

# The recruiting process in a fitness center research paper examples

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Most fitness centers are designed to help individuals get in form, maintain a healthy weight, and live healthy and excellent lifestyles. Considering that, fitness centers are obliged to sustain healthy and active lifestyles, Grace Cornett is obliged with the task of recruiting a staff that's is not only devoted to work with clients in order to achieve their vigor and weight loss but also engage in an active living and a nutritious life.

This paper will present appropriate techniques that should be used by Grace Cornett to recruit the best and appropriate staff for the six new fitness centers in the Seattle Tacoma locale in the next three years. This paper will also evaluate the Human Resource (HR) concepts and the best practices to critically evaluate the challenges faced by Cornett

In order to recruit an appropriate staff, it is advisable for Cornett to adopt a referral program in order to select a new fitness staff. Once the company has employed the initial staff members, Cornett and other officials in the company should introduce the first staff to the referral program; this should involve explaining to the staff the benefits of the program to them and the fitness center. Subsequently, after training the staff, the company should offer incentives to the employees if one of the people they referred to the company is employed and remain ethical in accordance to the company's code of conduct for at least two months.

The company should also offer free membership passes. Employee motivation will help the company attract quality fitness workforce to the company (Ehnert, 2009, p. 221). Additionally, the company should broaden the complimentary membership to the employee's family depending on their financial plan.

Remarkably, it is important for the company to select a group of professionals interested to work in the fitness center by hosting a health happy hour at a convenient venue. During the instance where professionals are gathered, the few existing staff along with the assistance of Cornett will network with the attendees, as they brief them about the fitness center while getting to know them better. This event should be used as an informational recruiting event. Finally, the recruiting team should collect the information of the recruits who are fascinated to learn more about the fitness center employment opportunities for analysis.

Cornett in an effort to employ competent staff should set up a networking web page to specifically recruit the new staff. The page should include details of the vacant positions in the company, benefits of the company employees, and the picture layout of the fitness center to attract computer literate and technical professionals. In order to get young potential workforce, the managerial staff in the company should contact local campuses and institutions who have qualified health and fitness majors, to recruit graduates.

Arguably, a fitness center general manager is obliged with managing all areas of the club and its operation (Whetten, & Cameron, 2011). Depending on the situation and agreement between the general manager and the owner, the manager either meets with the general managers of other clubs or reports directly to the owners. The following are the qualifications that should be used by the recruiting team to select a general manager.

- The general manager should have sufficient experience and interest in leisure and sports.

- The general manager should have accredited and sufficient background pertaining to coaching and lifesaving skills
- He or she should have good interpersonal, communication and customer service proficiencies
- He or she must have ability to multitask and good organizational skills.
- He or she must be able to entrust and lead trust.
- He or she must have the ability to calm difficult situations and emergencies.

In conclusion, Cornett should use networking, free membership pass, select professionals and design a referral program in order to recruit a technical and competent staff. Additionally, the general manager should be proficient enough to control the activities in the company and make credible solutions.

## **References**

- Ehnert, I. (2009). Sustainable human resource management: A conceptual and exploratory analysis from a paradox perspective. Heidelberg: Physica-Verlag.
- Whetten, D. A., & Cameron, K. S. (2011). Developing management skills (8th ed.). Upper Saddle River, NJ: Prentice Hall.