

**Writing Module:**

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## **Table of Contents**

|                                                                                     |                 |
|-------------------------------------------------------------------------------------|-----------------|
| <b><i>Reflection on My Research Process Using Gibbs' Reflective Cycle .....</i></b> | <b><i>2</i></b> |
| <b>Description .....</b>                                                            | <b>2</b>        |
| <b>Feelings .....</b>                                                               | <b>2</b>        |
| <b>Evaluation.....</b>                                                              | <b>2</b>        |
| <b>Analysis .....</b>                                                               | <b>3</b>        |
| <b>Conclusion .....</b>                                                             | <b>3</b>        |
| <b>Action Plan .....</b>                                                            | <b>3</b>        |
| <b><i>References.....</i></b>                                                       | <b><i>4</i></b> |

# Reflection on My Research Process Using Gibbs' Reflective Cycle

## Description

My research focused on Human Resource Management (HRM) practices at the Boots warehouse in Burton upon Trent, UK. I began by selecting the topic and refining my research questions. I then gathered secondary data from company websites, recruitment platforms, and employee reviews. Key stages included planning, data collection, analysis, and writing the findings. A significant moment was discovering consistent employee feedback across multiple platforms, which helped validate my themes. I also created visual aids to present data clearly. Each stage required careful organisation and time management to meet academic standards and deadlines.

## Feelings

At the start, I felt uncertain about choosing a topic that was both relevant and manageable. Once I settled on Boots and HRM, I felt more confident. During data collection, I was curious and motivated, especially when finding useful insights. At times, I felt overwhelmed by the volume of information and the need to stay focused. As I progressed, my confidence grew, especially when I saw how the findings aligned with my objectives. Completing the section gave me a sense of achievement and pride in my work.

## Evaluation

One strength of my research process was the clear structure I followed, which helped me stay organised. Using reliable sources like company websites and government data improved the

credibility of my findings. Creating tables and charts made the data easier to understand. However, I struggled with narrowing down the information and avoiding repetition. Some sources lacked detail, which made analysis harder. Despite these challenges, I managed to present a balanced and well-supported findings section that met the academic requirements and reflected real-world HRM practices.

## Analysis

Reflecting on my experience using Gibbs' model helped me understand how each stage contributed to my learning (Gibbs, 1988). The challenges I faced were linked to information overload and the need for critical thinking. According to Kolb's experiential learning theory, reflection transforms experience into knowledge (Kolb, 1984). I developed skills in data analysis, time management, and academic writing. I also noticed a pattern in how employee feedback aligned with HRM themes such as engagement and training. This reinforced the importance of triangulating data from multiple sources to ensure validity. Overall, the process helped me connect theory to practice in a meaningful way.

## Conclusion

I learned that I am capable of conducting structured research and presenting findings clearly. However, I could have explored more academic sources to deepen my analysis. Using journal articles or case studies might have added more theoretical depth. I also could have planned my time better to avoid last-minute pressure. In future projects, I will aim to combine practical data with academic theory more effectively and seek feedback earlier in the process to improve the quality of my work.

## Action Plan

Next time, I will start with a more detailed research plan and set weekly goals. I want to improve my academic reading and referencing skills. I will also use more varied sources, including academic journals and interviews if possible. Applying Gibbs' cycle will help me reflect regularly and adjust my approach to produce stronger, more insightful research.

## References

Gibbs, G. (1988) *Learning by Doing: A Guide to Teaching and Learning Methods*. Oxford: Oxford Polytechnic.

Kolb, D.A. (1984). *Experiential Learning: Experience as the Source of Learning and Development*. Englewood Cliffs, NJ: Prentice-Hall.