

The Role of Living Wage Perception in Enhancing Employee Dignity at Work in the Hospitality Sector



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Madan Dhungana^{1*}, Samikshya D.C.²

Abstract

Purpose – This study investigates the perception of a living wage on hospitality employees' recognition and dignity at work, by considering the relationship between wage moderation and responsible consumption, wage sufficiency, workplace respect and treatment and employee dignity at work.

Design/methodology/approach – A quantitative cross-sectional research design with primary data collection was used employing a structured questionnaire with 206 hospitality employees in Nepal. The study utilized descriptive statistics, correlation analysis, and multiple regression analysis techniques to investigate the relationship between variables and test hypotheses.

Findings – The results show that Living Wage Sufficiency ($\beta = 0.174$), Wage Moderation and Responsible Consumption ($\beta = 0.325$), and Workplace Respect and Treatment ($\beta = 0.453$) significantly impact Recognition and Dignity at Work. Workplace Respect and Treatment is identified as the strongest predictor, contributing to a model that explains 77.9% of the variance in employee dignity. A strong positive correlation ($r = 0.838$) exists between Workplace Respect and Treatment and Recognition and Dignity at Work.

Conclusion – Employee dignity and recognition in hospitality are strongly enhanced when workplaces combine respectful treatment with fair, sufficient, and responsibly managed wage conditions. While workplace respect is the most influential factor, wage sufficiency and moderation remain essential and independent contributors to employees' sense of value and dignity at work.

Implications – The study has several important theoretical as well as practical implications. Theoretically, the study extends the Kantian dignity and attitude theories by providing empirical validation of the multidimensionality of workplace dignity in a developing country context. Practically, it highlights the importance for hospitality organizations to create a respectful workplace culture in addition to maintaining fair, adequate, and transparent wage-related practices to enhance employee dignity and recognition.

Keywords – Employee dignity, Living wage perception, Living wage sufficiency, Responsible consumption, Wage moderation, Workplace respect

¹Faculty of Management
DAV College, Tribhuvan University,
Kathmandu, Nepal
Email: dhmadan8363@gmail.com

²BBA Graduate
DAV College, Tribhuvan University,
Kathmandu, Nepal
Email: samikshyadc2@gmail.com

* Corresponding author:

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1. Introduction

In recent years, the use of parity and worker dignity has become a topic of great conversation among scholars, legislators, and global institutions. Known frequently as the hospitality industry, the hotel, restaurant, and catering services, as a sub-component of the hospitality industry, is one of the biggest employers in the world, employing millions of people globally (Giousmpasoglou, 2024). While it is a central component of national economies and widespread employment, the industry is one of the most labor-insecure, lowest-paid sectors characterized by insecure contracts, labor migration, autocratic management practices, and unreflective wages for the care and responsibility that hospitality workers extend to guests (Douglas et al., 2020). These characteristics make the sector a fitting field to explore how perceptions of what constitutes a fair wage influence dignity-related outcome.

Historically, minimum wages in the hospitality industry have been mostly all about the cost of the labor and not treating it ethically (Douglas et al., 2020). Although the perceptions of scholars have been towards the end that if the workers provide sympathetic care and service to the guests, their wages should denote acts of care; this is in line with the philosophy of Kantian Dignity Theory (Kant, 1998), that no human beings should only be just a means to ends. When an employer does not pay their employees adequate wages to sustain their daily needs, they cease to become humans but are just used by the organization to make a profit, and this is a total disrespect to their moral worth (Giousmpasoglou, 2024; Winchenbach et al., 2019).

According to Sturman et al. (2016), there are a number of hospitality jobs that pay little, which do not reflect different cost-of-living, which are comfortable for workers in areas of expensive living, especially when many records are placed. Berg and Frost (2005) state that security in economic growth is, in fact, the main essential of dignity at work and they cannot have self-respect if no one will be treated politely, and that is not sufficient if the pay the employees receive is for their future. The liabilities have changed based on how a living wage is defined. There has never been a set limit of a living wage in most compensation systems. Thus, the difference between today's minimum wage and what would be considered an acceptable level of living will consist of the same components, but will differ based on the specific situation (Yao et al., 2017). Additionally, evidence shows living wages meet basic human needs, but dignity includes acknowledgment, respect, and social integration (Seubert et al., 2021). Dignity at workplaces decreases when self-worthiness decreases in the Workplace Dignity Scale developed by Thomas and Lucas (2019), and by such self-worthiness is undermined by being made "priced" by low-income security, disrespect, and voicelessness. All three can frequently occur within the sector of the hospitality worker and make this sector a particularly good one to study to test for the presence or absence of dignity. Also, research shows customer incivility affects dignity and mental health (Torres et al., 2017). Thus, higher wages alone may not protect dignity if respect and humane treatment are not also offered.

The Sufficiency Living Wage (LWS) framework argues that the perception of deservingness of low-paid workers of a living wage must consist of elements related to dignity: psychological security, pride, and future protection (Yao et al., 2021). This links with Attitude Theory, according to which equitable pay is expected to generate pride and security, while perceived unfairness damages self-worth. A problem with the international literature around a living wage, from the perspective of the hospitality sector of a developing country with poor regulation but growing sectors, has so far had limited attention in research, and the subjectivity of the employees.

This study aims to address these gaps by investigating the relationships between employee recognition and dignity at work with three aspects of perception of a living wage, Living Wage Sufficiency (LWS), Wage Moderation and Responsible Consumption (WMRC) and Workplace Respect and Treatment (WRT), in the Nepali hospitality sector in order to contribute empirical insights useful for the improvement of worker welfare in this sector.

2. Review of Literature and Hypotheses Development

Theoretical Background

The relationship between living wage perception and employee dignity at work is explained in this study using two theoretical frameworks that were found to be complementary to each other: Kantian Dignity Theory and Attitude Theory. The Kantian Dignity Theory, believes in the inherent moral worth of each individual as proposed by Immanuel Kant, means that human beings should not be dealt with as simple tools for profit

but as an end in themselves, and from the ethical point of view, an employer is obliged to recognize their employees as morally valuable beings and not just a cost to the business. This point was well brought by Douglas et al. (2020) as they argue that treating wages merely as the cost of doing business goes against the moral responsibility an organization has towards its employees, especially in the hospitality industry, which is care-based. If the wages are not sufficient to maintain a reasonable standard of living, then the humanity and the moral worth of that individual are not properly respected. The Kantian dignity theory is again supported by Seubert et al. (2021) as she argues that dignity requires not only adequate wages, but also recognition, respect, and humane treatment in a workplace.

According to Attitude Theory, which was first systemically developed by Gordon Allport, the things that you feel depend on what you already know about them. When you look into wages, people will also automatically determine if it is worth working for that wage (Allport, 1967). According to Yao et al. (2017), living wage adequacy is judged in a subjective way-people experience it and judge it by themselves, going through the process from survival to decent living. Employees do not react only toward the net level of the pay, but also to its meaning as expressed by such factors as equity, value, and respect. Accordingly, Labor will react with a positive psychology when they perceive their wage to be fair and satisfactory. Their perception of fairness in wages also determines the general sense of justice, which labourers feel in their job and life (Ghaderi et al., 2021; Wolff, 2017). Both studies of Yao et al. (2019b) and Yao et al. (2021) also explained the psychological association of living wage adequacy with the sense of dignity, including pride and future security.

Living Wage Sufficiency and Recognition and Dignity at Work

Sufficiency of the living wage means that the employees believe they are making a wage that allows them to live with dignity rather than just getting by. This can be an especially important concept in the hospitality industry because it was cited often as a low pay, no benefits, and unpredictable pay industry. Giousmpasoglou (2024) notes that many hospitality workers experience uncertainty in wages and irregular contract work that can make them feel lower in self-worth and dignity. Employees who can't meet their basic needs might feel like they are in financial insecurity, meaning others don't care for or respect them.

According to Yao et al. (2019a), a decent living wage allows laborers to move from survival to a normal life, enhancing self-respect and dignity. With a living wage, laborers feel fairly compensated. This leads them to feel treated with dignity, rather than as mere tools for the organization's needs. Yao et al. (2021) also support this paper's argument by showing that pay sufficiency is closely tied to dignity-related psychological states, such as pride, psychological security, and future protection. These indicators show recognition as workers feel acknowledged by the organization and society for their contribution. From a Kantian view, giving workers enough wages for an adequate standard of living means recognizing them as ends in themselves, not just instruments for profit (Douglas et al., 2020). Sufficient remuneration is a key mechanism through which workers gain recognition and dignity at work. According to Carr et al. (2016), and Searle and McWha-Hermann (2020), living wages and adequate incomes serve as vehicles for gaining respect and maintaining pride in one's work as well as providing dignity to people in their communities. In addition to wages, non-wage aspects like respect, fair treatment, and self-expression affect an individual's level of workplace dignity; however, a lack of sufficient wages has been shown to predict lower levels of dignity (Blustein & Allan, 2025; Thomas & Lucas, 2019). Based on the literature discussed above, the following hypothesis has been proposed. Hypothesis (H1): *Living Wage Sufficiency (LWS) has a significant positive relationship with Recognition and Dignity at Work (RDW).*

Wage moderation & responsible consumption and recognition & dignity at work

Wage moderation is about paying people fairly and responsibly, not minimizing their wages in order to cut company costs. Hospitality wages have long been treated as a raw material to be minimized rather than dignified remuneration for emotional labour, care, and responsibility (Douglas et al., 2020). This frames people's labour as disposable, not ethically meaningful.

Employees are more likely to see themselves as moral equals in society when organizations adopt fair and responsible wage practices. These practices should reflect cost-of-living realities and the social value of work. Seubert et al. (2021) state that dignity includes recognition, inclusion, and respectful treatment, in addition to financial compensation. Ethical salary determination shows employees that their work matters and is appreciated. This reinforces dignity at work. The perception of wage moderation is rooted in attitudinal theory. Employees form beliefs or emotional reactions about the fairness and ethics of their pay, which

affect their attitudes. When employees see wage moderation as fair and responsible, they are more likely to develop positive attitudes toward their organization as well as enhanced self-esteem (Wolff, 2017; Yao et al., 2017), feelings of self-worth, and recognition. Dignity at work is closely linked to Respect, Recognition, Autonomy, and Fair Treatment (Laaser & Bolton, 2022). Positive relationships (Recognition, Appreciation and Inclusion) are primary contributors to dignified Work; lacking these they create feelings of humiliation and dehumanization (Blustein & Allan, 2025; Sainz et al., 2023). The literatures above lead to the following hypothesis.

Hypothesis (H2): *Wage Moderation and Responsible Consumption (WMRC) have a significant positive relationship with Recognition and Dignity at Work (RDW).*

Workplace respect and treatment, and recognition & dignity at work

Thomas and Lucas (2019) support that employees walking away with enough wages in no way equals the concept of dignity at work if they're treated with disrespect. In their study, Thomas and Lucas show that there is a decline in workplace dignity when employees experience unfair treatment, disrespect, and no voice. In the hospitality industry, the issue gets exacerbated by the frequency of exposure to customer incivility and managers' intense expectations. In a Taylor et al. (2017) study of employees within the hospitality industry, the prevalence of rude and/or disrespectful customer behaviors primarily served as the factor that would cause a loss of workplace dignity and specifically found that workers would very often feel socially invisible, emotionally devalued, and have damaged mental health.

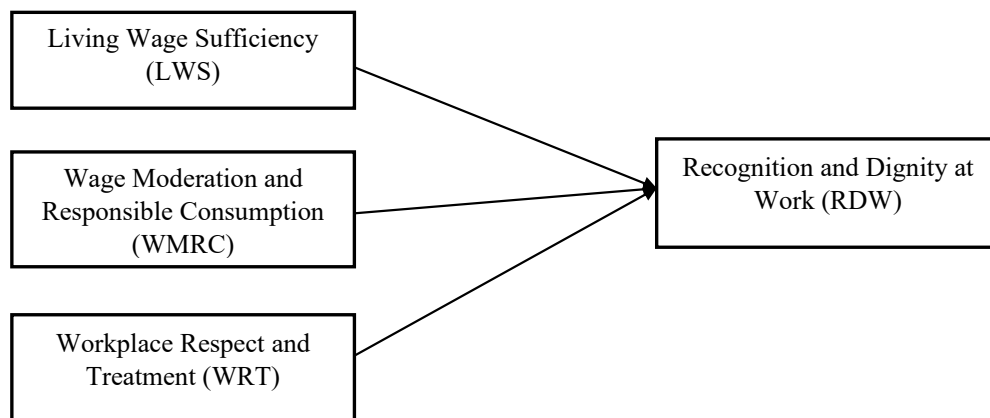
Similarly, dignity and recognition require social inclusion and respectful interaction (Seubert et al., 2021). Employees should feel that their voice counts, and they should be treated as full members of the organization. Hospitality employees may feel valued and dignified when being treated respectfully by their managers, colleagues, and customers (Elshaer & Marzouk, 2019). From a Kantian perspective, treating employees respectfully reflects recognizing the inherent moral worth of individuals, while, in line with the Attitude Theory, respectful interactions enhance employees' self-beliefs and emotions, thereby reinforcing self-dignity and recognition at work. Thus, the literatures discussed above lead to the following hypothesis.

Hypothesis (H3): *Workplace Respect and Treatment (WRT) have a significant positive relationship with Recognition and Dignity at Work (RDW).*

Research Framework

Figure 1

Research Framework



Source: Seubert et al. (2021); Thomas and Lucas (2019); Torres et al. (2017); Yao et al. (2017)

The framework in figure 1 illustrates one-way direct effects of three independent variables on one dependent variable. These independent variables include: Living Wage Sufficiency (LWS), Wage Moderation and Responsible Consumption (WMRC) and Workplace Respect and Treatment (WRT) representing living wage perception. Each of these are expected to have a direct impact on the dependent variable Recognition and Dignity at Work (RDW).

3. Research Methods

Research Design

A quantitative, cross-sectional survey approach has been adopted in this study to investigate the effect of living wage perception on employee dignity in the hospitality sector of Nepal. The data were collected for a certain period of time using structured questionnaires for the workers from various hospitality sectors of Nepal. Data were collected over three months (October through December 2025) from different levels of staff employed at 3-star, 4-star, and 5-star hotels situated in the Kathmandu Valley using the structured questionnaires. The structured questionnaires were prepared to get the required information from the field respondents about the demographic details, living wage sufficiency, wage moderation, responsible consumption, and place of work respect and recognition. The questionnaire was distributed both physically meeting the respondents and using the Google Forms. The link was shared online as well as in direct contact. These questions were adopted from previous studies which targeted to assess the experiences of living wages and workplace dignity. Only the hospitality workers who agreed to complete the structured questionnaire were included in this research.

Population and sample

The survey for this research was carried out among workers in a variety of hospitality sectors, including three-star, four-star and five-star hotels located in Kathmandu Valley. The Kathmandu Valley was chosen for this research as the area contains a high number of establishments in the hospitality sector and workers who experience extremely low wages, are exposed to significant emotional labor and interact frequently with customers, which makes it an appropriate context to explore workplace outcomes related to dignity. Data were collected through a non-probability convenience sampling method based on subjects' availability and willingness to complete the survey. A total of 206 completed surveys were included in the analysis for this research. Hair et al. (2019) states that a minimum of 15-20 respondents per independent variable is necessary for multivariate analysis. The sample size for this study is adequate based on the three constructs under investigation.

Measurement

The structured questionnaire was divided into four sections: demographic, sufficiency of living wages, wage moderation, and workplace dignified treatment. The structured questionnaire contained 5-point Likert scale from "Strongly Disagree" (1) to "Strongly Agree" (5). To measure the variables, multi-item scales were used that had been based on previous research from the literature, with slight modifications as applied to the context of hospitality. Living Wage Sufficiency (LWS) 5 items adopted from Yao et al. (2017) and Seubert et al. (2021), defined as employees' perception that salary met the basic needs to provide financial security. 5 items on Wage Moderation and Responsible Consumption (WMRC) adopted from Douglas et al. (2020), referred to fair and ethical wage practices as perceived by employees. 6 items on Workplace Respect and Treatment (WRT) adopted from Thomas and Lucas (2019), aimed to measure the respectful behavior exhibited by the supervisors, co-workers, and customers towards the employees. 6 items on Recognition and Dignity at Work (RDW) meant the feeling of self-worth, proud and being of value to the employees adopted from Thomas and Lucas (2019).

4. Results

Table 1

Demographic profile of respondents

Demographic Variable	Category	Frequency (N)	Percentage (%)
Gender	Male	109	52.91
	Female	97	47.09
Age Group	20 - 30 years old	97	47.08
	31 - 40 years old	69	33.49
	41 - 50 years old	24	11.65
	51 - 60 years old	11	5.34
	61 and above	5	2.42
Education	Lower than primary	7	3.40
	Primary	10	4.85
	Secondary	14	6.80
	Diploma	14	6.80
	Bachelor	111	53.88
	Higher than Bachelor	50	24.27
Yearly Income	Less than 15k	37	17.96
	15k - 30k	35	16.99
	31k - 50k	66	32.04
	51k - 100k	40	19.42
	Above 100k	28	13.59

Table 1 presents the demographic profile of 206 employees in the hospitality industry from the Kathmandu Valley. There was a fairly equal balance of gender (Male-52.9% and Female-47.1%). The majority of the employees were between the ages of 20-40 years (80.6%), with the largest age group of all employees being 20-30 years old (47.1%). A little over half of the employees had a bachelor's degree (53.9%) and 24.3% had an educational qualification greater than a bachelor's degree. Of the total sample, 13.59% had an annual income of over 100,000 NPR while 17.9% had an annual income of less than 15,000 NPR.

Table 2
Reliability analysis

Variables	Cronbach Alpha	N of items
Living Wage Sufficiency (LWS)	0.910	5
Wage Moderation and Responsible Consumption (WMRC)	0.817	5
Workplace Respect and Treatment (WRT)	0.845	6
Recognition and Dignity at Work (RDW)	0.885	6

Table 2 indicates the value of Cronbach's Alpha for all the variables. All values show that the variables for this research are acceptable and exceed 0.70 (Nunnally, 1978), which represents that the constructs of the questionnaire are significantly reliable and consistent in terms of internal consistency among the variables for statistical analysis.

Descriptive Analysis

Table 3
Descriptive Statistics of Variables

Variables	Mean	SD
Living Wage Sufficiency (LWS)	3.66	0.95
Wage Moderation and Responsible Consumption (WMRC)	3.88	0.74
Workplace Respect and Treatment (WRT)	4.08	0.63
Recognition and Dignity at Work (RDW)	4.06	0.70

Table 3 displays the mean scores of each of the variables. The variables include Living Wage Sufficiency (3.66), Wage Moderation and Responsible Consumption (3.88), Workplace Respect and Treatment (4.08), and lastly, Recognition and Dignity at Work (4.06). The scores of each of these variables lies above the average scale. This indicates that participants felt their workplace conditions were positive. The two variables that scored the highest means are Workplace Respect and Treatment, and Recognition and Dignity at Work.

Table 4
Correlation Matrix

	LWS	WMRC	WRT	RDW
LWS		.786**	.739**	.764**
WMRC			.788**	.819**
WRT				.838**
RDW				

Note. **Correlation is significant at the 0.01 level (2-tailed). **

Table 4 displays the Pearson Correlation Analysis results of the scales. In the results, Workplace Respect and Treatment (WRT) and Recognition and Dignity at Work (RDW) indicate a very strong positive correlation ($r = 0.838$, $p < .01$). At the same time, Wage Moderation and Responsible Consumption (WMRC) also has a strong positive correlation with RDW ($r = 0.819$, $p < .01$) and Living Wage Sufficiency (LWS) also has a strong positive correlation with RDW ($r = 0.764$, $p < .01$). In other words, the more respect and treatment, the more financial

moderation and economic stability an employee receives, the more dignity, and recognition an employee also receives at the workplace. All the correlations are significant at 0.01, demonstrating that all the bivariate relationships suggested in the hypotheses are well supported.

Table 5
Regression Analysis Coefficients

Model	Unstandardized B	Std. Error	Standardized Beta	t	Sig.	VIF
(Constant)	0.004	0.156		0.023	.982	
LWS	0.161	0.052	.174	3.085	.002	2.904
WMRC	0.352	0.067	.325	5.273	.000	3.482
WRT	0.502	0.063	.453	8.014	.000	2.927

Note. $R = .883$; $R^2 = .779$; $Adjusted\ R^2 = .776$; $Std.\ Error\ of\ the\ Estimate = 0.331$. *Dependent variable: Recognition and Dignity at Work (RDW). VIF = Variance Inflation Factor*

Table 5 shows that all three factors are statistically significant predictors of the dependent variable. The most influential factor is Workplace Respect and Treatment (WRT) with a standardized beta of 0.453 and a highly significant p-value (.000). This is followed by Wage Moderation and Responsible Consumption (WMRC) with a beta of 0.325 ($p = .000$). Living Wage Sufficiency (LWS) also significantly contributes to the model with a beta of 0.174 ($p = .002$). The VIF values (all < 5.0) confirm there is no multicollinearity issue, indicating the results are stable and reliable.

Table 6
ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	78.092	3	26.031	237.639	.000
Residual	22.127	202	0.110		
Total	100.219	205			

The ANOVA table confirms that the overall regression model is statistically significant ($F = 237.639$, $p < 0.05$), meaning the combination of wage and workplace factors significantly predicts dignity. This high F-value indicates that the independent variables (LWS, WMRC, and WRT) together provide a significantly better explanation of the variance in Recognition and Dignity at Work than a model with no predictors.

Table 7
Hypothesis Test

Hypothesis	Relationship	Result
H1	Living Wage Sufficiency (LWS) significantly impacts Recognition and Dignity at Work (RDW)	Supported
H2	Wage Moderation and Responsible Consumption (WMRC) significantly impact Recognition and Dignity at Work (RDW)	Supported
H3	Workplace Respect and Treatment (WRT) significantly impact Recognition and Dignity at Work (RDW)	Supported

Table 7 summarizes the results of the study. Unlike the initial model, the optimized analysis confirms that all variables possess a significant impact on employee dignity. Specifically, Living Wage Sufficiency (LWS) ($p = .002$), Wage Moderation and Responsible Consumption (WMRC) ($p < .001$), and Workplace Respect and Treatment (WRT) ($p < .001$) all reached the required threshold for significance. The ANOVA results further validate the model, showing that the combination of these factors is a powerful predictor of dignity at work ($F = 237.639$, $p < .001$). This indicates that while interpersonal treatment (Respect) is a dominant factor, financial

stability (Living Wage) and financial behaviour (Moderation) are also essential and independent contributors to how recognized and valued employees feel in their professional environment. Consequently, all four hypotheses are statistically supported.

5. Discussion

This study shows the strong connection between recognition, dignity, the treatment from the workplace as well as wage-related aspects, with respect of being the most important predictor of an employee's dignity in the workplace. The Results indicated that having respectful interactions, fair treatment, and good social relationships are all vital components for employees' self-worth, which is very similar to the conceptualization of Thomas and Lucas (2019), that workplace dignity is a socially constructed and linked to the experience that employees have in the workplace, and can often feel valued and acknowledged. This result supports the study of Torres et al. (2017) that civility, not only among customers but also managers, can influence the dignity and mental health.

Several researchers argue that dignity encompasses many areas (not only pay). Some of these areas include: autonomy, respect, recognition, fair conditions, and being free from oppression (Blustein & Allan, 2025; Winchenbach et al., 2019). Other researchers focus on how individuals define dignity through their own feelings and perceptions of how they are respected, treated equally, and treated with dignity as a nurse/worker based on environmental and organizational factors and their effect on a person's own perspective (Dube et al., 2022; Feng et al., 2025). Conversely, this study provides findings that partially diverge from prior studies. Specifically, the most statistically significant and independent predictive variables for employee dignity are those connected to wages specifically sufficient living wages and moderating wages with these remaining statistically significant even after accounting for workplace respect, which was found to be the strongest indicator of employee dignity in this study.

Additionally, the study demonstrated that economic conditions are basic to workplace dignity. For instance, Living Wage Sufficiency is highly connected with getting respect and dignity. When working people are able to provide for their basic needs, they experience a greater sense of security as well as higher self-esteem and are more likely to be treated with dignity and respect from others. Although not the strongest predictors of dignity, the evidence showed that economic sufficiency is an essential requirement for dignity. Workplace dignity is based on economic sufficiency, which is a core need. While it is not the most reliable predictor of workplace dignity, previous studies by Yao et al. (2017) and Carr et al. (2018) indicate that employees earning above a "trap" income experience less injustice and dissatisfaction than employees earning below that threshold. Instead, they report higher levels of well-being and perceptions of fairness. Likewise, Sainz et al. (2023) provide largescale evidence that when workers perceive another's pay is either excessively unequal or that resources are not allocated fairly, they will feel dehumanized, negatively affecting both their sense of dignity and satisfaction at work. This provides strong support for the assertion that when workers perceive their wages as inadequate or unfairly distributed, they'll feel disrespected. However, the results of this study suggest that being able to provide for their basic needs is more of a necessity for dignity rather than a drive. Wage Moderation and Responsible Consumption both have a moderate impact on shaping dignity perception. It turned out that the ways companies handle and use this money are as important as the amount of money. It is powerful to join the drops between wage moderation and the dignity aspects. It implies that employees who perceive that a sufficient wage can allow them to have a responsible living, may feel that they are respected and recognised in wage, showing again in another aspect how wage behaviours relate to dignity.

The data support the initial idea that dignity holds within the concepts of fair pay, job security, and meaningful work, particularly in low-wage work, such as hospitality, where maintaining your dignity is dependent upon the combination of being treated well and earning enough to a decent living. The data also falls in line with the claim that a living wage helps to meet basic psychological needs like security, respect, and freedom. As we study the results, we can conclude that this supports the Kantian Dignity Theory. This relates to proper wages and respecting workers for what they are; which is not just people making money for your company. This theory proclaims that people have value above and beyond profit. At this point, we can address how workplace respect and wage moderation fall into the Attitude Theory. It shows that when you treat your employees correctly, they hold their jobs in high regard and tend to be happier about them. Overall, these findings indicate an integrated view of dignity that emphasises interpersonal respect as the primary dimension, but that also depends on income sufficiency and moderation as enabling factors.

6. Conclusion

This paper aimed to study the impact of Living Wage Sufficiency (LWS), Wage Moderation and Responsible Consumption (WMRC), and Workplace Respect and Treatment (WRT) on Recognition and Dignity at Work (RDW) among workers working in the hospitality sector of Nepal. This research has utilized a quantitative research design, conducting a cross-sectional survey by collecting data from 206 hotel workers as respondents. The researchers utilized some statistical methods, such as reliability test, descriptive statistics, correlation analysis, and multiple regression analysis, to verify the research hypothesis. Employees' Dignity at Work is suffering owing to the economic as well as interpersonal instability at work. The reliability analysis of multi-item constructs in terms of internal consistency ranged from satisfactory to high level. This confirms that the measurement instrument used in this study was valid for statistical examination. The descriptive analysis reveals that the respondents in this study generally agreed and believed that the multi-item constructs used in this study were important. The Construct of Workplace Respect and Treatment have the highest Mean Value, followed by Recognition and Dignity at Work. The construct Living Wage Sufficiency records the lowest mean value. Particularly, hospitality employees' perception of salary is not accurate, and there is quite a lot of dissatisfaction among the sector's employees. Finally, the high explanatory power of the model confirms the multidimensional nature of dignity by adding an empirical dimension to the idea that dignity requires the combination of respectful practices and wages that are sufficient and fairly managed.

Overall, this paper strongly advocates that improving the dignity and appreciation of employees is best achieved by the combination of respectful treatment, which emerges as the dominant factor in the field, and fair wages. While respect is confirmed as the main factor the research shows, wage sufficiency and equity, in the context of expectations and perception, have been established in their own right as the two underlying factors driving the employees' sense of dignity and value at work. The above research findings make important contributions in terms of our broader understanding of workplace dignity and living wages, especially in the developing country context, and therefore to the theoretical developments of Kantian Dignity Theory and Attitude Theory.

7. Implications

The theoretical contribution of this study is on four main fronts: The extension of Kantian Dignity Theory and Attitude Theory to living wage perceptions in a developing context, Emphasizing the multifaceted nature of the workplace dignity construct that is chiselled from material conditions and propped up by social interaction, the introduction of Wage Moderation and Responsible Consumption as additional dimensions of the wage-dignity relationship and the Working Poor as a moderator of the dignity-wages relation. The practical findings suggest that hospitality organizations should cultivate respectful workplace cultures and offer ethical treatment of employees because these two variables affect dignity a lot. Respectful supervision, training, and development of procedures to manage disrespectful behaviour are key. Furthermore, dignity could be enhanced through the regular assessments of wage sufficiency and transparent compensation systems. For policymakers, labor regulations should focus not only on fair wages, but also on respectful treatment.

8. Limitations and Direction for Future Research

Several limitations of this study exist. First, it depended on self-reported data, which may introduce biases. Second, focusing the study on the hospitality industry in Kathmandu Valley limits the generalization of findings to other industries or geographic regions in Nepal. Third, perception data collected at one point in time may overlook changes due to economic fluctuations or organizational policies. Fourth, external factors, such as management style and labor policies, could affect workplace dignity; however, they were not thoroughly inspected. Finally, the sample size (N=206) lacks representativeness.

Additional research should also be conducted in order for a reliable conclusion to be made. This future research may include exploring the different variables affecting the wage-dignity relationship across industries and regions, using a longitudinal design in order to track the change in the perception of the wage-dignity relationship over time, using a qualitative methodology in order to get a better understanding of employee experiences, and investigating cultural factors in Nepal. Understanding the cultural factors in Nepal and conducting intervention-based studies on organizational practice in order to enhance worker dignity and security within employment in the hospitality sector

Conflict of Interest

The authors declare that there is no conflict of interest while preparing this article.

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