

## **ASSIGNMENT 2**

# **Developing an Effective Employee Engagement Strategy Reflective Report**

Student Name: Medolina Jenipan

Student ID: 2246470

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Submitted to:- Dr.Gladius Kulothungan

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## **Table of Contents**

|                         |   |
|-------------------------|---|
| Introduction            | 3 |
| Discussion              | 4 |
| Gibbs' Reflective Model | 4 |
| Conclusion              | 6 |
| References              | 7 |

## Introduction

A presentation has been prepared on how human resource management can help develop effective strategies for employee engagement. The presentation is a practical study on the topic. This is a reflection of the presentation that is aimed at providing a description of feeling after the completion of the presentation. Reflection implies self-awareness and critical thinking (Fathi, Mohseni and RahmanPanah, 2023). The reflection on the presentation will be discussed using Gibbs' reflective model which was proposed by Graham Gibbs in 1988. This model is useful for personal as well as professional development. The six stages of the model will be included here to get a comprehensive view of the learnings and findings of the presentation.



**Figure 1: Human Resource Management**

(Source: Blogspot, 2023)

## Discussion

### Gibbs' Reflective model

#### Description

I was given the topic of the impact of HRM in developing employee engagement to conduct a presentation. The role of HRM in employee engagement is beyond doubt (Kerdpitak and Jernsittiparsert, 2020). From various journals, I have understood that in order to increase productivity employee engagement is necessary. On the other hand, HRM plays an effective role in the process of recruitment, training, onboarding, increasing job satisfaction and productivity of the employees and many others. I have done slides 1 to slide 7 in this presentation. In order to complete those slides I have gathered various types of information. I faced some issues researching topic-related journals and articles. For that reason, I took more time to gather information related to the HRM system. I have attended various lectures of my teachers about the topic which has helped me to conduct the presentation easily. I asked various questions during the lecture to my teacher which helped me to get a clear idea about the impact of HRM on the development of employee engagement.



**Figure 2: Employee Engagement**

(Source: OpenHRMS, 2021)

#### Feelings

At the time of reflecting upon my experience of exploring the topic, I feel that the journey was both challenging and enlightening. I was well-acquainted with the role of HR in promoting a culture of employee engagement. The depth of my knowledge was enhanced when I delved into the topic with the help of multiple journals, articles and research papers.

This was because these academic resources highlighted HR can improve the engagement of employees within an organisation. However, it is noteworthy that the efforts of preparing 1 to 7 slides were not free from hurdles. A large number of academic resources puzzled me. It took more time than required to find relevant and reliable information to be incorporated. While I was engaged in the process of preparing a presentation on this topic I got required guidance from my teachers. Their insights helped me understand the effects of HRM and added depth to my existing knowledge. My passion for knowing more about the topic was kindled by my active engagement with my instructors.

### **Evaluation**

I have evaluated my journey to know and present knowledge of the HRM in fostering employee engagement was enlightening and challenging. I feel quite confident regarding my knowledge of the topic. However, my inability to find the most appropriate information and manage time hindered my overall progress. This implies that I need to enhance my research skills so that I will be able to gather relevant data on any topic and support my academic career. Simply by developing my research skills, I will be able to prepare reports, assignments and presentations in the future. I have recognised the interconnection between the acquisition of information and research skills. Enhanced research skills are not only beneficial to gather relevant data but also useful to understand multiple subjects (Vieno, Rogers and Campbell, 2022). Hence, I will focus on this aspect.

### **Analysis**

I have analysed that without a proper HRM system, employee engagement is not possible. The HRM system is the main key to the development of an effective workforce. From the requirement process to employee training in every field HRs plays a very important role (Vuong and Suntrayuth, 2019). On the other hand from the experience, I have understood that my research skill is not so good as I took much time to find topic-related articles and journals. I need to improve my research skill which will help me gather any information easily. I have understood that in order to conduct any presentation or report related to the topic of HRM, resources like articles and journals are very important. In order to gather information related to any topic I have to develop my research skill.

## **Conclusion**

In conclusion, it can be said that the information proves that the role of HRM in employee engagement is undeniable. Productivity and job satisfaction of the employees depends on the HRM system of a company. From the experience of doing the presentation, I came to understand that research skill is important to gather various information related to the topic of the impact of HRM in the development of employee engagement. With the help of significant topic-related resources information can be gathered easily.

## **Action plan**

I will make an action plan to improve my reuse research skill so that I will be able to gather information related to a topic in the future. I should practise more citations which will also help me to improve my research skill. Along with that, I will follow some online classes on how to improve my research skills. I will take some suggestions from my teachers on citation and referencing which will also help me to improve my research skill. Along With that, I will focus more on searching various resources related to a particular topic.

## **Conclusion**

Therefore, concluding the reflection, it can be said that Gibbs' reflective model is useful for analysing the self. Its six stages describe and evaluate personal perspectives. Along with that, an individual gets an idea of what can be done to improve skills and make advancements in both personal and professional careers. The present reflection analysed the lacking of skills appropriately so that they can be developed over time. Gibbs' reflective model thus paves the way for skill enhancement and improvement of critical thinking.

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