

酒店休闲福利制度、恢复体验与员工职业幸福感关系研究

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摘要：目前，工作和休闲是人类生活中最重要的两个因素，但是随着生活节奏的加快，员工的工作压力逐渐增加，休闲与工作之间的关系变得更加复杂。在企业休闲福利、恢复体验、职业幸福感、资源保存相关理论基础上，以酒店员工为研究对象，通过调查问卷收集数据，选取酒店休闲福利、职业幸福感和恢复体验三个变量经 SPSS 系统分析发现：①酒店休闲福利制度与员工职业幸福感之间存在正相关关系；②酒店休闲福利制度对员工职业幸福感的影响过程中，恢复体验起中介作用。针对性地提出坚持以人为本，加强酒店休闲福利制度建设；转变传统福利观念；加强员工培训，提供外部支持渠道三个方面的提升对策。

关键词：休闲福利；职业幸福感；恢复体验

Study on the Relationship between Hotel Leisure Welfare System, Recovery Experience and Employees' Occupational Happiness

Abstract: At present, work and leisure are the two most important elements in human life, but as the pace of life accelerates, the work pressure of employees gradually increases, and the relationship between leisure and work becomes more complicated. Based on the relevant theories of corporate leisure and welfare, recovery experience, professional well-being, and resource preservation, the hotel employees are taken as the research object, data is collected through a questionnaire, and the three variables of hotel leisure welfare, professional well-being and recovery experience are selected and analyzed by SPSS system. It was found that: ① There is a positive correlation between the hotel leisure and welfare system and the employee's occupational well-being; ② In the process of the hotel leisure and welfare system's impact on the employee's occupational well-being, the restoration of experience plays an intermediary role. Targetedly put forward people-oriented, strengthen the hotel leisure welfare system construction; change the traditional welfare concept; strengthen staff training, provide external support channels to improve the three aspects of countermeasures.

Key words: Leisure welfare; Occupational happiness; Recovery experience

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