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REFLECTION

CHANGEMAKERS: CREATIVITY AND VALUE CREATION
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Introduction

The popularity of remote work has changed the way individuals do their jobs and given workers greater flexibility in their work and personal life. People can work remotely, commonly referred to as telecommuting or teleworking, from places other than a traditional office setting, frequently from the convenience of their homes. According to Tapas K. Ray and Regina Panacryan (2021), employee flexibility will be significantly impacted by this change, giving them greater control over their working schedules, work-life balance, and general wellbeing. The nature of employment has drastically changed in recent years, partly due to technology breakthroughs and shifting paradigms. The broad use of remote work, which rose to extraordinary popularity in the wake of the COVID-19 epidemic, has been one of the most significant changes. The typical office space has surpassed its physical limitations in this era of digital accessibility, allowing employees to complete their work from the convenience of their house or other remote locations. Like many other countries, Malaysia has welcomed this trend, and an increasing number of businesses are giving their staff members the option of working remotely. This change raises the question of what variables affect employment flexibility among Malaysian employees who work remotely (Tapas K. Ray & Regina Panacryan, 2021).

In order to investigate this topic, researcher will embark on a reflective trip using the Gibbs Reflective Cycle, a systematic framework designed to help individuals analyse their experiences, generate insights, and plan for future activities (Paul Main, 2023). The six steps of the Gibbs Reflective Cycle are description, feelings, evaluation, analysis, conclusion, and action plan which makes it particularly well-suited for this examination (Paul Main, 2023). The reflection on the complex dynamics of remote work and its effects on employment flexibility in the Malaysian context will be guided by these stages.

Main Body

1.0 Gibbs Reflective Cycle

The description of the event or experience being examined is where the Gibbs Reflective Cycle starts. People are encouraged to give an accurate description of what transpired during this phase (Paul Main, 2023). The next section, Feelings, focuses on the feelings and ideas prompted by the experience. The third stage, Evaluation, asks people to evaluate the good and bad parts of the event while taking into account internal and external influences. The next phase, called Analysis, involves delving more deeply into the significance and ramifications of the experience (Gennaro Cuofano, 2023). The fifth stage, Conclusion, entails a summary of the lessons learned and the identification of relevant follow-up steps. The Action Plan stage, which comes last, supports the development of realistic tactics or adjustments based on the learnings from the reflective phase (Gennaro Cuofano, 2023).

The Gibbs Reflective Cycle's first step asks for a detailed description of the research problem. In this instance, the researcher will provide a thorough analysis of the variables affecting job flexibility for remote workers in Malaysia. This will include an unbiased assessment of the remote work environment in Malaysia, the difficulties experienced by remote workers, and the tactics used by businesses (Rohit Raj, 2023). As we progress to the Feelings stage, researcher will explore the emotional and psychological reactions sparked by the research results and the experiences of employees who work remotely. Researcher will investigate how these people feel about their work arrangements, including the positive feelings connected to flexibility and the unfavourable feelings related to possible isolation and difficulties juggling work and personal obligations (Rohit Raj, 2023).

In the evaluation step, researcher will evaluate our findings and their implications closely. This entails weighing the benefits and drawbacks of job flexibility in the context of remote work in Malaysia. The wider societal and economic effects of these elements will also be considered by the researcher (Michael Sarel, 2020). The analysis step will entail a more thorough investigation of the root causes and effects of the variables affecting job flexibility. The goal of the research is to identify the underlying reasons behind the difficulties remote workers confront and to assess how well organisational strategies are working to solve these problems (Michael Sarel, 2020). The main conclusions and takeaways from this analysis will be outlined at the conclusion stage. Researcher shall summarise the key findings and their

significance for the larger discussion about remote work in Malaysia. A succinct and understandable summary of the ramifications of findings will be given at this stage.

2.0 Creation of Idea

I wanted to study this topic since it is relevant to the modern workforce. Understanding the elements determining workplace flexibility is essential as remote work spreads around the globe. This research can offer insights that are relevant to a sizable section of the modern workforce. The general well-being of the workforce might then be considered as well. Work-life balance and employee wellbeing are directly impacted by job flexibility (Assoc. Prof. Dr. Rashad Yazdanifard, 2023). Gaining knowledge of these elements can help the workforce's mental and physical wellness.

Accessing a broad and representative pool of remote workers in Malaysia was one of the main challenges. It was challenging to get involvement from people spread out across many locations and sectors. Additionally, it took a lot of work to ensure that the data is thorough and objective because some individuals and organisations might be reluctant to reveal private information about their employment situations. Since time and resource constraints frequently affect research. I have a hard time meeting deadlines, especially when dealing with time-consuming data collection processes, analysis, or unforeseen setbacks. Additionally, a lack of funding and resources makes it difficult to conduct thorough study and forces researchers to make trade-offs.

3.0 What Has Been Learned by The Researcher

The beginning stages of this research's design were greatly influenced by the methodology chosen. What has been discovered is that combining quantitative and qualitative methodologies is necessary when researching remote work in Malaysia. Qualitative data allowed us to delve further into the experiences, attitudes, and nuances of remote working employees while quantitative data provided statistical insights into trends and patterns connected to the adoption of remote work. This method demonstrated that job flexibility goes beyond just numbers and statistics and reveals its multidimensional nature (Adriana AnaMaria Davidescu, 2020). It is intricately linked to societal variables, organisational culture, and personal experiences. This

knowledge informed the study's later phases by highlighting the significance of a thorough strategy that takes both quantitative and qualitative factors into account.

It was a revelation in and of itself to collect data in Malaysia while working remotely. What I discovered was that, depending on variables like industry, job function, and personal circumstances, employees' experiences differ dramatically. For instance, workers in traditional businesses were traversing this territory for the first time, whereas those in the computer industry frequently had more established remote work arrangements (Amanda Stevens, 2021). The information gathered showed that attitudes regarding job flexibility among employees ranged from enthusiastic welcome to scepticism and worry. While some workers delighted in their newfound flexibility to work from home, others struggled with loneliness and the blurring of work and personal life.

The knowledge gathered during the course of the study was the presentation of the concepts and findings. What I took up from this experience is that effective communication is necessary to convey complex notions about remote work and employment flexibility. Not only should data and figures be presented, but also a gripping narrative. The significance of taking a balanced approach to remote work was highlighted by the data-driven story we created. It emphasised the necessity for businesses to offer the resources and assistance needed for remote work while also taking into account its impact on people (Enrico Battisti, 2022). Additionally, I discovered that the conclusions had ramifications for both governments and enterprises. By addressing concerns like taxation, labour rights, and infrastructure development, the findings of this study can help Malaysia design rules and policies that encourage remote work arrangements.

The use of questionnaires was crucial in revealing the complex dynamics of this subject. I manage to get the results I was hoping for. Several important findings that provided a greater understanding of the difficulties, preferences, and perspectives of remote workers in Malaysia were revealed through the replies gathered. The complexity of work flexibility is one of the key lessons learned from the questionnaire procedure. It became clear that flexibility involves a range of characteristics and extends beyond simple shifts in working hours. Employees emphasised the significance of flexibility in their schedules, choice of workplace, ability to manage their responsibilities independently, and ability to balance work and personal life (Jennifer Herrity, 2023).

The central importance of connectivity and technology in defining occupational flexibility is one of the most striking findings from secondary research. Malaysia has positioned itself as a favourable environment for remote work because to its advanced digital infrastructure. Employees can now easily communicate with their employers from almost anywhere because to the ubiquitous availability of high-speed internet and the growth of communication tools and platforms (Wayne F Cascio, 2016). This illustrates a crucial lesson: the bounds of labour have changed as a result of technological improvements, enabling a new level of freedom that transcends geographical restrictions. A deeper look into the research materials also highlighted the complex dance that takes place in a remote work environment between job and home life. It is evident that while remote work promises greater working flexibility, it also fuzzes the boundaries between the personal and professional domains (Wayne F Cascio, 2016). This may be a two-edged sword for workers. While working from home offers convenience, it can also make it difficult to separate business and personal life. This highlights the significance of the delicate balancing act that remote workers must perform, making this a vital lesson, employment flexibility necessitates a purposeful effort to manage work-life integration properly (Wayne F Cascio, 2016).

Regarding the elevator pitch, I was still feeling nervous about the presentation video so I wasn't quite confident. I became aware that I had not been able to communicate my ideas and views as effectively as I had hoped. The timeframe was the key factor; the allocated three minutes were insufficient for me to cover all of my points, so I had to exclude certain elaboration to make the most of my time. However, the comment about the pitch and tone of my voice raises an important issue. I tried my best to convey the information, but it seems that I need to be more conscious of the volume and tone of my voice in order to make sure that everyone in the audience can hear me properly during the presentation. This statement serves as a helpful reminder that effective communication encompasses both the content and the style of delivery.

4.0 Reflecting on Learning

The critical thinking skill has given me a great exposure in this research paper. It involves raising doubts about presumptions, opposing conventional wisdom, and addressing issues with an analytical and open mind. This ability has given me the freedom to think differently, investigate unorthodox lines of investigation, and offer novel insights to my field of study. For me as a researcher, the process of developing and honing these learning skills has been transformational. These abilities are not static; rather, they are always changing as I take on new tasks and seize new chances in my industry. They give me the ability to tackle challenging research topics, add significantly to the body of knowledge, and have a beneficial influence on society. I'm devoted to enhancing and using these talents as I carry out my research in order to push the boundaries of knowledge and effect positive change.

Conclusion

It is clear from this investigation of the elements impacting employment flexibility for remote workers in Malaysia that the working world is undergoing a significant upheaval. The trend of remote work has evolved into a fundamental change in the way we think about employment. This study revealed a wide range of elements that affect how flexible a job is for remote workers. We discussed the benefits of autonomy and an improved work-life balance, but we also discussed the drawbacks of isolation and poor communication. It became evident that working remotely has a double edge, providing both novel opportunities and particular challenges.

It has been a journey of self-discovery as we have moved through the Gibbs Reflective Cycle, both for the researcher and, perhaps, for the readers. We now know that employees must be flexible, disciplined, and excellent communicators if they are to work remotely. Organisations must simultaneously foster a remote-friendly culture by incorporating powerful digital tools and adaptable policies. Therefore, remote work is at a critical crossroads both in Malaysia and the rest of the world. The takeaways from this analytical reflection highlight the significance of a symbiotic interaction between people and organisations. We must cultivate resilience, embrace change, and keep working towards the delicate balance that is employment flexibility in the digital era if we are to flourish in the changing world of work.

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