



Developing Workplace Critical Thinking

(BMSW5101)

University of Wales Trinity Saint David

Assignment 1

Student's name: Asya Galyova

Student's number: 1905706

Tutor's name: Yajesh Kumar

“How do Organizational beliefs, values and attitudes affect workplace behavior and how will workplace change for post COVID Mindset to build more resilient workforce in future?”

Executive Summary

The current COVID 19 pandemic has mainly enforced new social distancing norms and new behaviors within the workplace. This report has mainly summarized the importance of personal values, attitudes and beliefs within JD Sports. It has been analyzed that strong workplace values mainly drives huge job commitment, positivity and patience among staff members. Further, The report has described different management theories such as contingency approach, scientific management, human relations and Theory X & theory Y. It also illustrates certain strategies for JD Sports to deal with COVID 19 pandemic. Some of them are wellbeing programs, flexible working arrangements and clear communication protocols.

Introduction

This report mainly provides detailed background about different management theories and its importance in JD Sports. It often demonstrates that how workplace beliefs, attitudes and values affect organizational success. The report has also provided suitable recommendations that how JD Sports can tackle COVID 19 issues. It also demonstrates that how organizations can adapt itself within new changing environment. The report has entirely focused upon core values and beliefs of JD Sports. It also illustrates different management theories such as human relation theory, scientific management etc and its impact upon business operations.

Company Overview

JD Sports is the leading sports fashion retailer in UK. John Wardle and David Makin has founded JD Sports in 1981 (JD Sports, 2021). The company mainly offers luxurious shoes, fitness gear, face masks and clothing accessories to customers. Apart from this, JD Sports also owns several fashion brands such as JD Gyms, Finish Line and Sports Zone. The company mainly owns 402 stores in UK and 64 stores in USA. JD Sports has mainly recruited 56,685 employees and generate huge turnover around 11 billion. The mission of JD Sports is to occupy dominant position in UK sports industry.



Source: (JD Sports, 2021)