

BA Leadership and Management Skills for the Workplace

Module: Workplace Culture and its impact on Organisational Efficiency

Module code: BMSW 5105

Academic Interview – Task 2

Module Leader: Olusoyi Ashaye

Student Name: Dimitrichka Dimitrova

Student ID: 2123033

Table of Contents

Questions I was asked:	3
My answers:	3
Reflective Analysis Using Gibbs' Reflective Cycle.....	4
Description:	4
Feelings:	4
Evaluation:.....	4
Analysis:	4
Conclusion:.....	4
Action Plan:	5
References	6

Questions I was asked:

1. Tell me something about EasyJet?
2. What is the organisational culture of EasyJet?
3. What is the organisational structure of EasyJet?
4. Can you give an example of an ethical approach in EasyJet?
5. What recommendation would you make for EasyJet?

My answers:

1. I explained that EasyJet is a low-cost airline company founded in 1995 which currently operates in 35 countries and offers a wide range of travel offerings, such as travel packages, airport lounges, car rental and others (EasyJet, 2021).
2. I emphasised that EasyJet's organisational culture is one that places high importance on innovation and agility (EasyJet, n.d.).
3. I described EasyJet's organisational structure as flat and decentralised.
4. I struggled with this question and could not provide an answer.
5. My recommendation was for EasyJet to proceed with its endeavours for continuous improvement but ensure that any undertaken changes align with the company's core values and do not compromise its organization stability.

Reflective Analysis Using Gibbs' Reflective Cycle

Gibbs' Reflective Cycle comprises a structured framework for guiding individuals through the process of reflecting on their experiences and learning from them (Quinn, 2000). Upon having submitted my report assignment and attended an interview regarding it, I will employ this reflection tool to dissect and gain insights from the experience.

Description: As part of the assessment process for the, I took part in an interview regarding a report I had composed on the company EasyJet.

Feelings: Prior to the interview, I experienced a mixture of anticipation and nervousness. While I had thoroughly prepared, the prospect of being evaluated and having to showcase my knowledge in English, which is not my first language, made me particularly anxious. After the interview, I felt a sense of relief but wished I had given better responses.

Evaluation: In hindsight, my interview experience had both positive and negative aspects. On the positive side, I managed to share fundamental information about the company EasyJet and its organisational culture and made a viable recommendation. However, I consider that I could have provided more comprehensive answers to the questions and conveyed my thoughts and knowledge more clearly and confidently. Moreover, I encountered a difficulty when I was asked for an example of an ethical approach used in EasyJet.

Analysis: Upon reflection, I recognise that my overall interview performance was satisfactory, as I managed to provide good answers on the majority of the questions posed to me. Nevertheless, my nervousness and language-related concerns impacted my ability to express ideas clearly and confidently and caused me to fail to answer one of the questions, highlighting the importance of me focusing on enhancing my English and communication skills and better managing anxiety in future interviews.

Conclusion: The interview experience was a mix of successes and challenges. While I managed to deliver strong responses to most of the questions, the impact of nervousness

and language-related issues prevented me from fully showcasing my abilities. To enhance future performances, I recognise the need to focus on bolstering my confidence, refining language and communication skills, and developing anxiety management strategies.

Action Plan: Moving forward, I plan to proactively address my nervousness by engaging in mock interview sessions and practicing in front of peers to simulate an interview environment and build familiarity in answering various question types. Moreover, I will commit to regular practice to refine my English and communication skills to ensure that I can convey my thoughts more clearly and confidently.

References

EasyJet (2021) *What We Do*, EasyJet. Available at: <https://corporate.easyjet.com/about/what-we-do>.

EasyJet (no date) *Our Strategy*. Available at: <https://corporate.easyjet.com/about/strategy#:~:text=easyJet%20aims%20to%20deliver%20a>.

Quinn, F. M. (2000) Reflection and reflective practice, *Changing practice in health and social care*, pp. 81-90.

Rotondo, F., Corsi, K. and Giovanelli, L. (2019) 'The social side of sustainable business models: An explorative analysis of the low-cost airline industry', *Journal of Cleaner Production*, 225, pp. 806-819.

Xenikou, A. and Simosi, M. (2006) 'Organizational culture and transformational leadership as predictors of business unit performance', *Journal of Managerial Psychology*, 21(6), pp. 566–579.