



**TITLE : A REFLECTION ON MAKING PRESENTATION ON HR
EFFECTIVENESS MEASUREMENT**

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I will write about my experience of doing a presentation on the HR effectiveness measurement using the Gibbs reflective cycle.

Description

In my team, there were a total of 5 members. In the group, everyone had specific roles. Human resource is a vast field and several factors have a deep impact on HR effectiveness. Before making the slide, we made a complete outline of how the entire presentation would look like. Then, we proceed to data collection. We have focused on several aspects of HR such as how an HR manager can ensure the HR strategies are aligned with the organization's vision and mission, the best strategies for talent management, employee engagement, and prime factors motivating employees to work hard and so on (Adeani, Febriani, and Syafryadin, 2020). I have a keen interest in knowing different cultures and their values. Thus, I focused on the importance of diversity and inclusion in HR management. I highlighted what measures HR managers must take to strengthen their code of conduct. Every member was very supportive. They not only prioritized their own work but used to help others to finish their work. We had a team meeting every day to discuss the progress of the work.

To make effective presentations, the slides must be eye-catching. Unless the audience would not get engaged with it. As I had a certification in graphic design, the group gave me the responsibility to make the slides attractive. I worked very hard on it and used visual aids, infographics as well as humor to make the slide attractive (Boetje and van Ginkel, 2021). Our group made a total of 28 slides on HR effectiveness measurement giving a comprehensive idea of this. I had very poor public speaking skills. I did fumble while delivering it. I became more nervous while giving presentations but still tried to engage with the audience. I carefully listened to their questions and gave answers optimal to my ability.

Feelings

I never worked on a group task. Thus, I was very excited about this. All the members were very friendly. There were many members who were more experienced than me. But they never showed me ego. I was treated fairly and respected equally. Every member used to encourage others and gave constructive feedback. Thus, a positive environment was maintained throughout the work.

Every member has a different approach to a problem. They used different techniques to refresh on a topic. This has helped me in identifying weaknesses in my approach and sharpening my abilities (Sekarwinahyu *et al.*, 2019). I developed a sense of collaboration in this group's task. I realized how mutual cooperation and collaboration can enhance the efficiency of a task.

Everybody had the freedom to freely express their opinions and views. As this was my first experience giving a presentation in front of so many people, I was extremely nervous before the presentations. But I prepared very hard for the presentation and it helped me convey my message to the audience effectively. During my 5-minute slot in the presentation, at some points, I get a little distracted.

Evaluation

After delivering my presentation, I speak to other members about their experiences. They also have the same feeling of nervousness when they give presentations for the first time. This made me feel more positive (Yaacob, *et al.*, 2021). I think I have actively contributed to making our group work successful. Besides this, the experience provided me with how HR metrics are applied in the real world to measure the effectiveness of HR metrics. This has assisted me to understand the topic better.

Analysis

I have analyzed that working in a group has given me immense opportunities for personal growth. I have great benefits from the knowledge-sharing environment created during group work. I did not have sound communication skills (Olson, Zwaan, and Rencic, 2022). But while making the presentation, I had to communicate with others, share ideas and coordinate efforts. This improved my communication skills. I think that time management is one of the very few skills that are necessary to have success in any field. But I had pathetic time management skills. I often used to forget important tasks. But, in the group task, I was given only 3 days to make my slides. Thus, I had to manage my time optimally to meet those deadlines. I became habituated to prioritizing my work and managing multiple tasks simultaneously (Davidescu *et al.*, 2020). I think this will significantly help me in advancing my career. In addition to that, I had very little knowledge of human resource activities. Now,

I have gained deep knowledge of it. This has opened a new career scope for me.

During the group's work, we were supposed to make thirty slides. But, as we see, it would take more than 23 minutes. Thus, we need to change the plan and reduce the slide number making it more concise. This has taught me that people may have to encounter sudden changes or challenges. To deal with these effectively, they need to be flexible or adaptable.

Conclusions

So, I have learned a lot of things from the exercise. I strengthened my time management skill, communication skill, and public speaking abilities to learn how to work in a team. I think there are several areas in which I can do differently. I think that our team should focus more on storytelling. It would make the presentation more relatable. Moreover, I think that while I was delivering the mood of the audience was very dull. I should have used more humor to lighten the audience's mood. I also think that the languages used in slides became more complex and technical. Thus, the audience was not very excited and engaging.

Action plan

Afterward, I would try to make slides in simple words ensuring that the message I am conveying will be remembered by the audience. In the future to make my presentations more effective, I would develop a clear structure dividing the presentation into precise sections in a logical flow. This will help my audience to follow my message and understand my viewpoints. I would practice. I would try to be more social and speak with different people to enhance my public speaking. This would make me more confident.

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