



BMSW 5102

Developing Relationships and Workplace Achievements

Individual Report

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Introduction

The report is all about Developing Relationships and Workplace Achievements considering “Morrisons” business aspects. The key discussions are based on “Development of a plan by meeting the recognized personal development needs and prospects of separate employees within “Morrisons”. The discussions include development vehicles (performance appraisal tools and techniques) and its effectiveness. Moreover, it also includes development needs of the individual employees to meet organisational success. Furthermore, it also includes professional development plan within “Morrisons” to meet the development needs. Organisational learning & adaptability for improved performance as a great role organisational learning plays in improving organisational performance is the way it helps the organisation, its leaders, & its employees to be more adaptable. Building and maintaining good relations with stakeholders is one of the management skills needs to operate and achieve the goal effectively. This business function can be very valuable for any business as it can bring great innovations which can give them an edge in the competition. Finally, it also consider the easier an organisation can adapt to changes the better their performance gets and organisational learning can have a huge impact here (Marston et al, 2019).

Business Profile

“Morrisons” is a public limited company that operates its business activities under the retail business industry of the country. “Morrisons” is one of the biggest supermarket business organisations in the United Kingdom. The organisation is founded in 1899 almost 122 years ago with the efforts of William Morrison. At present “Morrisons” has 494 stores in different areas of the United Kingdom where 110,000 employees the organisation. The main products of “Morrisons” are food and drink, books, magazines, clothing etc. The headquarters of “Morrisons” is situated in Bradford, England, UK (Jhonson et al, 2018).



Figure: “Morrisons” (Negash et al, 2018).

Mission

To provide the best quality services

Vision

To capture the target market with competitive advantages

A) Critically evaluate the development vehicles that are available to the “Morrisons” and the effect the appropriate way to identify and satisfy the development needs

1.1 Performance appraisal development vehicles

Development vehicles

Development vehicles mean the way that a person can expand his knowledge or any other skill that will lead him to gain the goal of his career. Every sector has some development vehicles and the responsible person motivate them toward developing their process and modernising the way to success. “Morrisons” is one of the best retailers in the United Kingdom. They offer the best retail goods to their customers. Now I am going to discuss the performance appraisal tools and techniques of the “Morrisons” (Alsuwaidi et al, 2020).



Figure: Performance appraisal development vehicles (Alsuwaidi et al, 2020).

Performance appraisal

Performance appraisal means to evaluate the employees work activities and measure their behaviour toward the goal of the business. The “Morrisons” should always try their best to drive their employees toward the goal of the business firm. If they direct their employees toward the

goal of the business firm then they can be able to gain a competitive advantage over the other retail business (Bindels et al, 2021).

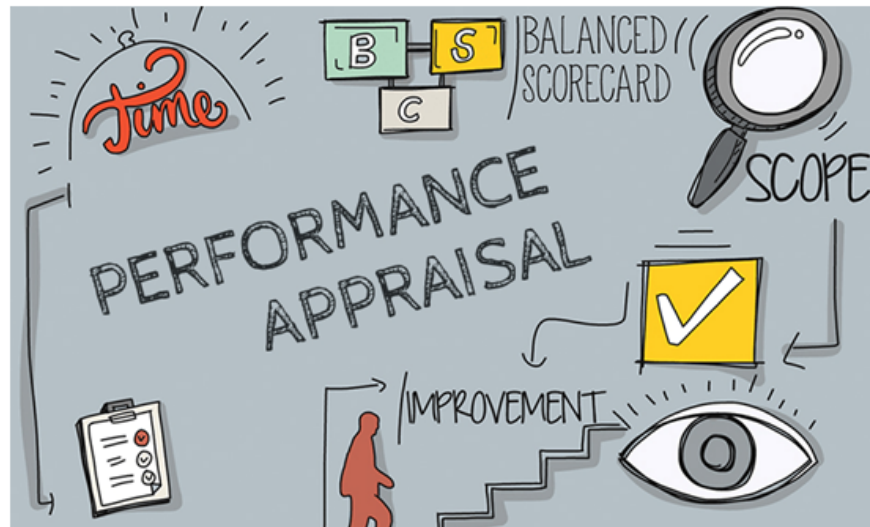


Figure: Performance appraisal (Susman-Stillman et al, 2020).

1.2 Performance appraisal tools and techniques

To measure something we need to accumulate some tools and techniques. When “Morrisons” measure the employee’s performance then they need to select the tools and techniques that they can able to select their best employees. To promote the employees or increase the salary of the employees the performance appraisal is one of the best ways to measure the employees (Owen et al, 2020).

There have two ways that the “Morrisons” can measure the employee's performance. “Morrisons” has to ensure the best quality of the business products which is best qualified to satisfy the customers. If the product is less qualified then they cannot able to take competitive advantage the most popular way to measure the employee's performance are the traditional methods and modern methods. Now I am going to discuss those (Bindels et al, 2021).

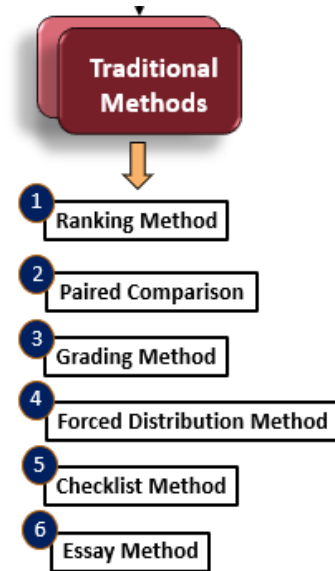


Figure: traditional methods of Performance appraisal (Bindels et al, 2021).

Ranking method

The ranking method means when employees judge according to their providing the answer of their interviews. When candidates answer their questions then they can be ranked according to their answer accuracy

Paired comparison

Paired comparison means when an interview taker asks the question to more than one candidate in a group. The person who tells the answer can be nominated (Martínez-Caro et al, 2020).

Graphic rating scale

In this performance analysis, according to the answer, the interview taker marks them as good, bad or excellent. The candidates need to provide the best and accurate answer for gaining the chance to the Morrisons.

Forced distribution method

In this method, the employees want to get more than one interview taker. As a result, there will be no chance of the bias. It is one of the best ways to measure the employee's performance. They can be judged accurately (Owen et al, 2020).

Critical incident method

In this method, the employees are critically evaluated and the interview taker asks them some irrelevant questions. In this performance appraisal, the interview taker wants to judge their mental capabilities to sustain in the unwanted situation (Alsuwaidi et al, 2020).

1.3 Modern methods of performance appraisal

Management by the objectives

In these techniques, the employees are unequivocally extended their management knowledge. The firm set some managerial activities to judge their managerial performance. They set their goal and the employees need to manage their activities properly (Bindels et al, 2021).

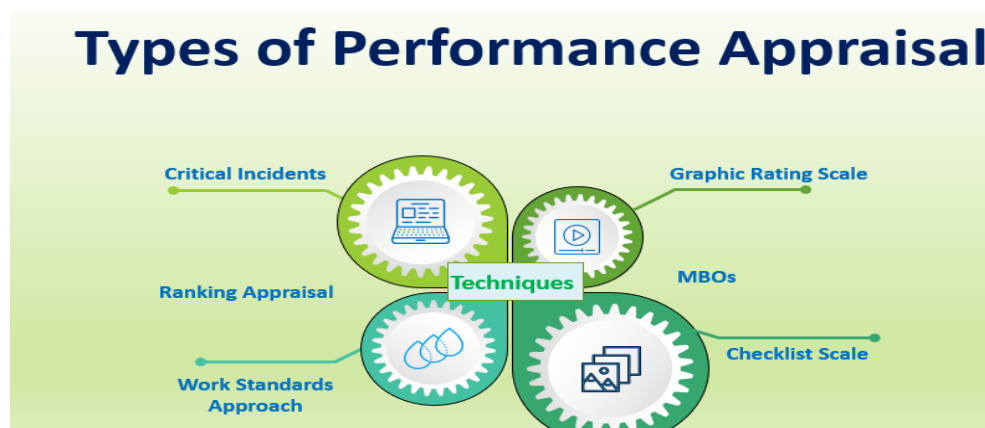


Figure: Modern methods of Performance appraisal (Thornton et al, 2020).

Behaviourally anchored rating scale

In this rating scale, the firm judges the employees' performance according to their behaviour. They tell them to work on some behavioural tasks effectively. In these cases, they can able to get the chance to know their employees (Bindels et al, 2021).

360-degree appraisals tools

In these techniques, the employees are treated all over the performance appraisal techniques. It is the combination of all the discussed performance appraisal techniques. The employees should be measured properly so that they can be judged accurately by the firm (Owen et al, 2020).

1.4 Impactful appraisal techniques

The appraisal techniques should be impactful so that they can generate more output and increase the work performance of the existing employees. In impactful techniques, it is the combination of planning, monitoring, rewarding, developing, rating and many others (Alsuwaidi et al, 2020).

Planning -The firm needs to plan accurately to operate its performance appraisal techniques properly. They have to take an effective business strategy so that they can deliver their employees toward the goal (Susman-Stillman et al, 2020).

Monitoring -The “Morrisons” has to monitor its employees properly and on the regular basis. If the employees are monitored properly they can work properly. As a result, the performance of the employees will be increased (Bindels et al, 2021).

Rating-After providing the training the firm assigns to them in the work. After submitting the task the organisations measure their employee’s performance. According to their performance, they can be ranked well, better or excellent (Thornton et al, 2020).

Rewarding

The business should reward their employees according to their performance. They need to judge the accuracy of the employee's performance. If the business organisations reward the employees then they can be motivated to work effectively (Owen et al, 2020).

B) A professional development plan with career objectives with the “Morrison’s” with the suitability, feasibility and acceptability that meet the individual needs

2.1 A professional development plan with career objectives with the “Morrison’s”

Professional development means providing a career-related experience so that the employees can operate their business activities properly. Professional experience is very important for the person who wants to contribute to the welfare of the business firm respectively. “Morrison’s” has to develop career objectives so that they can perform their task effectively and efficiently (Zoghalmi, 2020).



Figure: Purpose of a professional development plan (Hallmark et al, 2021).

Coaching

The “Morrison’s” need to provide training facilities to its employees. The firm needs to contribute to its employees by making them proud. They have to provide the best training facilities so that

the worker can perform better. The coaching should be objective oriented and they can need to contribute for the good fare of the firm (Bindels et al, 2021).

Build communication

The business firm has to build communication with the employees via social media or physically. They can be increased their bonding so that they can be able to gain the strategic objective of the business firm (Thornton et al, 2020).

Reflective supervision

Supervision means monitoring the work activities of the employees. The “Morrisons” need to keep their employees in touch. The employees always need to focus on their employees. As a result, the firm can able to reach its goal (Susman-Stillman et al, 2020).

Technical assistance

The “Morrisons” need to use technical skills and practice in their business area to produce more effective goods. In these consequences, the “Morrisons” have to provide technical support to their employees (Alsuwaidi et al, 2020).

Personal Development Plan			
Goal	Action	Evidence of achievement	Target Date
Need to develop my communication skills.	To develop my communication skills.	The company must establish contact with its personnel, either via social media or in person. They may strengthen their bonds in order to achieve the company's strategic goals (Thornton et al, 2020).	January 2022

Needs to develop my leadership skills.	To develop my leadership skills.	Performance appraisals are one of the most effective techniques to evaluate workers in order to promote them or raise their salaries (Owen et al, 2020).	February 2022
Needs to be time-bound and hardworking	To be time-bound and hardworking	Traditional and contemporary approaches are the most prevalent ways to assess an employee's performance.	March 2022

2.2 The process of the professional development plan

Professional development is the way of providing career-related work activities to its employees. The firm needs to create a good relationship with its employees. In these consequences, the “Morrisons” need to take some effective Stage to build a more productive professional development plan (Owen et al, 2020).

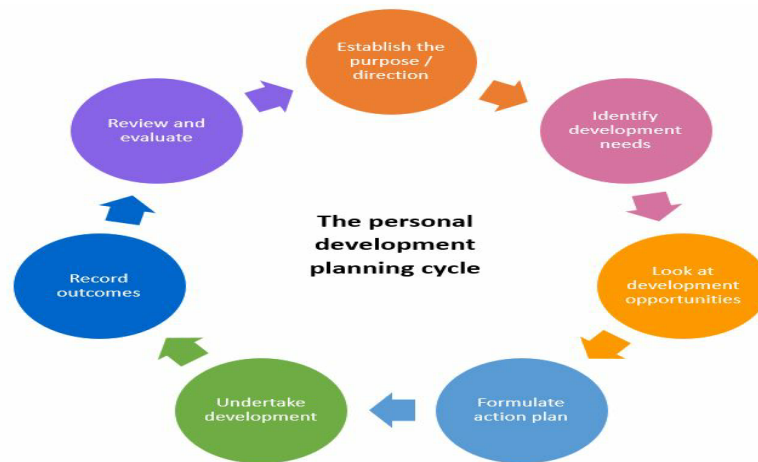


Figure: professional development Cycle (Ozkara San et al, 2021).

Plan

The plan is the role model of doing the future work activities. “Morrisons” need to take an effective business plan to succeed in their organisational achievement. If they take an effective business plan then it will be more productive for them (Bindels et al, 2021).

Learn

The business firm always needs to take learning opportunities from its business competitors. “Morrisons” have different types of competitors and they need to learn new things to compete with them

Reflect- Reflect means the mirror that can provide a view of the professional development of the Morrisons. The firm always needs to take an effective business strategy to provide good

feedback to their Market customers. So "Morrisons" always figure out the best goods to serve their customers

Evaluate

In this step, the business organisations need to analyse their work activities and are ready to implement their training activities. In these circumstances, business employees need to be also judged according to their work performance (Zoghlami, 2020).

2.3 Identifying the development needs and expectations of individual employees

The employees always want good environmental work in their business organisations. “Morrisons” need to build up a good environment for their employees so that they can able to contribute the welfare of the company. In these steps, we want to discuss some employees’ expectations from the organisations to meet their career development goals. The customers have to be loyal and ethical toward the company.

As a result, they can able to make good products. “Morrisons” has to analyses the strategy of three others business organisations. They need to focus on their competitive strategy. In these consequences, Unilever can able to take a competitive advantage over the others business organisations. They must offer the product according to the buying capabilities of the consumers (Thornton et al, 2020).

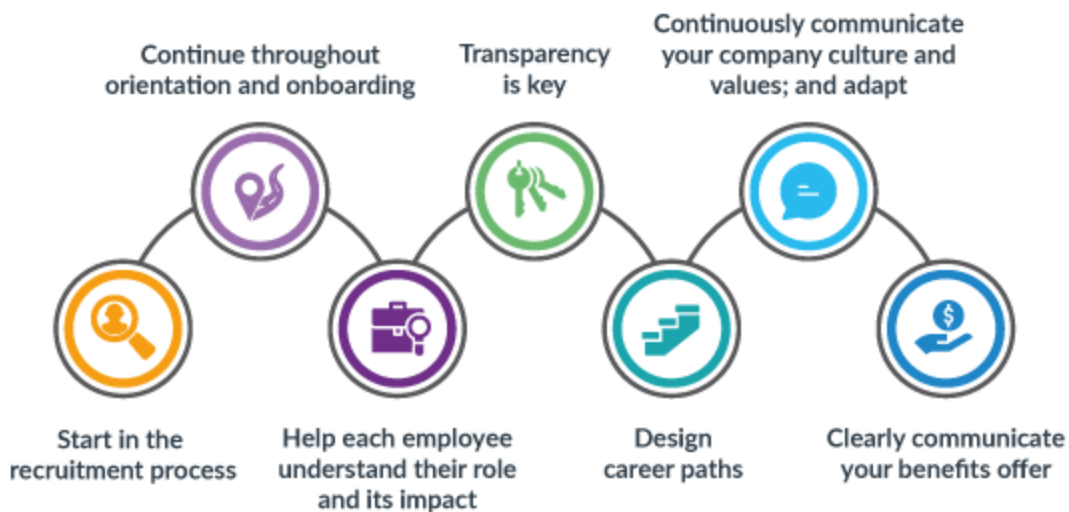


Figure: expectations of individual’s employees (Karlsson et al, 2020)

Organisational culture

The business firm has to establish a good and effective organisational culture so that the employees can operate their business organisations successfully. In these consequences, the “Morrisons” have to implement the best organisational culture to operate their business firm successfully. If the culture of the business firm is good then the employees will be encouraged to operate their business function successfully (Owen et al, 2020).

Pay equity

The business firm has to hire the best employees for their business organisations. If the HR Department of the business firm is good then it will be better to gain them. Next “Morrisons” have to provide better training to them. If the employees are good in their business organisations then it Will be better for them to provide an incentive or other facilities. The “Morrisons” need to provide equal benefits to its employees and they need to specialize in their work activities properly. As a result, they can be increased their work performance (Martínez-Caro et al, 2020).

Manager coaching

The manager of the business firm has to coach their business employees to work effectively. If the coach is good and friendly then the employees can earn a better knowledge from them. “Morrisons” need to provide better training facilities to its employees. As a result, they can contribute larger to the business firm (Zoghلامي, 2020).

2.4 Factors influencing the employee's performance

There have some factors that can influence the employee's performance. In these cases, the “Morrisons” have to judge the employees' performance and need to measure their employee's performance properly. The export expense is increased because they need to pay more tariffs on the business products. They cannot expand their business manufacturing company to the other country at a low cost and they need to take other legal procedures and documents. (Jawabreh et al, 2020).



Figure: Factors influencing the employee's performance (Zoghlami, 2020).

Leadership

The “Morrisons” has to lead their employees properly and they need to drive them. If they have a good leadership approach they can't be effective in operating their business organisations. By implementing a good relationship with the employees they can increase their work performance (Redondo-Sama, 2020).

Work-life conflict

The employees are sometimes involved with some conflicting issues and they need to fall in trouble. It is the best way to drive them toward the goal of the business firm. The “Morrisons” have to reduce the conflict among the employees (Thornton et al, 2020).

Motivation

Motivation means inspiring the employees and always encouraging them to gain the best quality of work. The Morrison should always motivate its employees to work effectively. As a result, the performance of the employees will be increased (Alsuwaidi et al, 2020).

Compensation and regarding

The employees who are in good need be rewarding and the people of the organisations need to work effectively so that they can get support from them. The employees who are not in the good shape need to be trained properly (Owen et al, 2020).

Conclusion

Thus, it can be concluded that The "Morrisons" have two methods for evaluating an employee's performance. "Morrisons" must provide the highest possible quality of company items in order to satisfy consumers. If the product isn't up to par, they won't be able to get a competitive edge. Employees must constantly be focused on their co-workers. As a consequence, the company will be able to achieve its objective. To measure anything, we must first amass a collection of instruments and procedures. Performance evaluation refers to evaluating workers' job activities and assessing their behaviour in relation to the company's goals. The "Morrisons" should make every effort to motivate their personnel toward the company's goals. When "Morrisons" assesses an employee's performance, they must choose the tools and approaches that will allow them to choose the best personnel. To make more effective items, the "Morrisons" must apply technical skills and practise in their field. As a result of these implications, the "Morrisons" are required to give technical assistance to their workers (Alsuwaidi et al, 2020).

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