

Academic and Employability Skills

Report

University of Wales, Trinity Saint David

Florian Popa

Student ID:2114503

BMSW4001

Lecturer: SOBAN SADIQ

Date:05.01.2022

Table of Contents

Introduction	3
Academic Writing	3
Paraphrasing.....	4
Referencing.....	5
Public speaking and giving presentations	6
Conclusion	7
Reference list	9

Introduction

The development of skills is an important requirement for this current world. Students or individuals should be capable enough to learn academic skills to help them get through their academic years and also for the development of employability skills. A human resource manager requires great skills and expertise to be in this particular job role. Students with the foundational research methodologies and software abilities to assist productive study in higher education during their academic years. They should take charge of their own education and use those talents to achieve confidence and competence as productive employees by honing a variety of employability skills. The skills need to be developed and learned during the early years of education because skills help in career planning and decision making. In that way, students can use those skills to determine their career, choose their path, determine their goals and objectives and learn the necessary skills for employability and academic excellence. It requires the development of Skills during academic years and these skills are to be used for career development. Thus the purpose of this report is to reflect on the module in which I have learned about the development of academic and various employability skills. The skills and topics which were introduced during the module are to be oriented here by a detailed evaluation.

Academic Writing

Academic writing is one of the skills which are required during academic years and also for employability. Academic writing is something that enables an individual to present information or research through paperwork and written reports (Alharahsheh and Pius, 2021). Academic writing skills and their learning and development helps an individual to gather information from reputable sources and provide accurate information through researching without plagiarism. This is one of the skills human resources managers require to present paperwork or reports (Okolie, Nwosu and Mlanga, 2019). As the human resource manager career is chosen by me, therefore, this was one of the topics in my module. Therefore to present my reflection I have used the Gibbs reflective model to evaluate my journey from this module. The Gibbs reflective model is a tool that helps a user to identify the journey of their course work or to evaluate their experiences (Amigud et al., 2017).

Reflection using Gibbs reflective model

Description- the learning of the module was to receive knowledge about various academic and employability skills (Pouratashi, 2019). Skills that are necessary for the professional field. During the module, I was taught and learned various skills that are required for my career in becoming a

human resource manager. Skills that I did not possess or know about before I was being given knowledge about. During the module, I learned the importance of skill development for academic progress and career development. I was especially taught that academic writing and authenticity is important to present information and research work. Therefore during my employability years, I am able to produce reliable paperwork and during my academic years, I can present excellent academic reports and research.

Feeling- the Gibbs reflective model also helps users determine their feelings all throughout the experience (Ramberg, Edgren and Wahlgren, 2021). During the module, I felt the importance of skill development. Previously I had no idea about academic writing and the various ways I can improve on my academic writing. Therefore it felt very important to me and I realized I was making progress towards my goals and achievements.

Evaluation- the evaluation of the experience during the module is that. The good thing about the experience was I received an indent knowledge about academic learning. There were various aspects in academic learning which I was not aware of. I was also taught the importance of skill development and various other skills that are necessary for a human resource manager. There were no such bad experiences on this journey. I was highly motivated to learn skills and I have been taught during this module.

Analysis- the analysis of the experience is that previously when I did not have the knowledge of such skill development I was not aware of doing academic research and creating academic reports with excellence. Therefore my skills were very limited and so was its development. The learning of the module helped me gain knowledge for myself and others even.

Conclusion- from the experience, I can conclude that it was a meaningful knowledgeable journey. Therefore it was a positive journey for everyone and me to learn academic writing skills. To handle a situation like this in future I learn various other skills associated with academic writing skills.

Action plan- In future, if I wish to develop this skill again or to participate in this module I will learn other skills as well like social or technical skills and communication skills. To develop this skill I will participate in online or various university courses and manage my time accordingly. I can act differently if I have a similar situation because I already gathered the experience of the journey.

Paraphrasing

Paraphrasing seems to be a small skill but under the course of the module, learning paraphrasing techniques is not easy. To be able to paraphrase from journals and research is a skill, and one should have additional skills like language or grammar skills (Raitskaya and Tikhonova, 2019).

To present information from other sources, I should not write it down blindly. As a human resource manager, I should produce authentic reports therefore paraphrasing is a technique that I learned.

Reflection using Gibbs reflective model

Description- The module's learning objectives were to gain knowledge of various academic and employability abilities (Subramanian, 2017). Various abilities that are essential for my profession as a human resource manager were taught and acquired during the session. When it comes to presenting knowledge and research work, I was taught that paraphrasing and honesty are very vital. As a result, during my employable years, I will be able to create trustworthy papers.

Feeling- Throughout the event, the Gibbs reflective model assists users in determining their sentiments (Eaton, 2019). Throughout the training, I was reminded of the necessity of skill development. Before this, I had no concept of what paraphrasing was or how to enhance my paraphrasing skills.

Evaluation- The positive aspect of the event was that I gained an in-depth understanding of paraphrasing. I was also taught the value of skill development as well as a variety of other abilities required for human resource management. On this trip, there were no negative events. I was very eager to gain new abilities, which I received during the session.

Analysis- The study of the experience shows that before this when I didn't have the understanding of such skill development, I didn't know how to conduct paraphrasing approaches or write excellent academic reports. As a result, my abilities and growth were severely constrained. The module's study aided me in gaining information for myself and others.

Conclusion- I can infer from the experience that it was a worthwhile and educational voyage. As a result, learning paraphrasing skills was a great experience for everyone.

Action plan- If I want to improve this talent or participate in this model in the future, I will master additional skills such as language and grammar. To improve this talent, I'll enrol in university classes and schedule my time properly.

Referencing

Other than academic writing and paraphrasing I should also learn to reference and cite when I am paraphrasing information. In other words, it means to give credit to the original authors from whom I gathered information (Adeani, Febriani and Syafryadin, 2020). Referencing proves authenticity and academic integrity. Therefore as my career in human resources, I should learn to reference accurately.

Reflection using Gibbs reflective model

Description- The learning objectives for this subject were to obtain knowledge of a variety of academic and employability skills (Sekarwinahyu et al., 2019). Professional skills are those that are necessary for employment. During the programme, I was taught and learned a variety of skills that are necessary for my job as a human resource manager. I was taught that referencing and honesty are quite important when it comes to presenting information and research effort.

Feeling- The Gibbs reflective model aids users in determining their feelings throughout the event. I was reminded of the importance of skill improvement throughout the programme. I had no idea what referencing was or how to improve my paraphrasing abilities before this.

Evaluation- The event was beneficial in that it provided me with a thorough grasp of references. I was also taught the importance of skill development, as well as a range of other human resource management skills. There were no unpleasant experiences on this trip.

Analysis- Prior to this, when I didn't grasp such skill growth, I didn't know how to perform referencing techniques, according to the analysis of the experience. As a result, my talents and potential for advancement were severely limited. The module's research helped me learn more about myself.

Conclusion- I believe it was a useful and informative journey based on my observations. As a consequence, everyone had a terrific time acquiring talents.

Action plan- I will master extra abilities such as research skills if I wish to increase this talent or participate in this model in the future. I'll enrol in online or university programmes and appropriately schedule my time to enhance this skill.

Public speaking and giving presentations

It is one of the most important skills I learned during the module. Because of my fear of public speaking and low confidence, this skill development helped me a lot. Acquiring this skill especially for human resource managers is to present excellent presentations, give public speeches, maintain communication flow and influence the crowd by public speaking (Jereb et al., 2018). Therefore to develop this skill is important for me for my career in human resource management.

Reflection using Gibbs reflective model

Description- Professional skills are those that are required in the workplace. I was taught and mastered several skills that are important for my career as a human resource manager during the

programme. When it comes to delivering knowledge and preserving confidence, I was taught that public speaking and making presentations are essential.

Feeling- The Gibbs reflective model assists users in determining their sentiments as the event progresses (Lindahl and Grace, 2018). Throughout the training, I was reminded of the necessity of skill development. This module helped me overcome my lack of self-confidence and anxiety about public speaking.

Evaluation- The event was excellent in that it gave me a full understanding of public speaking and presentation skills. In addition, I was taught the value of skill development as well as a variety of other human resource management abilities.

Analysis- According to the analysis of the experience, before this, when I didn't understand such skill improvement, I didn't know how to perform on stage by public speaking and making presentations. As a result, my abilities and opportunities for growth were severely constrained. The research for this subject allowed me to understand more about myself and others.

Conclusion- Based on my findings, I feel it was a valuable and educational excursion. As a result, everyone, including me, had a great time learning new skills.

Action plan- If I want to improve my ability or participate in this model in the future, I will master other talents such as confidence, communication, and public speaking. I'll enrol in online or university programmes and plan my time accordingly to improve this talent.

Conclusion

The development of talents is a critical prerequisite in today's environment. Students or individuals should be capable of learning academic skills to aid in their academic success as well as the development of employable skills. Being a human resource manager necessitates a wide range of abilities and experience. Students with the necessary research approaches and technological skills to aid productive study in higher learning during their academic years. They should be in command of their own education and use their abilities to gain confidence and competence as productive employees by polishing a variety of employability skills. Students can then use those competencies to decide on a professional route, set aims and priorities, and gain the skills required for employability and academic excellence. It necessitates the development of abilities during academic years, which will be used to advance one's profession. As a result, the goal of this report was to reflect on the module in which I learned about academic and employability skills learning and development. A complete evaluation is used to guide the skills and topics that were introduced during the module.

Reference list

- Adeani, I.S., Febriani, R.B. and Syafradin, S., 2020. USING GIBBS'REFLECTIVE CYCLE IN MAKING REFLECTIONS OF LITERARY ANALYSIS. *Indonesian EFL Journal*, 6(2), pp.139-148. Available at: <https://journal.uniku.ac.id/index.php/IEFLJ/article/view/3382>
- Alharahsheh, H.H. and Pius, A., 2021. Exploration of Employability Skills in Business Management Studies Within Higher Education Levels: Systematic Literature Review. *Research Anthology on Business and Technical Education in the Information Era*, pp.1147-1164. Available at: <https://www.igi-global.com/chapter/exploration-of-employability-skills-in-business-management-studies-within-higher-education-levels/274418>
- Amigud, A., Arnedo-Moreno, J., Daradoumis, T. and Guerrero-Roldan, A.E. 2017. Using learning analytics for preserving academic integrity. *International Review of Research in Open and Distributed Learning: IRRODL*, 18(5), pp.192-210. Available at: <https://www.erudit.org/en/journals/irrodl/1900-v1-n1-irrodl04896/1064912ar.pdf>
- Eaton, S.E. 2019. Beyond citing and referencing: The important role of the library in promoting academic integrity. Available at: <http://dx.doi.org/10.11575/PRISM/36460>
- Jereb, E., Perc, M., Lämmlein, B., Jerebic, J., Urh, M., Podbregar, I. and Šprajc, P. 2018. Factors influencing plagiarism in higher education: A comparison of German and Slovene students. *PloS one*, 13(8), p.e0202252. Available at: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0202252>
- Lindahl, J.F. and Grace, D. 2018. Students' and supervisors' knowledge and attitudes regarding plagiarism and referencing. *Research integrity and peer review*, 3(1), pp.1-10. Available at: <https://link.springer.com/article/10.1186/s41073-018-0054-2>
- Okolie, U.C., Nwosu, H.E. and Mlanga, S., 2019. Graduate employability: How the higher education institutions can meet the demand of the labour market. *Higher education, skills and work-based learning*. Available at: <https://www.emerald.com/insight/content/doi/10.1108/HESWBL-09-2018-0089/full/html>
- Pouratashi, M., 2019. Higher education and activities to improve students' employability skills. *Journal of Education for Business*, 94(7), pp.433-439. Available at: <https://www.tandfonline.com/doi/abs/10.1080/08832323.2018.1548421>

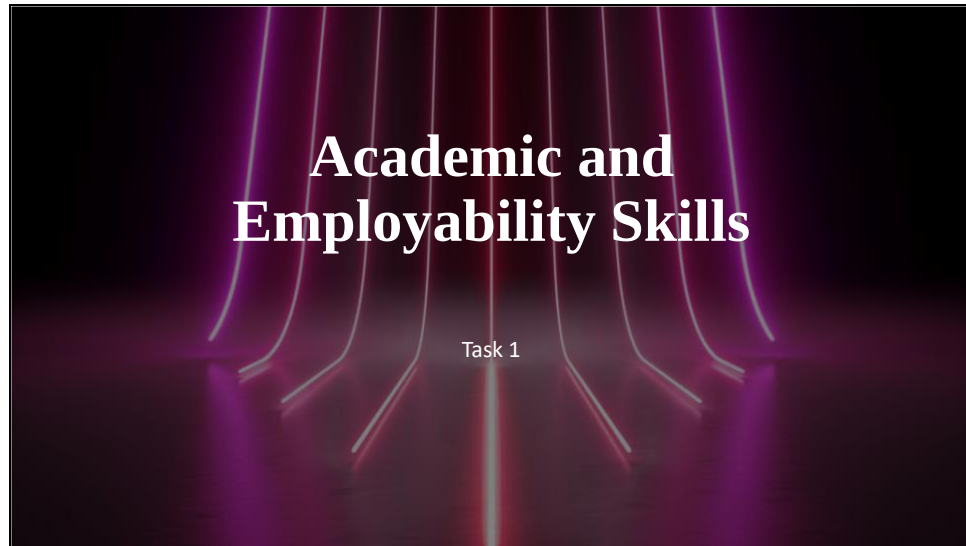
Raitskaya, L. and Tikhonova, E., 2019. Skills and competencies in higher education and beyond. *Journal of Language and Education*, 5(4), pp.4-8. Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3511765

Ramberg, U., Edgren, G. and Wahlgren, M., 2021. Capturing progression of formal knowledge and employability skills by monitoring case discussions in class. *Teaching in Higher Education*, 26(2), pp.246-264. Available at: <https://www.tandfonline.com/doi/abs/10.1080/13562517.2019.1657396>

Sekarwinahyu, M., Rustaman, N.Y., Widodo, A. and Riandi, R., 2019, February. Development of problem based learning for online tutorial program in plant development using Gibbs' reflective cycle and e-portfolio to enhance reflective thinking skills. In *Journal of Physics: Conference Series* (Vol. 1157, No. 2, p. 022099). IOP Publishing. Available at: <https://iopscience.iop.org/article/10.1088/1742-6596/1157/2/022099/meta>

Subramanian, K.R., 2017. Higher Education and Employability Skills. *International Journal of Combined Research & Development (IJCRD)*, 6(1). Available at: https://www.researchgate.net/profile/Kalpathy-Subramanian/publication/313161201_Higher_Education_And_Employability_Skills/links/5891a56caca272f9a558026d/Higher-Education-And-Employability-Skills.pdf

Slide 1





Introduction

This presentation will focus on my career choice and my academic and employable skills will also be discussed.

My career choice is to become a human resource manager in a multinational company.

This presentation will focus on my skills through a personal SWOT analysis.

The presentation will also discuss the importance of time management.

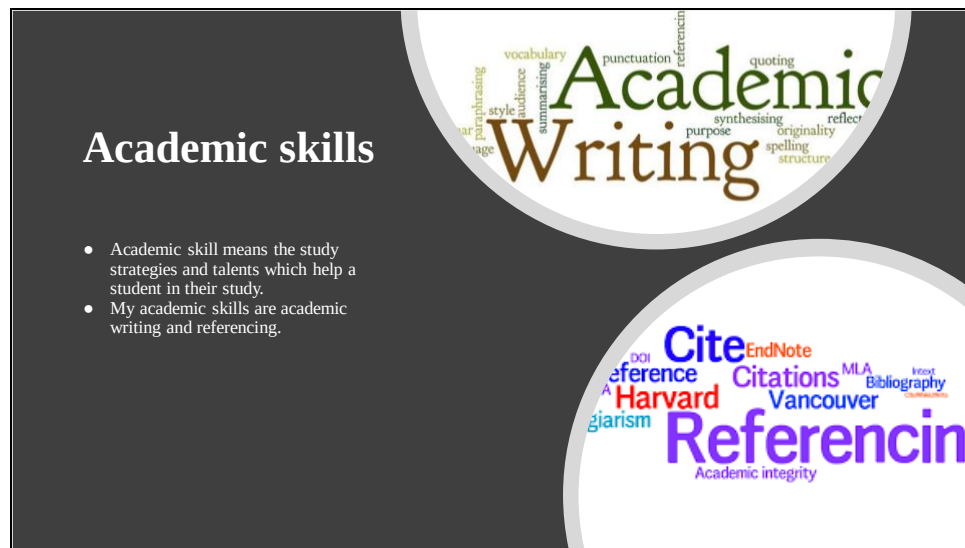
The self-analysis will help me to establish a personal development plan which will be beneficial for my career.

The presentation will focus on my career goal as a human resource manager. My academic and employability skills are explored in this presentation. This presentation will also help me to do a personal SWOT analysis of my skills. The importance of time management is also explained in this presentation. The self-analysis will also help me to build a personal development plan.

Slide 3



The human resource manager's job is to manage talent and human skills. Their work is to help the corporation to reach its goals. The corporations value the human resource manager position most. It is hard for the organization to operate without them. I have made this my career choice as I am studying in this field (Kazi and Akhlaq, 2017). It was always my passion to be a human resource manager. My skills and my passion helped me to take this decision. I need to upgrade my employability skills as this job position is tough to secure as the interviews are very competitive. Also, I need to upgrade it to manage the problems I will be getting after starting to work. My academic skills need to be polished if I want to understand the technicalities of my job and to do it properly.

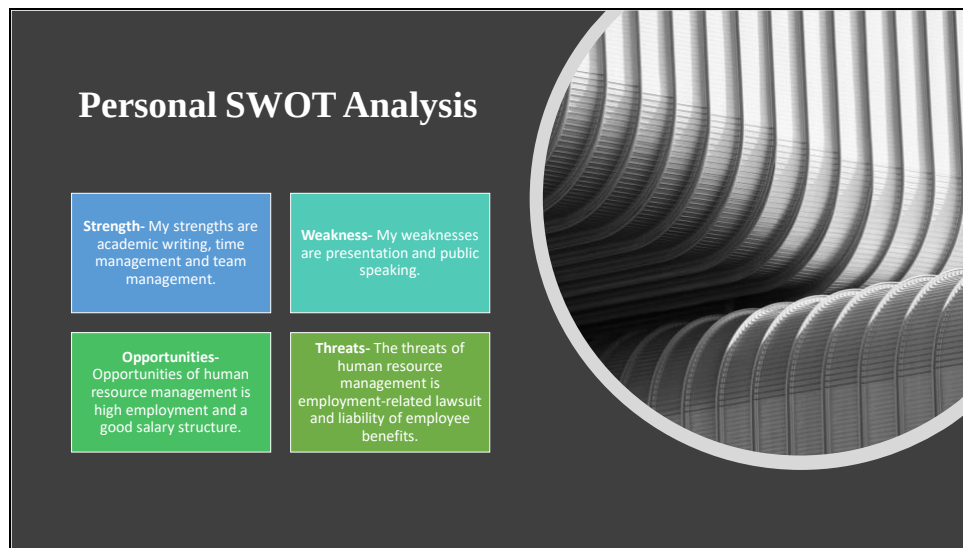


- Academic skill means the study strategies and talents which help a student in their study.
- My academic skills are academic writing and referencing.

Academic skills are the strategies that help in presentation, report writing, research and learning. Learning is not only gaining information for most students. These skills are not only to take the tests. It can also help in a future career. Academic skills can help students to be efficient learners (Van Rooij, Jansen and van de Grift, 2018). These skills help the student outside of their class. My academic skill in academic writing and referencing. Academic writing means structured, focused, concise and clear writing which is backed up by evidence. The aim of it is to help the readers to understand. It is simply writing with a formal style and tone. It does not require complicated vocabulary and long sentences. In any form of human resource, communication writing skills are very important. It is needed to write a company newsletter, internal letters, emails and job description. I have learned about them in my learning sessions. My other academic skill is referencing. It helps to reference accurate sites in work. Also, human resource managers need to manage the authenticity of the work. I have improved my academic skills in my academic sessions.

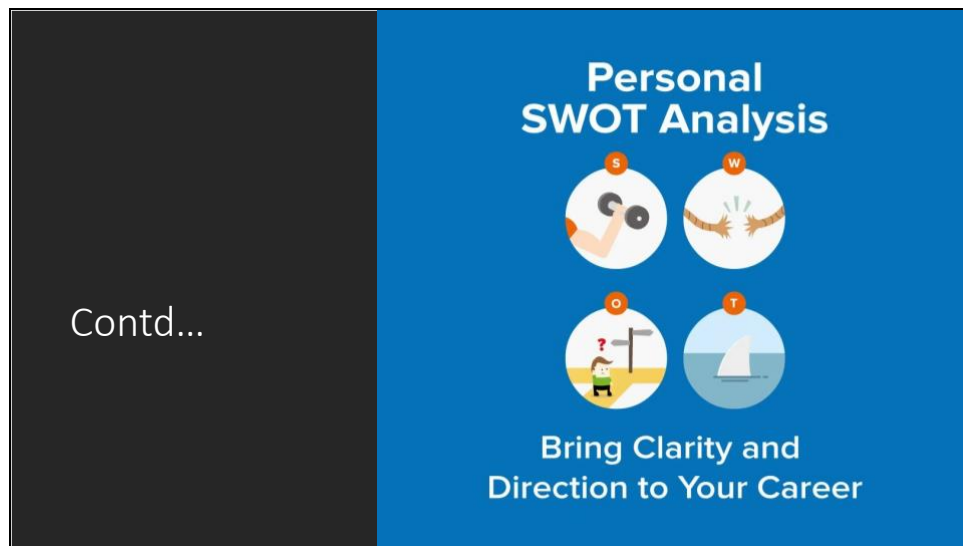


Employability skills are very much desired to the interviewers as they are very valuable in any profession. They are also very hard to teach. If the candidates already have those skills it is very attractive for the recruiters. One of my employability skills is time management. It is very important for any organization. Time management means planning the time efficiently for the desired results (Rowe and Zegwaard, 2017). It means setting the schedule; establishing a project time frame and planning to use the available resources. It is also important to balance personal and work life. It is crucial to avoid any personal and professional life-related problems. My other employability skill is team management. It is the ability to lead some people to reach a common goal. It includes uplifting, communicating and supporting members of the team. In this way, the members can perform their best. Some of the team members can respond differently with some management techniques. This is very important to apply the team management style which is best for them. I have learned and improved in both of the skills in my academic sessions.



My strengths are academic writing, time and team management. In my academic sessions, I have improved these skills. Writing skills are very important for communication. It is also important for writing job descriptions and company newsletters. I think this skill will help me in my professional career. Another of my strength is time management (Panadero, Jonsson and Botella, 2017). This skill is very much required in a human resource management career. It is useful to set any schedule, using resources and project time establishment. As a human resource manager, it is very important to balance professional and personal life. I use some time management tools which I learned in my academic sessions to improve this skill. My other strength is team management. It is very important to manage team members to do their best work. I think I can observe and understand people. This will help me manage the members of my team. Also, it will be a benefit for the organization.

My weaknesses are giving presentations and public speaking. As an introverted person speaking publically is always an issue for me. My confidence drops in front of a crowd. I feel very nervous in this situation. As I am intent to become a human resource manager I need to overcome this issue. I have learned some techniques to overcome my fear. I practice my speech in front of the mirror sometimes and it helps me. I also practised my speeches in front of my family and friends. In these ways, I feel I have become much improved. Also, these techniques helped me to give a presentation in front of a group of people.



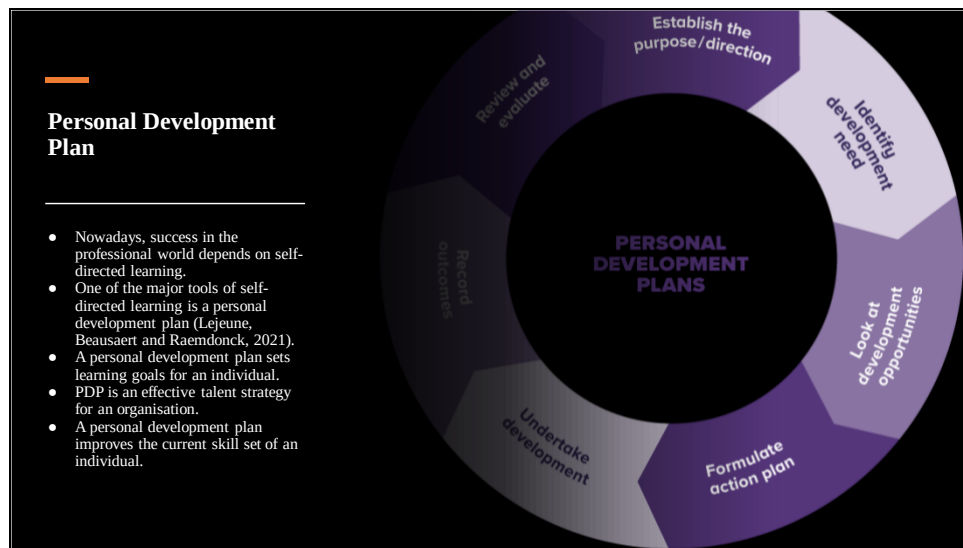
The opportunities of human resource management are huge recruitment and a good salary structure. The job opportunity of the human resource position is very high. Most of the graduates get hired by the organizations. The job opportunities are also increasing every day. Most of the companies have a human resource department. So there are many job opportunities present. There is a low chance of unemployment in this field. Also, there are very large types of jobs available. The salary structure of human resource management is also very decent.

One of the threats of human resource management is an employment-related lawsuit (Līce and Sloka, 2019). If the human resource execution is handled poorly it can unsatisfied the employees. If the employees are disappointed they can file lawsuits against the human resource managers. This type of situation can have a severe effect on a human resource manager's career. It can cost a huge amount of money for damages and legal defence. Also, it can damage the organization's image which will be responsible for the loss of the business. People do not forget this type of allegation easily and it will be very bad for the human resource manager's future career. Another threat of human resource management is the liability of employee benefits. Health insurances are costly and so are the benefit programs. It is very important and tough to clarify the benefits to the employees. It means which employees are eligible for which benefits. Poor communication led to misunderstandings with the employees. The employees feel disappointed if their expectations are not met. This can result in a potential lawsuit and high employee turnovers.

Time management

-  Time management is one of the most important factors of learning strategies (Agadzhanova, 2019).
-  An HR Manager must be aware of time management.
-  I have learned about Pomodoro Techniques and The ABC technique of time management during my academic learning.
-  I have focused to build up my time management skill to have an impact on my professional career.

Time management is one of the most important employability skills required for every position in an organisation. One cannot succeed in the professional world without good time management skills. Since my goal is to become an HR Manager of a multinational organisation I need to build up these skills from my student days. My tutors have taught me about two of the most important techniques that help in time and task management. Pomodoro technique provides an intensive research opportunity for an individual with the help task breakdown sequence (COSTALES et al., 2021). Also, the ABC technique helps to manage tasks based on their urgency and importance. These two techniques have helped me to understand the importance of time management and to implement time management in the tasks of daily life. I am improving this skill of mine daily and I hope by the end of my academic session I will develop this skill which is acceptable as an HR manager.

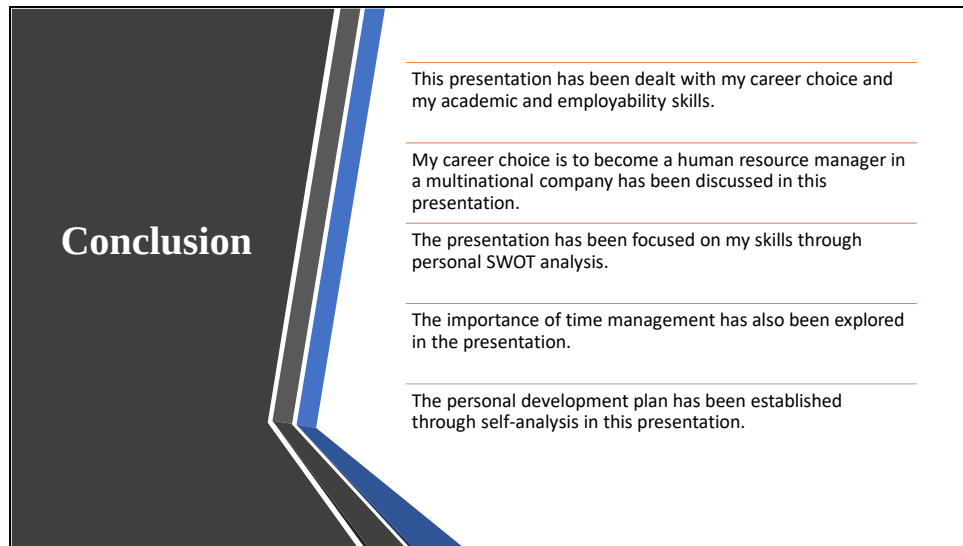


Personal Development Plan (PDP) is an instructional process of self-directed learning which focuses on the areas of an individual that need attention. Every organisation needs talent strategies nowadays and almost all of these talent strategies include self-directed learning. PDP is a tool of self-directed learning which helps an individual to develop skills that are required in the professional world. This is done with the help of self-assessment of an individual. PDP is the most effective tool which can convert aspirations into reality (Aguinis and Gabriel, 2021). It improves weak skills and helps an individual to gain new skills based on his future goals and the requirement of his professional career.

Slide 10

Contd...			
Skills to develop	Rationale	Process	Time
Academic writing	An HR Manager requires good writing skills for paperwork	Researching journals, academic books and taking classes from the tutors.	12 months
Referencing	An HR Manager has to take care of the authenticity of work.	Learning references from the online library and tutorials in moodle.	12 months
Public speaking and presentation	An HR Manager must communicate well with all the other members of an organisation.	Engaging in group activities, projects and discussions.	8 months
Team management	An HR manager must have the skills of managing the employees in the organisation.	Working on different projects with different groups.	18 months

Above is Personal Development Plan (PDP) that I have developed to improve my skills and to acquire new skills in order to accomplish my career goals. My career goal is to become an HR Manager of a multinational company and therefore the major required skills are team management, academic writing, referencing public speaking and presentation. Among these, I have the skills- academic writing, referencing, public speaking and presentation. Therefore, I need to develop them to a level to achieve my goal. Also, I need to acquire team management skills quickly so that I can be comfortable handling more than one team in my professional career.



The slide features a dark grey background on the left with the word "Conclusion" in white. To the right, a white rectangular area contains five lines of text, each preceded by a horizontal red line. The text summarizes the presentation's content: career choice and employability skills, career choice as a human resource manager, skills through SWOT analysis, time management importance, and a personal development plan established through self-analysis.

Conclusion

This presentation has been dealt with my career choice and my academic and employability skills.

My career choice is to become a human resource manager in a multinational company has been discussed in this presentation.

The presentation has been focused on my skills through personal SWOT analysis.

The importance of time management has also been explored in the presentation.

The personal development plan has been established through self-analysis in this presentation.

In order to conclude, it can be mentioned that this presentation is dealt with my academic and employability skills. My career choice which is to become a human resource manager is also discussed in the presentation. My skills through personal SWOT analysis are also explored. The time management skill which will be a very important part of my career has been illuminated in this presentation. The personal development plan has been built through the self-analysis has been described in the presentation.

Reference list

- Agadzhanova, R.M., 2019. The importance of time management and self-management skills for students. Available at: <http://repository.laneu.edu.ua/bitstream/123456789/22358/1/The%20Importance%20of%20Time%20Management%20and%20Self-management%20Skills%20for%20Students.pdf>
- Aguinis, H. and Gabriel, K.P., 2021. If You are Serious About Impact, Create a Personal Impact Development Plan. *Business & Society*, p.00076503211014482. Available at: <https://journals.sagepub.com/doi/pdf/10.1177/00076503211014482>
- COSTALES, J.A., ABELLANA, J.A., GRACIA, J.S. and DEVARAJ, M., 2021. A Learning Assessment Applying Pomodoro Technique as A Productivity Tool for Online Learning. Available at: https://www.researchgate.net/profile/Jefferson-Cosiales/publication/355185097_A_Learning_Assessment_Applying_Pomodoro_Technique_as_A_Productivity_Tool_for_Online_Learning/links/61656c100b51d481777c550/A-Learning-Assessment-Applying-Pomodoro-Technique-as-A-Productivity-Tool-for-Online-Learning.pdf
- Kazi, A.S. and Akhlag, A., 2017. Factors Affecting Students' Career Choice. *Journal of Research & Reflections in Education (JRRE)*, 11(2). Available at: https://www.researchgate.net/profile/Asma-Shahid-Kazi/publication/325987918_Factors_Affecting_Students'_Career_Choice/links/5ba0ab3c299bf13e6038e15d0/Factors-Affecting-Students-Career-Choice.pdf
- Lejeune, C., Beausaert, S. and Raemdonck, I., 2021. The impact on employees' job performance of exercising self-directed learning within personal development plan practice. *The International Journal of Human Resource Management*, 32(5), pp.1086-1112. Available at: <https://www.tandfonline.com/doi/abs/10.1080/09585132.2018.1510848>
- Lice, A. and Sloka, B., 2019, May. Which skills, competencies and attitudes are employers looking for in recruitment process in Latvia. In *Proceedings of the International Scientific Conference "Contemporary Issues in Business, Management and Economics Engineering"*, Vilnius, Lithuania (pp. 7-17). Available at: https://www.researchgate.net/profile/Antite-Lice/publication/35510880_Which_Skills_Competencies_and_Attitudes_are_Employers_Looking_for_in_Recruitment_Process_in_Latvia/links/5cb8806092851c8d22f5a549/Which-Skills-Competencies-and-Attitudes-are-Employers-Looking-for-in-Recruitment-Process-in-Latvia.pdf
- Panadero, E., Jonsson, A. and Botella, J., 2017. Effects of self-assessment on self-regulated learning and self-efficacy: Four meta-analyses. *Educational Research Review*, 22, pp.74-98. Available at: https://repository.uam.es/bitstream/handle/10486/680950/effects_panadero_err_ps.pdf?sequence=1
- Rowe, A.D. and Zegwaard, K.E., 2017. Developing graduate employability skills and attributes: Curriculum enhancement through work-integrated learning. Available at: <https://researchcommons.waikato.ac.nz/bitstream/handle/10289/11267/2017%20rowe%20zegwaard%20Asia-Pacific%20Journal%20of%20Cooperative%20Education.pdf?isAllowed=y&sequence=2>
- Van Rooij, E.G., Jansen, E.P. and van de Grift, W.J., 2018. First-year university students' academic success: the importance of academic adjustment. *European Journal of Psychology of Education*, 33(4), pp.749-767. Available at: <https://link.springer.com/article/10.1007/s10212-017-0347-8>