

Querying candidates via social media during the recruitment process of employees in hospitality businesses

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Article Info	Abstract
<p>Research Article</p> <p>Received: 9 March 2025 Revised: 20 March 2025 Accepted: 22 March 2025</p> <p>Keywords: Social media recruitment, Hospitality industry, Candidate screening, Ethical hiring, Employer branding</p>	<p><i>Integrating social media in the recruitment process has transformed hiring practices in the hospitality industry. Given the sector's high employee turnover rates and emphasis on customer service, hospitality businesses increasingly leverage platforms such as LinkedIn, Facebook, and Instagram to assess candidates beyond traditional applications. Social media allows recruiters to evaluate candidates' professional background, communication skills, and cultural fit while also providing access to passive job seekers. However, ethical and legal concerns regarding privacy, bias, and discrimination remain significant challenges. This study explores the advantages, limitations, and implications of social media screening in hospitality recruitment. Through qualitative analysis of HR professionals' perspectives, the findings highlight the need for a balanced approach that integrates social media insights with structured interviews and ethical hiring practices. The study underscores the importance of transparent recruitment policies and employer branding in attracting top talent while maintaining fairness and compliance with labor laws.</i></p>

1. Introduction

The recruitment process in the hospitality industry is a multifaceted endeavor that requires businesses to identify, attract, and retain employees with the right skills and competencies. Given the high employee turnover rates and the dynamic nature of hospitality services, organizations continuously seek innovative strategies to enhance their hiring practices. In recent years, integrating social media into recruitment has emerged as a significant trend, enabling hospitality businesses to reach a broader audience, assess potential candidates more effectively, and make informed hiring decisions. Social media platforms such as LinkedIn, Facebook, Instagram, and Twitter have become valuable tools for employers to source, screen, and engage with job seekers (Demir & Günaydın, 2023).

The rapid digital transformation and the widespread use of social networking sites have reshaped traditional recruitment methods, shifting them toward more interactive and data-driven approaches (Beşirova, 2024; Skavronskaya et al., 2020). Unlike conventional recruitment channels, social media allows employers to access real-time information about candidates, including their professional backgrounds, interests, and even personality traits. This transparency enables businesses to evaluate a candidate's fit within their organizational culture before initiating formal interview processes. Moreover, social media provides a cost-effective means of reaching passive job seekers who may not be actively searching for new opportunities but could be enticed by compelling job offers.

The hospitality industry, characterized by its service-oriented nature, emphasizes employee attributes such as interpersonal skills, adaptability, and customer service orientation. Unlike technical industries, where qualifications and certifications often dominate the hiring criteria, hospitality businesses rely heavily on soft skills and personal interactions. Social media is an effective medium for assessing these attributes through a candidate's online presence, communication style, and engagement in industry-related discussions (Dominique-Ferreira et al., 2022; Oncioiu et al., 2022). Employers can gain valuable insights into candidates' work ethics, social interactions, and industry knowledge by reviewing their online activity, posts, and professional endorsements.

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Despite the advantages of using social media for recruitment, ethical and legal concerns remain central to this approach. Employers must navigate the fine line between conducting due diligence and infringing on a candidate's privacy (Gonzalez et al., 2020; Kwok & Muñiz, 2021). Many jurisdictions have implemented regulations to protect job seekers from potential discrimination based on social media content, making it crucial for recruiters to develop fair and transparent evaluation criteria. Additionally, biases arising from social media assessments pose risks of unfair hiring practices, as subjective interpretations of online behavior may influence decisions. Thus, hospitality businesses must establish ethical guidelines and best practices to ensure that social media screening complements, rather than replaces, traditional hiring processes.

Furthermore, social media recruitment is not without its challenges. The authenticity of online profiles, misinformation, and the potential for misrepresentation can complicate the hiring process (Demir & Günaydın, 2023; Dominique-Ferreira et al., 2022). Candidates may curate their online personas to project an idealized image that does not accurately reflect their professional competencies or personal characteristics. Hospitality businesses must, therefore, exercise caution and verify information through multiple sources, including structured interviews, reference checks, and skill assessments (Skavronskaya et al., 2020).

Another critical aspect of social media recruitment in hospitality businesses is employer branding. Just as businesses scrutinize candidates, job seekers also evaluate prospective employers based on their online presence (Kwok & Muñiz, 2021). A strong employer brand on social media can attract top talent, fostering engagement and interest among potential candidates. Companies that actively showcase their work culture, employee testimonials, and career development opportunities on social media platforms can enhance their appeal and establish themselves as desirable employers in the competitive hospitality sector (Oncioiu et al., 2022).

Given these considerations, this study aims to explore the role of social media in the recruitment processes of hospitality businesses. It examines how employers leverage social media for candidate screening, the benefits and limitations of this approach, and the ethical implications associated with querying candidates via online platforms. By analyzing current trends, best practices, and industry insights, this study will provide a comprehensive understanding of the impact of social media on recruitment in the hospitality sector.

2. Literature review

Effective recruitment begins with a thorough needs assessment and job analysis, which help hospitality businesses define the qualifications and competencies required for a given role. Social media platforms can assist in this process by providing access to industry trends, competitor hiring strategies, and job market insights. Employers can better align their job descriptions with current industry demands by analyzing job postings and candidate profiles. Social media also facilitates engagement with professionals and industry experts, offering valuable feedback on job roles and required skills (Balisi, 2014; Testa & Sipe, 2012). A well-defined recruitment strategy is essential for attracting top talent in the hospitality industry. Social media is pivotal in this strategy by allowing businesses to target specific demographics, utilize employer branding, and leverage online networks (Rahadi et al., 2022; Rahman et al., 2022). Platforms like LinkedIn enable businesses to create detailed job postings and interact with potential candidates through professional groups and discussions. Moreover, recruitment strategies that incorporate social media advertising can reach a broader audience and enhance employer visibility.

Social media platforms provide extensive networks for sourcing candidates, making it easier for employers to identify individuals who align with their organizational values (Kahl et al., 2022). Advanced search features on LinkedIn, Facebook, and industry-specific platforms enable recruiters to filter candidates based on experience, education, and skill sets (Demir & Günaydın, 2023). Additionally, employee referrals through social media enhance candidate credibility and reduce hiring time. Engaging with candidates through professional discussions and online events can also help recruiters build relationships with potential hires before initiating formal application processes (Sharaburyak et al., 2020). Social media offers recruiters an additional layer of evaluation by providing insights into candidates' communication styles, industry engagement, and professionalism (Demir & Günaydın, 2023). By analyzing candidates' LinkedIn recommendations, endorsements, and participation in professional groups, recruiters can assess their industry involvement and reputation. However, ensuring that social media evaluations are objective and do not introduce biases is crucial. A balanced approach that combines social media screening with traditional evaluation methods, such as interviews and skills assessments, ensures a comprehensive candidate assessment (Parks-Yancy & Cooley, 2023; Yaşar, 2022).

The final recruitment decision should be based on a holistic candidate evaluation, incorporating both social media insights and traditional hiring methods (Hosain et al., 2020). While social media can reveal additional aspects of a candidate's personality and professional network, it should not replace formal assessments (Demir,

2024). Employers must establish clear criteria to ensure fair decision-making and avoid discriminatory practices based on non-job-related social media content. Structured selection processes that integrate social media screening ethically can enhance hiring outcomes. Managing recruitment documents is a critical aspect of hiring, ensuring compliance with legal and organizational standards (Razmerita et al., 2014). Social media recruitment generates large volumes of digital data, including candidate interactions, online applications, and messaging histories. Effective document management systems help businesses track applicant progress, maintain confidentiality, and ensure compliance with data protection regulations (Dittes & Smolnik, 2019). Implementing secure and organized recruitment documentation practices ensures transparency and accountability in the hiring process. By integrating social media effectively into these key recruitment stages, hospitality businesses can enhance their hiring processes while maintaining ethical and legal standards. This literature review provides a foundation for understanding the role of social media in hospitality recruitment, highlighting its benefits, challenges, and best practices.

While social media screening provides employers with additional insights into candidates' personalities, professionalism, and potential cultural fit, it also raises concerns regarding privacy, discrimination, and data protection laws (Ladkin & Buhalis, 2016). One of the primary legal concerns is whether reviewing a candidate's social media activity violates privacy rights (Chatsuwan et al., 2023). In some jurisdictions, labor laws and data protection regulations restrict how employers can access and use personal information shared on social media. For example, the General Data Protection Regulation (GDPR) in the European Union mandates that employers must obtain explicit consent from candidates before collecting or processing their personal data, including social media content. Employers who fail to comply with such regulations may face legal consequences.

Another significant legal issue is the risk of discrimination. Social media profiles often contain personal information about a candidate's race, gender, age, religion, sexual orientation, political views, or disability status—protected characteristics under many anti-discrimination laws (Demir, 2011; Posthuma et al., 2011). If hiring decisions are influenced by such information, even unintentionally, employers may be liable for discriminatory practices. In the United States, for instance, the Equal Employment Opportunity Commission (EEOC) warns that social media screening could lead to biased hiring decisions and potential legal disputes. Many countries lack specific legislation governing the use of social media in recruitment (Demir & Günaydın, 2023). As a result, businesses operate in a legal gray area where practices vary widely. Some companies implement strict policies to ensure compliance with ethical hiring practices, while others engage in informal social media checks without standardized guidelines. Without clear legal frameworks, both employers and job seekers face uncertainties about what is permissible and what constitutes an infringement of rights.

3. Methodology

The study received approval from the University of Alabama's Human Sciences Ethics Committee under protocol number 2024X-12A/74-3 and dated 2.3.2024

3.1. Research design

This study employs a qualitative research design to explore using social media as a tool for querying candidates during the recruitment process in hospitality businesses. The qualitative approach was selected due to its ability to provide an in-depth understanding of the perceptions, attitudes, and experiences of human resource (HR) professionals. By focusing on qualitative interviews, the study aims to uncover insights that may not be easily captured through quantitative methods, allowing for a nuanced exploration of how social media influences recruitment decisions in the hospitality industry.

3.2. Sampling strategy

The study's participants were selected using purposeful sampling, a technique widely utilized in qualitative research to ensure that the chosen individuals possess the relevant experience and expertise to contribute valuable insights. This study's sample comprised 20 HR professionals working in various hospitality businesses, including hotels, restaurants, and travel agencies. The participants were chosen based on their direct involvement in recruitment processes and familiarity with using social media in candidate evaluation.

HR professionals from different management levels (e.g., HR managers, recruiters, and talent acquisition specialists) and various types of hospitality businesses (ranging from small independent establishments to large international chains) were included to ensure diversity in perspectives. This diverse sample allowed the study to capture a broad spectrum of practices and opinions regarding social media screening in recruitment.

3.3. Research questions

- How do HR professionals in the hospitality industry perceive the advantages and disadvantages of using social media for candidate screening during recruitment?
- What are the ethical and legal concerns associated with using social media to evaluate job candidates in hospitality businesses?
- To what extent does social media screening impact hiring decisions, and how do HR professionals mitigate potential biases in the recruitment process?
- What are the differences in social media recruitment practices across various hospitality businesses, and how do these practices align with local labor laws and privacy regulations?

3.4. Data collection

Semi-structured interviews were conducted with the selected HR professionals. This method was chosen because it allows for a structured yet flexible approach to data collection, allowing researchers to explore specific themes and participants to share their perspectives freely. The interview guide consisted of open-ended questions that focused on the following key areas:

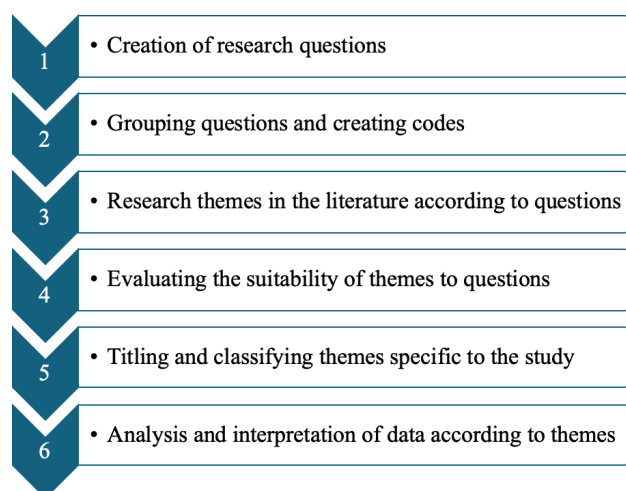
- The extent to which social media is used in the recruitment process.
- The types of social media platforms commonly utilized.
- The specific candidate attributes are assessed through social media.
- Ethical considerations and challenges associated with social media screening.
- The impact of social media evaluations on hiring decisions.

Each interview lasted approximately 45 to 60 minutes and was conducted either face-to-face or via online video conferencing platforms, depending on participant availability and preference. With the participants' consent, the interviews were recorded and later transcribed verbatim to ensure accuracy in data analysis.

3.5. Data analysis

Thematic analysis was employed to analyze the qualitative data collected through interviews. Thematic analysis is a widely used method in qualitative research that involves identifying, analyzing, and reporting patterns (themes) within the data. The process of thematic analysis followed the six-phase framework as in Figure 1.

Figure 1. The process of thematic analysis



Source: Öksüz et al. (2025)

3.6. Ethical considerations

Ethical principles were strictly adhered to throughout the research process. Before participating, all HR professionals were provided with detailed information about the study's purpose, procedures, and confidentiality measures. Written informed consent was obtained from all participants, ensuring their voluntary participation. All

interview transcripts were anonymized to protect participant privacy, and any identifying information was removed. Additionally, the study complied with ethical guidelines related to social media research, recognizing the potential ethical dilemmas associated with online candidate screening. Participants were encouraged to discuss any ethical concerns they faced in their professional practice, contributing to a critical reflection on the ethical dimensions of social media use in recruitment.

3.7. Trustworthiness and rigor

Several measures were implemented to ensure the findings' credibility, dependability, and transferability. Triangulation was used to compare responses from HR professionals in different hospitality sectors to identify commonalities and discrepancies. Member checking was also conducted, where selected participants were allowed to review and validate their interview transcripts and preliminary findings. Furthermore, an audit trail was maintained to document the research process, including decisions made during data collection and analysis.

3.8. Limitations

While this study provides valuable insights, it is essential to acknowledge its limitations. First, the sample size was limited to 20 HR professionals, which, although sufficient for qualitative research, may not fully capture all perspectives within the hospitality industry. Second, the reliance on self-reported data means that responses may be influenced by social desirability bias. Lastly, since social media policies and recruitment practices vary across organizations and regions, the findings may not be entirely generalizable to all hospitality businesses.

4. Results

4.1. Themes for analysis

Theme 1: Perceived benefits of social media screening in recruitment

Many HR professionals in the hospitality industry consider social media a valuable tool for candidate evaluation. According to participants such as P3, P7, P12, and P18, social media platforms provide additional insight into a candidate's personality, behavior, and overall professionalism. Unlike traditional resumes and interviews, social media allows employers to observe candidates more formally, offering a glimpse into their values, interests, and communication style. Participants P2, P9, and P15 highlighted that social media screening helps verify the accuracy of the information provided in resumes. Many recruiters have encountered discrepancies between what candidates claim and what their online presence suggests. For example, a candidate might list extensive experience in customer service, yet their online posts or profiles may indicate a lack of relevant experience. HR professionals view this as a preventive measure to ensure transparency and honesty in recruitment.

Additionally, P4, P11, and P17 emphasized that social media helps assess a candidate's cultural fit within the organization. Understanding a candidate's social behavior is crucial, especially in the hospitality industry, where employee interactions with guests significantly impact customer satisfaction. Employers seek individuals who align with the company's values, and a candidate's social media activity—whether through posts, comments, or shared content—may indicate whether they are a good match. Moreover, some HR professionals noted that social media screening allows businesses to identify potential red flags before hiring. Participants P6 and P13 cited instances where inappropriate online behavior, such as discriminatory comments, excessive negativity, or controversial political statements, raised concerns about a candidate's suitability for a hospitality position. Since employees in this industry frequently interact with diverse clientele, businesses must ensure that hires maintain a professional and inclusive attitude.

Theme 2: Ethical and legal concerns of social media screening

Despite its benefits, social media screening raises significant ethical and legal concerns. Participants such as P1, P6, P10, and P14 expressed apprehension about the invasion of privacy and the subjective nature of hiring decisions based on social media activity. In many cases, social media platforms contain personal content unrelated to professional competencies, making it difficult to draw clear distinctions between a candidate's personal and professional life. P5, P8, and P13 noted that unconscious bias could affect hiring decisions when social media is used as a screening tool. Employers may unknowingly discriminate against candidates based on their personal beliefs, lifestyle choices, or social affiliations. For example, a recruiter might develop a negative impression of a candidate due to their political views, hobbies, or personal associations, even if these aspects have no bearing on their ability to perform the job.

Another issue raised by HR experts such as P16, P19, and P20 is the unclear legal framework surrounding social media screening. While some countries and regions have laws restricting the use of social media in hiring decisions, others lack clear guidelines. This legal ambiguity puts businesses at risk of facing discrimination lawsuits or reputational damage. For instance, rejecting a candidate based on personal social media content may be interpreted as an unfair hiring practice, especially if the candidate challenges the decision legally.

4.2. Results based on themes

4.2.1. Results for businesses

From a business perspective, social media screening provides a supplementary method for evaluating candidates. Hospitality businesses rely heavily on customer-facing employees, making it essential to assess an applicant's communication skills, professionalism, and alignment with company values. By reviewing social media profiles, HR professionals gain insights that may not be evident in traditional hiring processes. However, the lack of standardized policies on social media screening poses a challenge. Many HR professionals noted inconsistencies in how businesses approach online evaluations. While some organizations have structured guidelines for reviewing candidates' social media, others conduct screenings informally without clear criteria. These inconsistencies can lead to biased decision-making and potential legal repercussions.

Furthermore, hospitality businesses must consider the ethical implications of social media screening. While some content may be relevant to professional assessment, such as posts related to industry experience or customer service interactions, other personal content—such as vacation photos or political opinions—may be irrelevant. Employers must strike a balance between gaining useful insights and respecting candidates' privacy.

4.2.2. Results for candidates

For job seekers, social media presence can be both an advantage and a disadvantage. Participants P7, P12, and P18 mentioned that candidates who maintain a professional online image may benefit from social media screenings. A well-curated LinkedIn profile, industry-related blog posts, or positive engagement in professional discussions can enhance a candidate's appeal to employers. Conversely, the fear of being judged based on personal content may lead candidates to restrict or alter their online presence. Some participants, such as P9 and P15, suggested that job seekers should be cautious about what they post, as seemingly harmless content might be misinterpreted by recruiters. This creates additional pressure on candidates to manage their online image, potentially limiting their freedom of expression.

Additionally, candidates may feel that social media screening invades their privacy. P5, P10, and P14 argued that employers should evaluate applicants based on their professional qualifications rather than personal lives. When candidates feel scrutinized based on personal matters unrelated to their job performance, it may create distrust between employers and potential hires.

4.2.3. Legal considerations

Legal concerns surrounding social media screening vary across jurisdictions. Some regions have laws that prohibit employers from requesting access to a candidate's private social media accounts, while others provide minimal regulation. HR professionals P16, P19, and P20 highlighted that the absence of clear legal frameworks creates uncertainty for businesses regarding best practices. Companies that engage in social media screening must ensure compliance with existing labor laws and anti-discrimination policies. Failing to do so can result in legal challenges if a candidate believes they were unfairly rejected based on personal content rather than professional qualifications. To mitigate legal risks, hospitality businesses should establish transparent policies outlining what aspects of social media are considered relevant for hiring decisions.

Moreover, businesses must obtain informed consent from candidates before reviewing their social media profiles. P13 and P17 emphasized the importance of transparency, suggesting that recruiters should communicate openly about the role of social media in the hiring process. Providing candidates with an opportunity to clarify or contextualize their online presence can help ensure fair assessments.

4.2.4. Results for the tourism and hospitality industry

The tourism and hospitality industry places significant emphasis on customer service, communication skills, and public relations. As a result, employers seek candidates who demonstrate professionalism and strong interpersonal abilities. Social media screening can serve as an additional method to evaluate these qualities. However, the fast-

paced nature of the industry means that many potential employees—especially younger candidates—may have an extensive online presence that does not always reflect their professional capabilities. Overreliance on social media screening could result in the exclusion of otherwise qualified candidates based on subjective judgments about their personal lives.

Additionally, the global nature of the hospitality industry introduces cultural considerations. Social norms regarding online behavior vary across regions, and what may be considered acceptable in one culture might be viewed differently in another. HR professionals must account for these cultural differences to avoid biases in social media evaluations.

5. Discussions and conclusions

The use of social media as a tool for screening job candidates in the hospitality industry has sparked significant debate among HR professionals. While social media provides recruiters with additional insights into candidates' personalities, professionalism, and cultural fit, it also presents ethical, legal, and privacy concerns. Based on interviews with 20 HR professionals, this study highlights both the perceived benefits and potential drawbacks of social media screening in recruitment.

A key finding from the study is that HR professionals widely acknowledge social media as a valuable supplementary tool for candidate evaluation (Demir & Günaydın, 2023). Many participants noted that platforms such as LinkedIn, Facebook, Instagram, and Twitter offer an informal yet insightful representation of candidates' communication skills, customer service aptitude, and professionalism. Social media can indicate how well a candidate interacts with others, especially in the hospitality industry, where strong interpersonal skills and positive public engagement are critical (Ma & Cai, 2023; Schweiggart et al., 2025). For example, recruiters often assess whether candidates demonstrate respectful and customer-friendly behavior in online interactions, which can serve as a proxy for how they might behave professionally.

However, despite the advantages of social media screening, ethical and legal concerns remain at the forefront of discussions (Beşirova, 2024). Several HR professionals expressed concerns about privacy invasion, noting that reviewing a candidate's personal life may lead to unfair judgments that are not directly related to their job qualifications. The study also highlights the risk of unconscious bias in recruitment decisions. For example, HR professionals may form negative impressions based on candidates' social or political beliefs, personal lifestyle choices, or cultural expressions, which could lead to discriminatory hiring practices. Furthermore, the legal landscape regarding social media screening remains ambiguous (Berhanu & Raj, 2024; Gibbs et al., 2015). While some jurisdictions have established guidelines restricting the extent to which employers can use social media information in hiring decisions, others lack clear regulations. The absence of standardized legal frameworks creates uncertainty for both businesses and job seekers, leading some organizations to adopt cautious approaches while others continue to use social media screening with little regulation.

The findings of this study suggest that hospitality businesses must establish transparent policies regarding social media use in recruitment. Clear guidelines on what constitutes relevant professional behavior versus personal privacy can help mitigate ethical concerns and ensure fairness in hiring. Additionally, providing training for HR professionals on best practices for social media screening can help reduce bias and improve the consistency of hiring decisions. Overall, while social media screening can be a valuable recruitment tool, it must be used responsibly. Employers must balance the need for additional candidate insights with ethical considerations, ensuring that hiring decisions are fair, non-discriminatory, and legally compliant. Future discussions should focus on developing industry-specific policies and best practices to guide the responsible use of social media in recruitment.

5.1. Theoretical implications

This study contributes to the growing body of research on digital recruitment and HR practices by providing empirical evidence on the role of social media in candidate screening within the hospitality industry. The findings support theories related to employer branding, online impression management, and digital labor market signaling. Specifically, the study aligns with signaling theory, which suggests that candidates use online platforms to communicate their professional competencies while employers use these signals to assess potential hires. The research adds to discussions on privacy management theory by illustrating how HR professionals navigate the ethical boundaries of personal and professional online identities. The study highlights the need for further theoretical development regarding the impact of social media on hiring biases and ethical recruitment practices. Future research could explore how different cultural contexts influence the acceptance and application of social media screening in hiring decisions.

5.2. Practical implications

The findings of this study provide actionable insights for HR professionals, hospitality businesses, and policymakers. First, hospitality businesses should develop clear policies on social media screening to ensure consistency and fairness in recruitment. Defining what aspects of social media activity are relevant to job performance can help mitigate the risks of bias and discrimination. Second, HR professionals should receive training on ethical and legal considerations related to social media screening. Standardized evaluation frameworks can help recruiters make objective hiring decisions while respecting candidates' privacy. Third, job seekers should be aware of the increasing role of social media in recruitment and proactively manage their online presence. Maintaining a professional and positive digital footprint can enhance employability, particularly in industries prioritizing customer service and public engagement. Finally, policymakers should consider establishing clearer regulations on social media use in recruitment. Providing guidelines on ethical hiring practices can help balance employer interests with candidate rights, ensuring fair and transparent recruitment processes in the digital age.

5.3. Limitations and suggestions for future studies

While this study provides valuable insights into the use of social media in recruitment, it has several limitations. First, the sample size was limited to 20 HR professionals within the hospitality industry, which may not fully capture the diversity of perspectives across different regions and business models. Future research should consider expanding the sample size and including participants from various sectors to provide a more comprehensive analysis. Second, the study relies on qualitative interviews, subject to self-reporting biases. Participants may have presented socially desirable responses rather than fully disclosing their true practices and opinions. Future studies could incorporate observational methods or experimental designs to validate findings and minimize bias. Third, this study focuses on HR professionals' perspectives, but future research should also examine job seekers' experiences with social media screening. Investigating how candidates perceive and respond to employers' online evaluations could provide a more balanced understanding of the implications of social media screening in recruitment. Finally, as digital recruitment continues to evolve, future studies should explore the role of artificial intelligence and automated tools in social media screening. Examining how AI-driven recruitment platforms analyze candidate profiles and their impact on hiring fairness and bias would be valuable to the existing literature.

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Author contribution statements

The author self-conducted the research design and implementation, analysis, and article writing without using AI applications.

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The author reported no potential competing interest.

Ethical committee approval

The study received approval from the University of Alabama's Human Sciences Ethics Committee under protocol number 2024X-12A/74-3 and dated 2.3.2024. It adhered to the guidelines outlined in the Declaration of Helsinki for human subjects research. All responsibility belongs to the author.