

## ABSTRACT

This honors project is designed to evaluate the wellness of current hospitality human resource departments and how it can be adapted to assist employees of the hospitality industry. Health has been placed on the back burner of many companies' priorities and has negatively impacted the hospitality industry. This study is to analyze some current health programs in place and to investigate how new methods can be implemented to encourage health within the human resources department and, therein, to its employees.<sup>34</sup>

## INTRODUCTION

Human Resources is a department commonly found in many types of businesses. This department is the support system of the organization. It is responsible for personnel sourcing and hiring, applications, development and training of skills, benefits administration, payroll, and the management of the obedience with government regulations. The organization and its employees are depending on the human resources department to provide reliable information, advice, and any answers to anything from government regulatory issues and benefits to specific details in the employee handbook. The main objective of a human resource manager is to strengthen the bonds between employees and employers. The manager achieves this objective through their responsibility of ensuring the employees of the business are knowledgeable in their respective areas.

## METHOD

Content analysis is a research technique used in order to recreate a valid inference through textual data, such as documents or graphics. The companies analyzed include the Walt Disney Company and Marriott. The resources used were online databases and articles describing their employee healthy training programs.



# Healthy Training Program for Hospitality & Tourism Employees

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## RESULTS

### DISNEY

- Center for Living Well
  - 2008
  - Take Care Health Systems
  - One-Stop Shop
  - 40,000 eligible cast members and their families
  - Labs, facilities, pharmacy, urgent care
- Exercise
  - Given through work
  - Walking
  - Apartment Gyms
- Other
  - Food discounts
  - Retail discounts
  - Free park tickets



Source: <http://logok.org/disney-logo/>

### MARRIOTT

- Health
  - Insurance
  - Exercise
  - None listed
- Other
  - Competitive compensation
  - Benefit packages
  - Hotel room discounts at locations around the globe
  - Discounts on food and beverages
  - Retail discounts at gift shops
  - Competitive pay



Source: [https://commons.wikimedia.org/wiki/File:Marriott\\_Logo.svg](https://commons.wikimedia.org/wiki/File:Marriott_Logo.svg)



Source: <https://myhealthcenterhome.com/Public%20Content/Disney/pdf/brochure-clw.pdf>

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## CONCLUSION

- Chicken and Salad with Corn and Cilantro
  - 196 calories, 12 grams of total fat, 2 grams of saturated fat, 11 grams of protein, 11 grams of carbohydrates, 48 milligrams of cholesterol, 1 gram of dietary fiber, and 189 milligrams of sodium.
  - Main ingredient categories: protein and vegetables
  - Whole chicken breast
  - Roasted corn
- Caprese Salad
  - Main ingredients: tomatoes, mozzarella cheese, basil
  - Main ingredient categories: protein and vegetables



Source: <http://www.chelseasmessyapron.com/peanut-butter-cup-yogurt-parfaits/>

- Exercise
  - X-Bytes
  - "Sitting is the new smoking"
  - Stretches
  - Breaks
  - Videos
  - Boost energy
  - Increase alertness



Source: <https://x-bytes.com>

- Parfait with homemade Nutty Chocolate Granola Bars
  - Nonfat vanilla yogurt
  - Granola
    - oats, honey, semisweet chocolate pieces, almond meal, and flaxseed meal.
  - 24 grams of carbs per serving, 221 calories, 13 grams of total fat, 3 grams of saturated fat, 105 milligrams of sodium, 4 grams of fiber, 13 grams of sugar, 7 grams of protein, and no cholesterol
  - It was decided, however, that a total of 12 granola bars for 4 servings of 3/4 cup of nonfat yogurt was too overpowering and cut the 12 granola bars in half, resulting in 6 total granola bars per the four servings.



Source: <https://www.choosemyplate.gov/MyPlate>