

Johnson & Wales University

**ScholarsArchive@JWU**

---

Student Research Design & Innovation  
Symposium

Community Research & Innovation Events

---

4-25-2023

## **A Culture of Health within the Club Industry**

Ashley Zechello

Follow this and additional works at: [https://scholarsarchive.jwu.edu/innov\\_symposium](https://scholarsarchive.jwu.edu/innov_symposium)



Part of the [Hospitality Administration and Management Commons](#)

---

# A Culture of Health and Wellness within the Private Club Industry

## Purpose of the Study and Statement of the Problem:

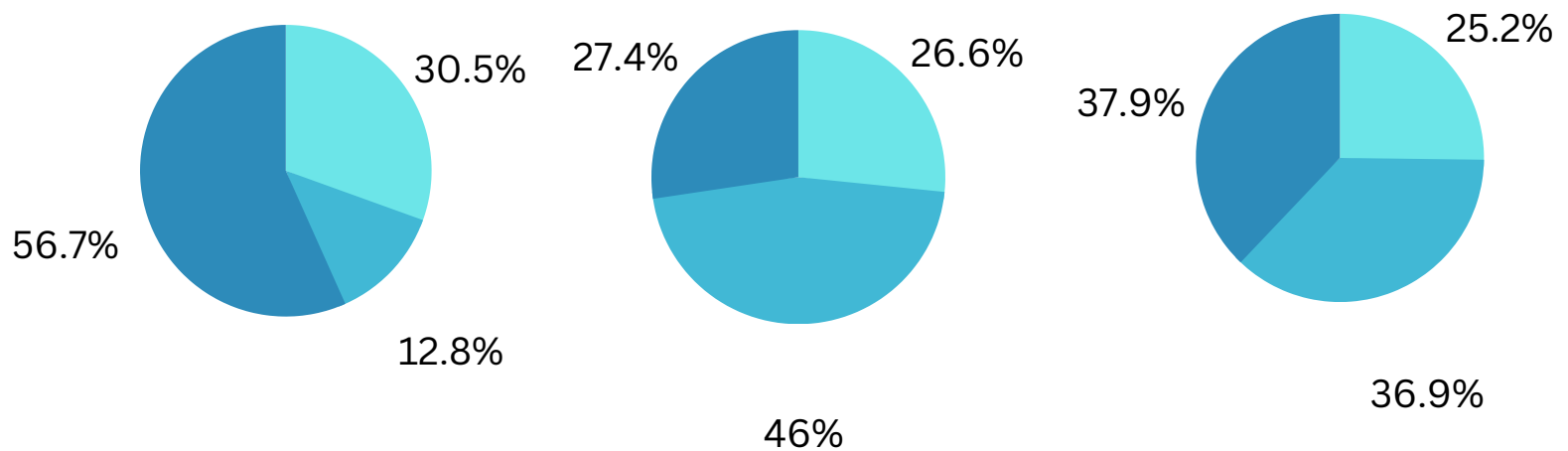
Employee well-being is vital to attracting and retaining employees in the private club industry. **The study seeks to explore how employee well-being programming can attract and retain employees.**

**R1- What does employee well-being mean to you?**

**R2- What employee well-being programs does your club offer?**

**R3- Which employee well-being programs are discussed when recruiting employees?**

Key: [Deep understanding](#), [Rudimentary understanding](#), and [Informed understanding](#).



## Abstract:

There have been novel changes in how our society views health and wellness. A company's pursuit of health and wellness should stretch far beyond employee health insurance and benefits. Often, businesses get impacted negatively by not focusing on employee well-being. **A culture of health and wellness prioritizes the well-being of employees, members, the community, and the environment.** Private clubs are often non-profit organizations that are governed by their membership. A substantial number of private clubs have succeeded in cultivating a culture of health and wellness. Furthermore, the research claims that embracing a culture of health can create competitive business advantages. In contrast- **private clubs are not in competition with each other and are seeking to enhance all aspects of health and wellness as an industry segment.** The study is based on a qualitative research method to holistically explore the value of health and wellness within the private club industry. Four distinct areas have been identified: (1) employee well-being (2) member health (3) community health (4) environmental health. **The remainder of the study seeks to explore how employee well-being programming can attract and retain employees.**

## Acknowledgments