with the security and cleaning operations of varied sizes. (Walker, 2014)

According to Statista research, Thailand is a pleasant destination for tourists, attracting millions of visitors from around the world. Previously, Thailand had seen a

rising influx of visitor arrivals since 2015. Hence, the hotel industry has benefitted from the increase in visitors. The number of hotel room records in the year 2021, Thailand altogether had almost 800 thousand hotel rooms ranging from budget to luxury hotels; the southern region accommodated. Foreign visitors are key contributors to the hotel industry in Thailand. (Statista, 2023) covid-19 is more complex than the situation which has been examined before in the hospitality industry covid -19 exhibits complexity and severity from what began as a local situation of public health in China soon turned into global economic fallout, leading to large numbers of job losses, and leading to economic recession affecting all major economic countries. For the hospitality business sector, the uncertain economy, and the measure to reduce the number of infected have to reduce the spending on the tourism sector for both business-to-business (B2B) and Business to customer (B2C) (Canhoto, 2021). In previous years, 30 percent is the average proportion of international tourists who stayed in travel accommodations in Thailand, which was a significant decrease during the covid -19 pandemic. (Statista, 2023)

Thailand's tourism sector has been heavily impacted by the pandemic restriction. The airport was closed thus, tourists from international flights to Thailand dropped by 95 percent in September 2021, compared to the previous year. There are only 9 percent of the hotel's capacity was filled. Together with the increasing number of unemployment rate in tourism sectors and there are large variations of employment rates observed between regions and population groups. Employment declined in urban areas and the capital city as well as Phuket which is a scenery town, while it increased in rural areas and the northern province of Thailand. Since there are many of those employees who were layoff and lost their job due to the pandemic returned to agriculture in their hometown (The World Bank, 2021). But there have been continual stimulus packages, and measures to support returning international demand with the beginning of the "Phuket sandbox" which is the government's efforts to boost domestic and international travel. Thailand launched the "Phuket Sandbox" in July 2021, an effort by the government and private sector in Phuket to recapture demand from international travelers. The initiative offered fully vaccinated travelers (between 14 days and one year before their travel date) exemption from quarantine only in the Phuket area, provided they remained in Phuket for at least 14 days before traveling to other parts of Thailand. (Tourism Authority of Thailand, 2021) Additionally, travelers' stay in Phuket was required to accommodate establishments that have been certified by the Safety & Health Administration of the Thai government or SHA+ hotel. Visitors staying in Phuket for less than 14 days were allowed to leave Phuket only if their destination was outside of Thailand. Following with others reopening plans including the "Samul plus" and "Andaman sandbox". In the initial phase of Phuket Sandbox, the economic uplift from the was moderate. In the period from July 1 to August 31, there are estimated spent from visitors at least \$48.8 million from the stay of 26,400 visitors which welcomed to Phuket (Bangkok post, 2021)

After the vaccinated international travelers from 63 low-risk countries were welcome to Thailand, there is an eye on the new market. Previously, China was one of the key customers in Thailand's tourism sector but during the sandbox program, the top

10 countries by the number of visitors to Thailand consist of the United States, Germany, United Kingdom, Japan, South Korea, Russia, Switzerland, Sweden, France, and United Arab Emirate. (McKinsey, 2021)

2.4 Identify Stakeholders of a Thai hotel business

Stakeholder analysis is a tool used to identify and prioritize the interests and concerns of different groups that are affected by an organization's activities. In the context of the hotel industry in Thailand, the key stakeholders include customers, employees, shareholders, suppliers, competitors, local communities, government regulators, and environmental groups.

Employee which is one of the important internal stakeholders. Since customer satisfaction is the most important in the service sector and the employee is the one who has direct contact with customers. Employees play an essential role in creating positive customer experiences and service quality evaluations (Jung, 2021). In the analysis of the internal stakeholder, the point which should be taken into consideration are the different points of view, from which the internal stakeholders may be examined. Generally, for the independent hotel the relationship between owner-employees is closer compared to chain hotels which managers act as intermediaries. But the relationship mostly takes the formal character through labor agreements between them. (Ivanova, 2021). The previous studies indicate that during the spread of covid-19 higher perception of job insecurity by employees induces lower job engagement and consequently a negative state of mind and this shows a dominant impact on generation Y than on generation X. (Jung, 2021).

Local communities are also important stakeholders for hotels in Thailand. Hotels need to ensure that their operations do not have a negative impact on the local environment or community and that they contribute to the local economy through employment and other activities. As the hotels have the opportunity to partner with small businesses such as boutique stores, tour guides and restaurants, which could help ensure that they have continued income throughout the tourist season and beyond.

Supplier is a company organization or a person that supplies necessary to run the business. The hotel could contact supplier both international and Local suppliers depending on their suitability. The hit of covid-19 on the hotel business forced hotels to reduce their operation or even shut down their business, supplier is one of the stakeholders who got a direct impact.

Government regulators also play a key role in the hotel industry, as they set the rules and regulations that hotels must follow to operate in Thailand. During the covid-19 situation, the government attempted to boost the tourism sector. They deployed various efforts to bounce back the demand by regulating various stimulus programs such as We travel together, the Amazing Thailand Safety and Health Administration (SHA) followed by SHA+ and SHA extra+ and the program which plays an important part in the reopening of Oceanfront Beach Resort Phuket. (McKinsey, 2021) (SHA,2022)

Environmental groups are a growing stakeholder group, as hotels must consider their impact on the environment and take steps to reduce their carbon footprint.

Competitors in the hotel business could be other hotels that could offer the same or similar service. The competitors of the hotel could be defined by location, positioning, price, and product. The hotels that are close in geography and even offer slightly different experiences could consider competitors. Positioning refers to the product or experiences the hotel offer to their customer. Price, it is obvious that the hotel with a similar pricing structure going to count as a competitor.

The intermediaries are very specific stakeholders of the hotel business, which is usually related to customers. After the internet and the opportunity for immediate confirmation of booking are easier to access allow customers to ignore the intermediaries and book direct to the hotel to avoid the extra charge. There are changes in intermediaries' business, especially after the spread of covid-19 customers need to manage the uncertain situation they are more likely to book the hotel directly or through an online platform.

Customers are key stakeholders for hotels, as they provide revenue and drive business success. Therefore, hotels need to ensure that their services meet the needs and expectations of their customers. (Soonsan, 2017) (Invanova, 2021) In the case of Oceanfront Beach Resort Phuket, after the reopening, their target customer changed to be more from The United Arab Emirates (UAE), India and at the very beginning of the sandbox program, there are a lot from the United States of America. Not only does customer nationality change but the purpose of stay and group size also change. Some customers stay in a quarantine place before going back home to other provinces rather than stay for vacation. During the covid-10 situation, it seemed that hygiene come more important for hotels registered in SHA to get certified. They feel that this can help customers gain trust in their services, offering a high standard of safety and hygiene policy (Thanapotivirat, 2021). This study going to examine customer needs before and after the covid-19 situation by using secondary data from online booking platform reviews.

2.5 Prioritize stakeholders.

The power-interest grid model categorizes all stakeholder to be in four groups including two main axis which is the power and interest of stakeholder. For Thai independent hotels or in the case of Oceanfront beach resort. By applying related data from previous studies regarding the stakeholder of the hospitality industry during the covid-19 (Dolnicar, S., 2002) (Ana Isabel Canhoto,2021)

Employees consider “High power and High interest” since employees are directly in touch with customers, they are the ones who could create positive customer experiences being a key factor in customer satisfaction (Jung, 2021). Meanwhile, the employee put a high interest since any action of the business/hotel could affect their livelihood or affect their income even harder during the covid situation which all business is shutting down and there are not many opening positions in other hotels, but the interest might decrease after the reopening of the country and hotels are back on their operation. Moreover, there are some employees or hotel staffs which have been layoff during the

shutdown when back to their hometowns in rural areas returned to work in agriculture sector. (World Bank, 2021)

Suppliers consider “High power and Low interest” It depends on the size of the supplier and the type of goods they supply to the hotel. Generally, assume that the hotel in this case study is not a large size hotel or a chain hotel, which has a large amount of consumption or creates a chance to get another contract in the chain. So, it is categorized as Low interest. On the other hand, a hotel is a service business in which the satisfaction of customers is important. So, consider that the quality of goods used in the hotel is important. That led suppliers to be in the high-power category. Unfortunately, during the covid-19 situation in which all business secures their source of income, the small contract could be important so this might increase the interest of the supplier.

Government regulators consider a “High power and Low interest” group. Government considers having an impact on the hotel business. During the normal situation, they impact in term of who regulate the related laws, raises or lowers business tax, and offer an incentive to help the hotel. Especially in the unnormal situation or the crisis, regulators have a high impact on all businesses as they could regulate to shut the business down or provide a stimulus package to help businesses.

Environmental groups consider “Low power and Low interest” the coming of sustainable trend, there is a growing of environmental group stakeholders. Currently, this group of stakeholders considers being most impacted by the listed companies with the investor. This case study is a small independent hotel. So, consider being low power and low-interest group.

Competitors consider “Low power and Low interest” generally competitors would not have a direct relation to the business but need to be monitored as competitors could impact the business by knowledge, in other words, they could impact by improving or adjusting their own business strategy. During the spread of the covid-19 or at the beginning of the reopening phase, competitors consider impacting the business more than normal situations. Since many well-known hotels normally have different price ranges, they lower their rate to draw the attention of customers during the crisis.

The intermediaries consider “Low power and High interest” previously a lot of tourists booked the hotel through the intermediaries because of convenience. But after it was easier to access the hotel and made a booking online. Especially, during the covid-19 situation which is always uncertain to made online bookings might be the better choice for the customer. Another factor might be the change in the way people travel, most customers come with a smaller group or a single-family group. So, it might easier to do online booking rather than the intermediaries.

Local communities consider “Low power and low interest”. In this case, Oceanfront beach resort is not a large-scale hotel, and they don't have any partner projects with the community around them. The community could be affected by the business from noise and waste from the hotel if it is not in good management. Otherwise, hotel customers could be a factor to generate income for the community around the hotel.

Customers consider “High power and Low interest” since the customer is who provides the revenue to the hotel business. It’s important for the hotel to meet customer needs and expect to gain more revenue. On the others hand, the customer gets slightly impacted or influenced by the hotel. Since there are many similar hotels in similar geographic and rate of prices be their choice of stay. Furthermore, customers could consider having a higher power to the hotel after they are severely hit by the covid-19. Since during the crisis, there are fewer customers and it is highly important the secure the cash flow to further run the business.

Before the spread of covid-19. Power- interest grid of Thai independent hotels is plotted below.

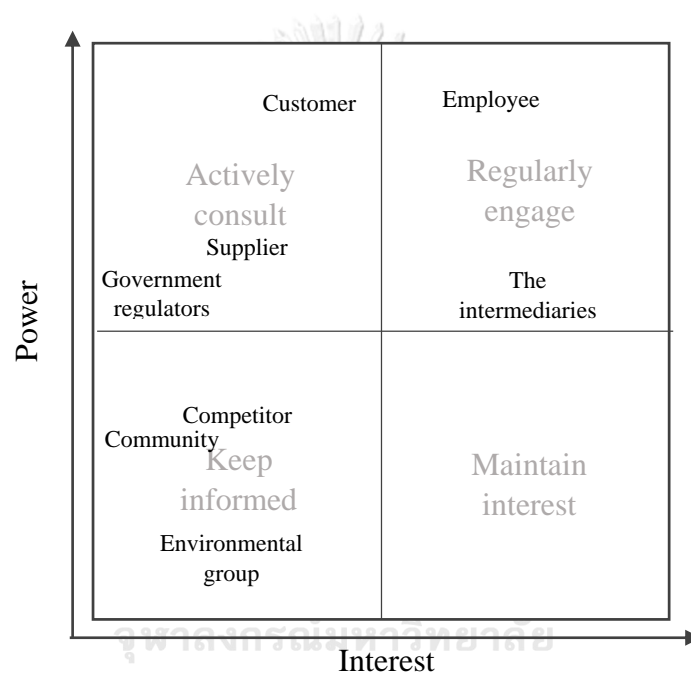


Figure 2: Power interest grid of Thai hotel business before the spread of covid-19

After the spread of covid-19, the study expected that there are some changes in the power-interest grid.

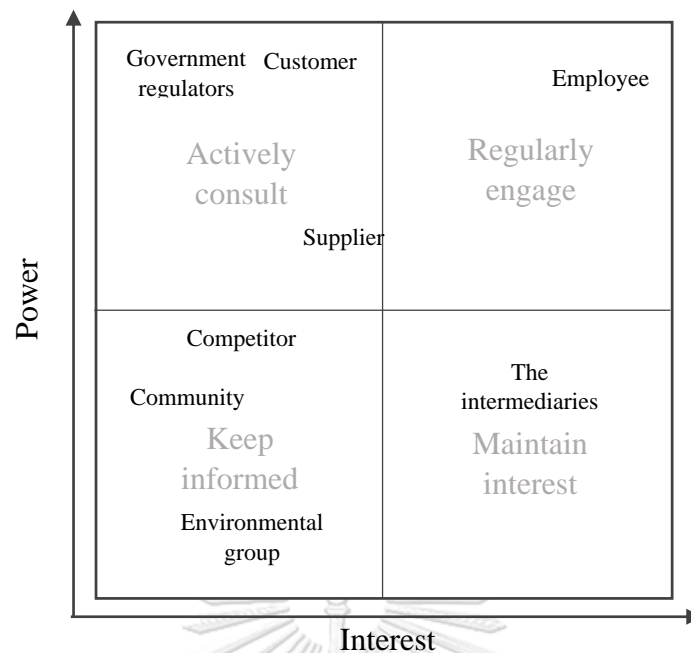


Figure 3: Power interest grid of Thai hotel business After the spread of covid-19

From the power interest grid, the Key player stakeholder that the hotel needs to manage closely, engage on a regular basis, and work to maintain the relationship is an employee. For other groups whom the hotel has a lower interest or less influence to them, the hotel is still required to meet their need to maintain the level of their interest and actively consult is consist of government regulator, suppliers, and customers. The other group that the hotel needs to maintain interest, make use of interest through involvement consult on their area of interest can be a supporter is the intermediaries. The last group with lower priority but also need to keep informed as generally communicate and might aim to move them to the right of the grid is the competitor and environmental group.

2.6 Identify stakeholder needs and expectations.

It is an important step to discovering and understanding the expectation of stakeholders, especially key stakeholders. Without an understanding of stakeholder expectations, businesses would not be able to create stakeholder management with optimum results. Stakeholders' interests may vary even stakeholders from the same group, there may be conflicting concerns. To understand the stakeholder expectation in detail, businesses could be done by various methods such as Brainstorm, consulting with organizations that either are or have been involved in similar efforts or that work with the population or in the area of concern, getting more ideas from stakeholders, or could use the combination of the media such as newsletters, social media, targeted emails, announcements by leaders at meetings and religious gatherings, and word of mouth to get the word out (The Community Tool Box, 2023) Since there is a limit condition regarding the data, In this study going to focus on one of high power or key stakeholder which is customers.

2.7 Data collection

Oceanfront Beach Resort Phuket has its online platform including a page on Facebook, their website which is mainly for booking and customers could access to chat on messenger. Hotel customers could also access the booking through online booking platforms such as Agoda, Booking.com, and Traveloka. The online booking platform has provided a space for customers to write an online customer review and give a rating to the hotel this is one of customer communication that could determine customer satisfaction and lead to a strategic improvement to gain customer engagement which is one of the components leads to success in business. There is the previous study found that online review not only shows customer satisfaction but could lead to a decrease in or increase in future booking. It is found that the negativity effect is more important than other features in predicting consumers' booking intentions, as the "negativity effect was present only for experience products". In the hotel industry, products are intangible attributes that cannot be known until purchase, and the performance could be verified only by sensory experience. In addition, to review valence, comprehensiveness significantly influences people's online booking intentions. found that hotels with higher star ratings would receive more online bookings. (Zhao, 2014)

The study is designed to collect data from online booking platform reviews which are reviews from hotel customers that proceed with their booking through each platform. The study will be carried out from reviews of Oceanfront Beach Resort Phuket from Booking.com. The data collected consist of the rating where each statement is rated on a ten-point (1 – 10) scale with a high score of 10 indicating the most satisfied, the comment support their review which includes both positive and negative statement, the date and time of booking, number of nights booking and the country which customer came from. This study going to collect only the reviews with ratings and comment. The data set going to be divided into two sets, the first set is the data before Phuket was hit by covid-19 or in the period before April 2020, and the second set going to be the data after July 2021 which the hotel reopened after the lockdown or in the similar period of Phuket sandbox model. Each set of data going to consist of random 54 reviews.

2.8 Customer needs and expectations.

From the data collected, customer comments from the reviews were distributed to the topic they were concerned about and categorized whether it is positive or negative comments. (Appendix A) The key topics that are mentioned as concerns consist of 12 main topics

Breakfast and food: mention about test and variety of the breakfast also comment mention about the dinner in a restaurant in Oceanfront beach resort.

Location: mainly means of the location of the hotel, convenient to reach the beach area and other tourist attraction areas.

Cleanness: the cleanliness of the hotel in the overall picture, the breakfast and dining area, and the cleanness of the room.

Room: mostly mention the size of the room and the layout of the room.

Service: the welcome of the hotel's staff, the service mind of the hotel's staff, fast of the service, and how the hotel due to solving the problem for their customer.

Facility: availability of the facilities in the hotel. Also, mean the convenience and suitability of the facilities in the hotel.

Lack of staff problem: there are numbers of customers who mentioned the lack of staff problem that they found which led to the slower service they got and some of them found that the staff was responsible for various duties and worked for a too long period of time. As some of the customers mention that they found some staff working in the breakfast area also serving them room service orders in the evening.

Shuttle bus service: the shuttle bus service that the hotel provided for their customer to go to Patong beach and the airport.

Construction sound: Since the hotel was not fully open and there are some areas was under construction.

New building: new of the room and overall hotel.

View: views of the hotel mostly mention the view of the room and the pool.

Worth of the price: the worthiness of the price and compared in terms of being a 5-star hotel rating.

As shown in figure 4, the data split into two groups which are before covid-19 impacted the hotel and after July 2021 which is the time that the hotel reopens again. The data include both positive and negative comments to measure the concern or expectations of customers which could be related to their satisfaction. It is obviously shown that there are no significant differences in the percentage of customer concern before and after the impact of covid-19. The most concern of customers for both groups is service which is 20% of reviews mention. The other key concern is breakfast and food, cleanness, room, and facility. After July 2021 the data showed that there are two new topics of concern which are Lack of staff and Worth of the price there are some comments "never enough staff on hand and have to always have to wait" (Oceanfront beach resort Phuket, Booking.com reviews, 2023) These might because the hotel was temporally close, and after they reopened they need to hire all new staff so, the staff might need more train and experience also might plus with the result from management plan of the hotel to secure the cashflow.

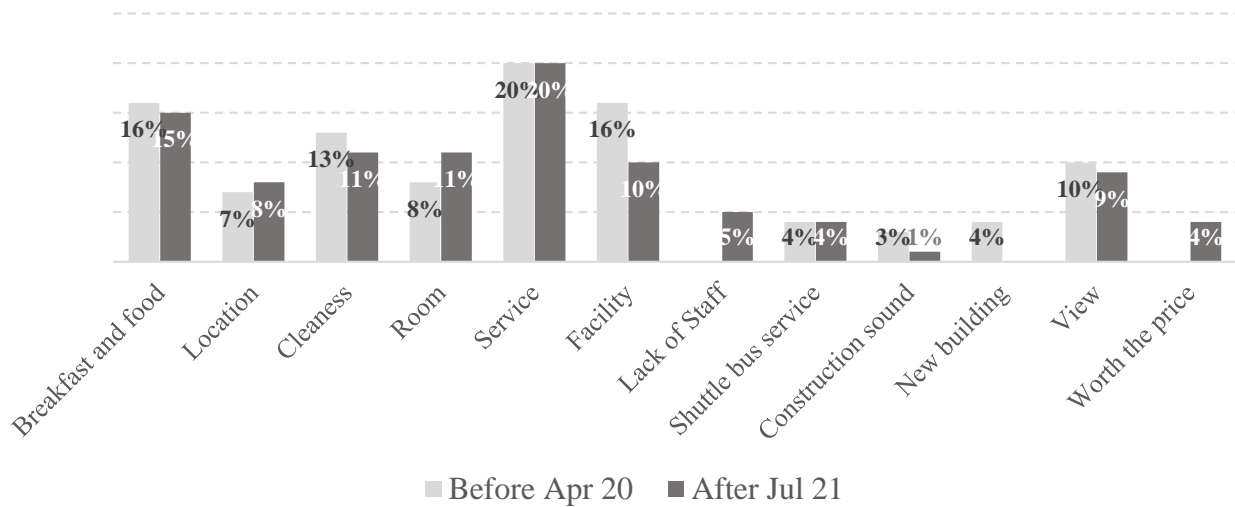


Figure 4: the topic of customer concern in percentage.

(Oceanfront beach resort Phuket, Booking.com reviews, Mar 2023)

The review from customers before April 2020 and after July 2021, in terms of the frequency of negative and positive reviews on each topic are shown in figure 5 and figure 6. According to the data, customers which booked the hotel after July 2021 tend to write reviews on more than one topic leading to more frequency of data even if there is the same number of samples collected also there is an extensive portion of negative reviews on the reviews after July 2021. It might be because people tend to write negative reviews than positive ones. Since one bad experience usually wins out in the customer's mind over one good experience. Moreover, a negative review not only implies the previous customer's bad experience but also could lead to a lower rate of future booking through that online channel (Zhao, 2014). So, this key topic which has a large portion of negative reviews needs deliberate improvement from the management. It is obviously shown in figure 5 that the largest number of negative reviews showed dissatisfaction of customers on the topic of the service followed by the cleanliness. As stated in figure 5, significantly shows the contentment of customers with rooms and views of the hotel which could be kept as distinctive points of the hotel and further manage the limited facility to improve others' concern topic to create more satisfaction of customers.

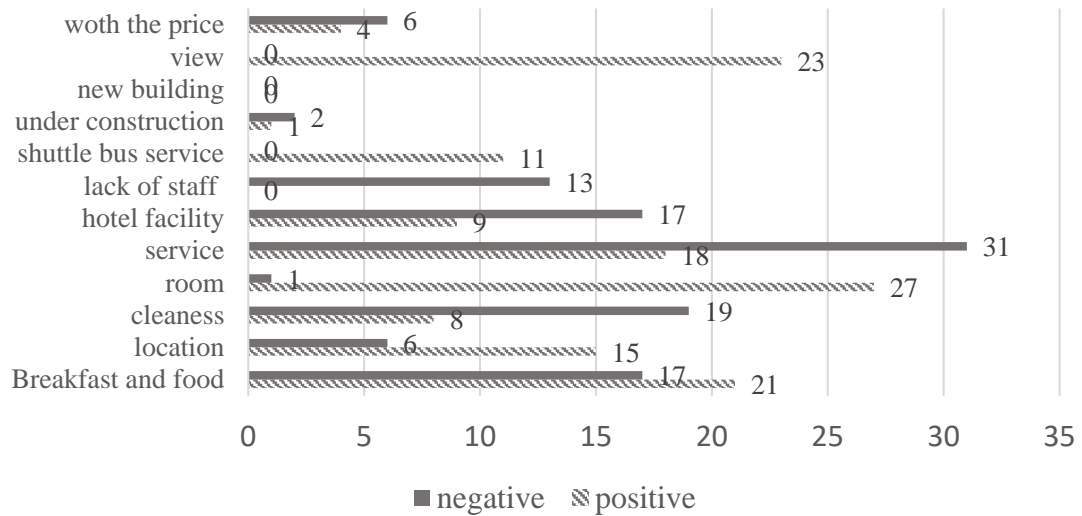


Figure 5: Frequency of customer concern after July 2021 categorized into positive and negative comments.

(Oceanfront beach resort Phuket, Booking.com reviews, Mar 2023)

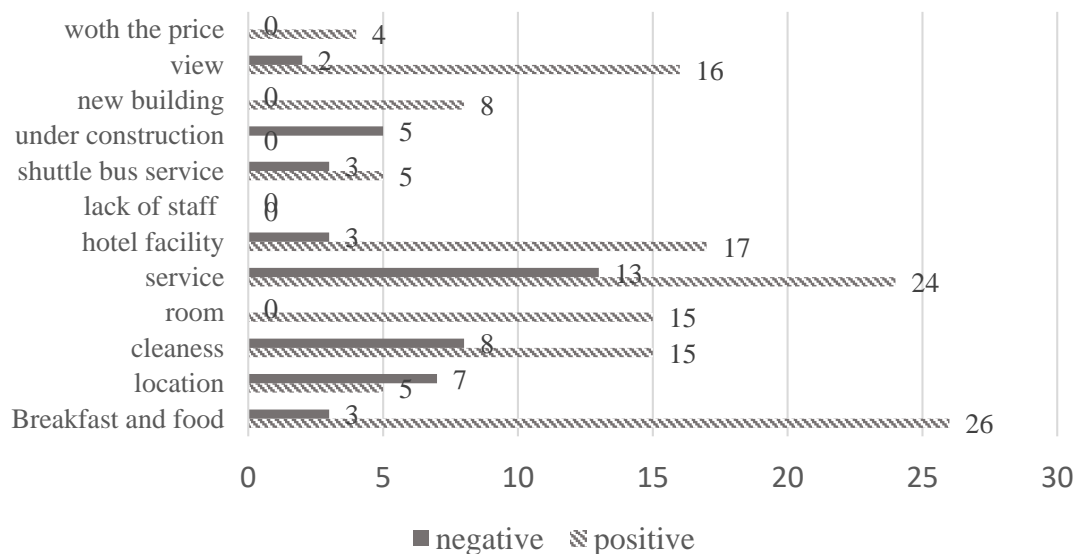


Figure 6: Frequency of customer concern before April 2020, categorized into positive and negative comments.

(Oceanfront beach resort Phuket, Booking.com reviews, Mar 2023)

In the part of rating score that customers give to the hotel on Booking.com, the rating is rated on a ten-point (1 – 10) scale with a high score of 10 indicating the most satisfied. The average rating of Oceanfront beach resort Phuket is shown on Booking.com is 8.3 (Booking.com, Mar 2023). According to the average rating score from the sample collected, the data from customers who booked the hotel before April 2020 have an average score of 8.8 which is obviously higher than 6.3 (Appendix A)

which is an average rating from customers who booked the hotel after July 2021. This could imply that the larger number of negative reviews or negative comments in figure 5 is related to the lower rating the hotel got from their customer and could lead to lower in future bookings as the online rating and review influence people who consider making a booking through the online platform. Otherwise, the rating score might have some discrepancy since this study sample the data only from those who both give the rating and write the comments, and customers with a negative experience are more likely to write a comment than those who have a positive experience or are feeling indifferent.

In addition, the customer who travels with different purposes could have different needs and expectations of the service provided by the hotel. From the sample data of both customers who booked the hotel before the impact of covid-19 and after the hotel impact by covid-19, the largest group of customers visited the Oceanfront beach resort hotel as a couple this group of customer account for more than fifty percent of the sample followed by those who visited as a group which accounts around twenty percent of customers. The hotel could improve or remodel its service to be more support those group of customer's needs.

3. Discussion and Conclusion

As stated in the stakeholder categorization using the "Power-Interest grid model" there are four groups of stakeholders. The stakeholder with high power and a high amount of interest in the hotel categorized as a Regularly engaged group is employees. The other group with high power and low interest is categorized as an actively consult group consisting of Government regulators, customers, and suppliers. Maintain interest, which is the group with low power, but high interest consists of the intermediaries. The last group with low power and low interest is categorized as a Keep informed group consisting of the Environmental group, Local Communities, and competitors. The study shows a slight change in the oceanfront stakeholder's categorization before and after the hotel impact of covid-19. Hence, previously the intermediary group have higher power and was categorized as a regularly engaged group but changed to a maintained interest group after covid-19 impact since there are changes in customer behavior.

To effectively meet the expectation of each stakeholder. The stakeholder engagement strategy is divided into three levels of essential stakeholder engagement which are informing, consulting, and collaborating. The difference is the level of engagement required to do each one effectively so that you meet the expectations of each stakeholder (Tractivity, 2023)

Informing and updating stakeholders: Low-power and low-interest groups which are environmental group, local communities, and competitors are the group that needs a minimum level of engagement. The hotel could not ignore this group of stakeholders but just need to push the relevant information where they know where to find it. As well as keep updating their information.

Consulting stakeholder: High-power and the low-interest group or the intermediary of the hotel should be connected to everything you're doing for the low-Interest/low-

influence group as a starter. Beyond that, some additional consulting resources need to be added. The hotel might need to demonstrate consideration for its high level of interest regardless of its lack of power to influence the hotel. For high-power and low-interest group of stakeholders which is government, the customer, and the supplier this level should get everything mentioned before, plus a more intimate consulting level of engagement. The consulting could conduct in various ways depending on the suitability of each stakeholder. The hotel may share the issue with these groups of stakeholders to get their feedback, ask these groups of stakeholders for a review, or target them with personalized communication. Oceanfront could use the highlight of being an independent hotel that the owner is in direct contact with customers and hotel staff to add more value on this point.

According to the customer's expectation, the study gets from online reviews. With the limited resource of the hotel, investing in the improvement of service, cleanness, and food quality would be the most impact on the needs and expectations of Oceanfront beach resort customers. As well as retaining the satisfaction regarding the room and views which is one of the most concerning topics to maintain the level of customer satisfaction.

Collaborating stakeholder: the collaboration process involves the high-power and high-interest group which is the employee of the hotel. The employee must be treated as part of a team by sharing the necessary information.

According to the customer reviews data, managing the lack of staff might need in order to improve customer satisfaction since there is five percent of the sample customer who booked the hotel after July 2021 write a review state that they are concerning this problem. The hotel could work with their employee to manage the shift and workload to reduce this mentioned problem or could apply an information technology system to improve on managing the shift and workload. Oceanfront beach resort could improve this problem by apply its unique point in which the employee could account for more than one duty in the hotel which made the shift management be more flexible. However, balancing the workload would be an important point, since the exhaustion of employees could apparently reflex on their service which is the most important factor that creates customer satisfaction. Employee training could be the other way to improve this mentioned problem. Furthermore, employee competency is one of the important points, some comments mention of hotel staff's language skills, which mainly about the English skill of staff, if the hotel could manage to have various language skills in a shifts would be plus for Oceanfront beach resort.

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