

Skills for the Workplace

Module Assignment Submission

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Introduction

The study has been produced in terms of the report that includes the functioning of the critical thinking aspects in an organization in terms of the workplace of the organization. The study is being tried to be enhanced through the provision of the understanding of the attitudes of the employees through the development of the study of different theories and concepts that are liable to be included in terms of developing the organizational functioning. I am an attendant of the organisation with precise duties related to the enhancement of the consumer satisfaction through the room services. The allocation of my responsibilities is aligned with attaining the in-house requirements of the guests for the organisation. The study has followed the stances of describing the reasons that lie behind the changes that occur in an individual who is referred to as the employees of a particular organization. Therefore, the changes in the attitudes, their perspective of the value of the workplace etc, is aimed to be assessed within the assignment. The study advances with the analysis as well as an assessment of influences that the workplace beliefs provide to its employees (Miletzki and Broten, 2017). On the other hand, the study also aims to identify the behaviour style as well as the changes, in the same way, producing an effective study of the differences of the change in the culture as well as behaviourism in the organization. Besides, the workplace beliefs are to be incorporated in the organizational functioning in order to enhance the scale of performance of the employees in the organization. The study further proceeds with the interpretation of the theoretical implications of the case of the assignment. Furthermore, the study has been enhanced with the provision of the recommendations that may help in the development of the operations of the organization.

The case in workplace

The Customer based survey has indicated the Room Service customer satisfaction is getting lower and the Sales and Revenue needs to improve. Therefore a solution for this case has been referred from the General Manager of the Luxury Hotel. The teams in Room service has to get together including the Managers, Supervisor and Servers to get the Service standards high and in recommendation level.

Analysis Beliefs of Managers and Service Employees

The performance of an individual assigned to a particular job role in an organisation can be influenced by the relative ability of comprehending the procedures in the designated role play. The inclusion of sustainable performance measures in an operational procedure can be tentatively influenced by the relative attitude of the employees in enhancing the effectivity of the assigned task. On the contrary, demonstration of the contemporary abilities for defining the optimum standards of performance management can be rationalised through a justified relativity among the contemporary aspects of performance development.

Identification of the essential postulates of operation along with a relative reflection on the adaptive contemporaries of a business procedure can be considered as a dedicated interface relating to the complimentary abilities of profile development. A friendly approach along with an open mind-set can be considered as a highly desired capability that enhances the aggregate performance of a team. Accumulation of information of the business domains along with a precise determination of the relative perceptions concerning the brand and of the stakeholders can be considered as a cumulative implication of the strategic workflow (Mezirow, 2018). The depiction of the sustainable standards of operation along with a suitable ornamentation of the reflective standards can be portrayed as a strategic intercept relating to the differentiation of the functional postulates in a work profile. Adaptive demonstration of the precise abilities along with a contemporary saturation of the differential liabilities can be contemplated through altercative virtues of profile management along with an axial nomination of the fundamentals of sustainable business operations.

The determination of the strategic flaws along with a precise modification of the selective strategies can be considered as propaganda of relative management. The inclusion of the perception of the team members in a particular functional procedure can be defined through the typical alternatives and a functional segregation of the business portfolio may be achieved. It can be indicated that UK attracts many tourists concerning its cultural and traditional heritage. Multiple tourists belonging to different cultural backdrop can be considered as a reflection of the tourists, which reflects differences in attitudes, beliefs and behaviours.

I have been able to reflect on my communication skills to entertain the variances of the consumer requirements and deliver in accordance with their priorities. The diversification of the business opportunities along with a suitable inclusion of the strategic aspects of the behavioural profiles and the acceptance towards their relative counterparts can be considered as an influential to the altercative aspects defining the sustainability of a workforce. The adaptability to the performance procedures along with an axial saturation of the relative liabilities can be differentiated through a precise interception of the differential profiles of operation and a comparative nomination of the frictional aspects of development.

A suitable escalation of the differential profiles along with a contemporary intervention of the frictional abilities can be differentiated as a postulates defining the ethical aspects of a workplace behavioural conduct (Dekoulou and Trivellas, 2015). A defined overview on the functional correlatives along with a precise presentation of the strategic aspects can be considered through a saturation of the selective elements relating to a suitable differentiation of the operational postulates. The identification of the operational strategies in accordance with the functional aspects of team development may be justified as a tangible relative of the portrayed operational styles being defined by their relative utilities of discriminating opportunities.

The differentiation of business diversities along with a precise saturation of the operational baselines can be integrated to the functional aspects of profile management along with an axial intervention of the strategic postulates. I needed to adapt to a suitable behavioural approach that suits the acceptance of the guests in the hotels. The determination of suitable procedure can be projected through an eventual adaptability of the considered styles of operation. The relation among the guests and the reputation of the organisation is highly influenced by the behavioural approaches of the in-house attendants. The demonstration of a cohesive strategy in accordance

with the identified paradigms of a suitable work environment can be promoted through a precise attenuation of the functional liabilities in accordance with their relative intercepts of sustainability development. The identification of the contemporary liabilities in an operational procedure along with a selective inclusion of the strategic aspects can be differentiated as a basic aspects of operations and may be reflected through the potential scopes of sustainability development (Huber and Kuncel, 2016). The identification of the axial constraints of operation along with the influences of a harmonious work environment on the performance of the employees has been considered as an indispensable aspect of escalating sustainable standards of operation.

The inclusion of a strategic portfolio for accelerating the growth projections in an organisation can be termed as an effective reflection on work place management policies relating to aggregate development of business as a productive entity. The depiction of the theories of performance management in accordance with an aggregate increment in the performance magnitudes may yield fruitful results for a single participant in a business procedure. The inclusion of the eventual intercepts of operation along with a functional segregation of the business abilities can be considered as a basic relative of the selective profiles along with an axial saturation of the opportunities contemplating the virtues of adapted strategies.

The development of the functional profiles along with a diversification of the managerial standards can be promoted through a selective appreciation of the liabilities in accordance with their relationship to the organisational performances. I have been able to develop my career objectives, which may be related to the various motions of an effortless operational analogue. The diversities in the tourism base along with a suitable differentiation of the cross-cultural types have been considered as a comprehensive determinant of the sustainable standards of operation. The identification of the growth opportunities and a derivation of strategies in accordance with the identified opportunities can be escalated by the relative virtues of a harmonious workplace and a synchronised performance projection of a functional team. The inclusion of the strategic aspects of operation along with a diversified determination of the functional liabilities can be contemplated through selective virtues of profile management along with a selective analysis of the differential constraints of operation. A suitable identification of the cross-cultural traits along with the intercepts of particular community feelings has evolved as a contemporary element of sustainability of global teams.

A precise inclusion of the strategic aspects along with a segmentation of the opportunities can be defined through a diversified determination of the functional agilities along with a contemporary nomination of the axial elements of operation (Zuriguelpérez *et al.* 2015). The inclusion of the strategic coefficients of operations along with a precise inclusion of the sustainable standards of business management may be influenced by the tangible components of employee attitudes, behaviours and workplace beliefs. An axial inclusion of the business components along with a precise modification of the operational liabilities can be considered as a precise relative of the operational coefficients along with a perpetual alignment to the ethical and legal postulates of a work profile development. I have been able to discriminate the virtues of regular operation along with a potential assessment of the various factors relating to a discrimination of the operational profiles. The inclusion of the various aspects of operation has been diluted in accordance with the identified constraints of preventive operation strategies. The identification of the perpetual elements along with a precise selection of attenuates can be defined through a frictional liability relating to the contemporary alternatives of relationship building as immediate constraints of escalating performance projection. The demonstration of a proportionate relationship among the work place attitudes, beliefs and practices along with the production magnitude of the employee can be rationalised through the regular performance analysis.

Critical assessment of the influences of workplace beliefs, attitudes and values to behavioural styles

A defined overview on the sustainable patterns of operation along with a selective projection of the constraints relating to an adaptive management of the functional patterns can be differentiated through a diversified integration of the sustainable modules of operation. The nomination of the frictional agilities along with a peculiar depiction of the alternative aspects can be differentiated through selective aspects of management. The inclusion of the suitable profiles of operation reflected through the behavioural patterns of nominating alternative standards can be proposed through a diversified evaluation of the sustainable standards of operation. The nomination of the portrayed elements in accordance with a perpetual determination of the contingency abilities can be diversified as a systematic provider of the tangible interfaces in accordance with the suitable postulates of operation.

The diversification of the abilities in accordance with a suitable provision of the liability interfaces can be accumulated through a selective determination of the contrastive abilities of functional operations. The determination of the sustainable profiles of operation in accordance with a selection of the nominated opportunities can be contemplated through the virtues of relating potential alignments along with a suitable provision for the diversity management alternatives in the globalisation era (Freeling and Parker, 2015). The nomination of the functional patterns in accordance with a selection of the perpetual alternatives can be promoted through a suitable modification of the operational patterns along with a justified inception through the contemporary postulates of managing workforce requirements. The determination of the operational analogues along with a comprehensive projection of the substantial credibility can be promoted through an axial liability of interpretation of the consumer requirements and development of the strategies in accordance with the same.

The nomination of the effective standards along with a suitable nomination of the perpetual coordinates can be considered through a contemporary diversification of the promotional intends. The perceptions of the employees in the organisation's achievement in their relative goals of

sustainability can be considered through a pretentious evaluation of the contemporary interface relating to the luxury hotels. The smooth flow in the operational postulates along with a selective acceptance of the managerial standards can be accepted through an identified discrimination of the differential liabilities of rationalising employee expectations through the contemporary procedures of operations.

The development of the business requirements with an acceptance of the functional postulates of operation can be considered as a relative coefficient of escalating managerial liabilities along with a selective provision of the behavioural integration at apex summits. As indicated by Luke (2018), the development of the workflow in accordance with a suitable attenuation of the complimentary aspects of operation can be considered as a relative justification of the acceptance of the natural implications in the managerial styles. The identification of the perpetual constraints of operation in accordance with the various determinants of workforce sustainability can be reflected through a peculiar inclusion of the functional elements along with a strategic portrayal of business opportunities.

The segmentation of the contemporary standards of operation along with a defined segregation of the opportunities can be aligned to a typical acceptability to the work patterns. The integration of the frictional abilities along with a secured gateway for defining the typical postulates can be considered through a sustainable presentation of the opportunities to the determinants of work profiles sustainable patterns. The determination of the selective liabilities of operation along with a provision of the suitable intercepts can be rationalised through a tactical determination of the postulates of operation. The inclusion of the frictional aspects in accordance with a suitable elimination of the comparative hindrances can be considered as an effective virtue of defining the differential postulate of operation. The determination of the frictional aspects along with a perpetual accumulation of the production components can be diversified as a postulate of relating to operational baselines along with a stipulated discrimination of the relating to the identified patterns of operation. The axial reflections along with a suitable acceptance of the functional styles can be rationalised through a selective differentiation of the operational postulates (Jyoti and Dev, 2015). The determination of the tentative of individual and organisational operations may be related to a diversified nomination of the functional aspects in accordance with the suitable postulates of defining the requirements in a workforce.

The identification of the contemporary patterns of operation along with a determination of the relative liabilities of operation can be considered through a frictional altercation of the nominated profiles in accordance with a justified elimination of the operational intercepts. The determination of the precise extents of operation in accordance with the strategic liabilities of operation can be considered as a tactical virtues of relativity management and a selective altercation of accelerating liability procedures. The inclusion of the sustainable standards of operation in accordance with the differential domains of selective liabilities can be considered through a selective virtue of management along with a perpetual analysis of the alternatives of proportionate operation. The demonstration of a suitable relationships among the defined aspects of behavioural types can be contemplated as a charismatic aspect of escalating the performance magnitudes of the employees.

The differentiation of the performance projections in accordance with a suitable identification of the contemporary patterns can be deemed through a perpetual analysis among the cost constraints and resource developmental aspects of production (Boehm and Dwertmann, 2015). The integration of the liabilities of operation along with a precise inclusion of strategic aspects can be differentiated though the diversified intends of the resource management utilities as the elements of escalating relative performance of the employees. The differentiation of the functional agilities in accordance with a suitable segmentation of the liabilities can be considered as a tangible alternative of defining the contemporary postulates of operation along with selective amendments of the functional profiles. The differentiation of the operational liabilities in accordance with a tactical response to the analytical postulates can be defined as an integrative of the behavioural pattern and attitudes in workplaces.

Leadership and Service style

The theoretical behaviour among the persons belonging to a major functioning in a workplace has been undertaken under a number of theories and concepts. One of such concepts is the transformative learning theory. The transformative learning theory is an important component of the work place critical thinking module as it helps in undertaking of the perspectives that talk about transformation of the psychological structure of mind of an individual. This individual has been referred to as the professional who is engaged in a workplace. Therefore, the functioning of the individuals has been effectively described by the theory relating the change in behaviour of the professionals who are the workers in the organizational workplace.

As opined by Roderick (2016), the psychological changes in the mind of the workers have been discussed through understanding or realization of the self. Each person or individual in an organization produces a belief towards the self-respect or self-value as well as towards certain convictional aspect. Therefore, the critical thinking in workplace has been backed up by the views that suggest that there is a change in the belief systems of a worker in accordance to the change of the conditions of the workplace. Therefore, there are certain changes noticed in the attitudes of the workers. In case of maintaining, a change of leadership in the Luxury Hotels a leader has to change him in order to cope up with the conditions of the workplace. On the other hand, the theory helps in understanding the features of the study that defines the changes that comes to the lifestyle of the individual. Therefore, this is directly linked towards the development of the changes in the organization that is contributable to have change in the culture of the organization. The theory of the transformative learning has been therefore, linked with a numerous other theories that acts as a binding concept to keep a congruence towards the culture as well as behaviour of an individual in a workplace.

One of the theories that have linked the transformative learning theory with theories is the theories of performance management. The theory of performance management includes the functioning of a leader in an organization over a systematic basis. This includes provision of a work culture that promotes changes in the organization in terms of the behaviours of the members that are associated

with the organization (Park and Han, 2015). Hence, the change management or performance management has been termed to be concentrating on the qualities that a leader should possess in order to have an effective presence among this team members as well as with the team members.

The leader should be inclusive of the abilities that abide by the factors that are responsible for leading a group of people towards success of the organization in order to deduce a situation that would enhance the performance of the team members. The workers in an organization are kept liable for the success and the failure of the organization. However, on the other aspect can be described that the workers in an organization are one of the most valuable units of an organization. The performance of the organization is greatly based on the collective performance of the workers who are the largest unit of the organization by volume (Shiraev and Levy, 2016). Therefore, the Luxury hotels are liable to run certain employee satisfaction functioning that would help in enhancement of the satisfactory level of the employees of the organization. Hence, an important role of the leaders in an organization is to stay aware of any grievances the employees have in the organization. Therefore, the grievances can be used as the feedback from the employees. This makes the organization to understand the loopholes in its important functioning of providing a provocative approach to the employees that would raise their performance levels. Thus, this is an example of the contemporary function of the leader in the organization that shows that the leader is liable to management the employee grievances.

Alternatively, the leaders are also liable to make changes in the organizational functioning on the market perspectives. The customers are another important pillar of the organization that helps it to evolve according to the market demand (Alfaro-Lefevre, 2015). Therefore, the leaders make the functioning easier by linking the objectives of the organization to satisfy the market demand through the development of an ultimate competency among the employees who are an important part of the organization.

However, the critical thinking in the workplace also indicates towards the existence of another factor in controlling the environment of the workplace by the leaders that is described through the Needs Theory. The Needs Theory defines the fact that the motivation that is aimed to be fostered among the employees in the organization can be ensured through the development of the competency in the five main factors or dependency of the life. These are safety, physiological factors, self-actualization and social esteem. Therefore, the origination has been a follower of this

theory that understands the concepts of providing the employees with easy access to the five basic needs of the motivation. More significantly, it should be stated that the organization produces a competent liability for the fulfilling the competency of life (Dwyer *et al.* 2014). For example, the workers or the employees should possess certain incentive scale that helps in raising the monthly or yearly earning scale of the organization. This may also help in showing an urge to have an increase in the disposable income of all the workers in the organization. This helps the employees to rise in standards or living that provides the family of the worker with a secure home for living as well as healthy environment that enhances the health safety of the employees as well as their family members. On the other hand, these kinds of incentive scale may also be related to the provision of an opportunity to the children to have adequate education.

The employees of the organization may be kept under the fund that is liable to sponsor the education of any four or five employees per year. The interpretation of the suitable workplace behavioural agilities can be promoted through a differential overview on the axial relationship to the magnitudes of consumer satisfaction that is being achieved. The determination of the comparative aspects of management along with a selection of the diversified intends can be promoted through a liability of the alternative approaches of management. The identification of the comparative constraints of workplace management has been discussed as an essential ingredient of defining sustainable postulates of operation. The identification of the similar procedure has been allocated through diversified determination sustainable standards of operation. This may work as a motivation of the employees to have an engagement with the organization. Therefore, this is implicative towards producing an enhancement of the motivation of the employees to keep attached to the organization. Thus, the employee employer relationship is enhanced due to this. On the other hand, the act of philanthropy can be reflected upon through this kind of functioning of the organization. Therefore, it is the role of the leaders in the organization to combine all such factors of the organizational success that would be liable to be induced with incrementing the effervescence of the employee engagement in the organization.

The development of the living standards of the organization can be contributable towards development of an enhancement of the living standards of the organization. This encourages development of the self-esteem of the individual in the society (Halpern, 2014). Hence, the social inclusion becomes an important factor that helps in enhancing the motivation of the worker to

enhance the performance level in terms of making the perfection level of their activities considerably high.

Recommendations in the favour of the organization

The behaviour of the organization is directly or indirectly commendable towards defining the behaviour of the members or the employees of the organization towards the development of the satisfaction of the employees. Therefore, the organization is liable to implement certain kind of functioning that is liable to develop sense of security of the members being a part of the organization. Hence, the recommendation that is provided to the organization to have an enhancement of the working capacity of the members or the employees in the organization is to have an effective implementation of Needs Theory (Andreouet *al.* 2014). Therefore, the organization should establish such kind of functioning through its leaders that all the needs of the employees are satisfied in terms of provision of certain reliefs like accessibility of the provision of work from home of the employees. This may be acting as a liability to enhance the performance level of the Luxury Hotels.

On the other hand, the organization should be paying attention towards the collection of the feedback of the employees to understand the grievance level of the employees. Therefore, the employee's feedback system should be enhanced and maintained in order to stay aware of the implications of the organizational functioning to the workers. Therefore, the communication capability of the leaders should be encourage to be developed. Hence, the organization may include certain programming such as courses or training sessions for the leaders to enhance their level of the confidence to deal with his or her team members.

Conclusion

The study has reflected on the development of the concepts that make the organizational functioning of the organization better. Hence, various kinds of studies have been induced in the production of the report that helps in assessment several theories. The theories that are included in the structure of the report is liable to include the transformational perspective theory that helps in understanding the concept of changes that the human mind may have from time to time. This includes the functioning of differential organizational context that helps in integrating the employee behavioural changes due to the change in mind. The role of the leaders in the organization has also be induced in the study. In addition, the organizational functioning has been termed to be induced in the study of the organization that provides the understanding of the basic needs of the employees that would be liable to produce enhancement of the motivation level of the employees. The performance management theory has been indicated towards the development of the context that aims at involving of innovation in the functioning of the organization. Hence, the study has emphasized various levels of implications that develops the stature of contemporary functioning among the employees of the organization.

In addition to the functioning, the organizational development has been aimed to be enhanced with the development of certain important criterion that recognizes the areas with the need to develop the functioning of the organization. Therefore, the recommendations are aimed to enhance the overall performance deriving a greater revenue return for the organization.

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