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BA BUSINESS MANAGEMENT

Assignment 1

Module : Introducing the Modern Workplace

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Introduction:

The individual reflective report aims to create an idea of self-experience regarding the topic of organisational behaviour. Organisational behavioural traits work as a building block to the success of smooth operation and building of a corporate structure effective for a business profit. A presentation has been created with context to the popular fashion retailer in the UK, ASOS. The following reflection is about to discuss the experience I have gained while working on the presentation as a member of the group. Therefore, the reflection is about to use the Gibbs' Reflective Cycle to elaborate on the experience for better precision.

Experience I have gained while working on the group presentation:

In order to complete the presentation, a group has been formed by the classmates of our course including me. We have cordially worked together to decide the organisation for the presentation, gathered data, had discussion about how to process the data for gaining meaningful information, assorting and writing the presentation and finally using PowerPoint to gain the final outcome. While going through these processes all of us have gained a bunch of meaningful experiences. Therefore, I will use a Gibbs Reflective Cycle to demonstrate the kind of experience I have gained and what are the areas that I need to improve.

Gibbs Reflective Cycle:

Gibbs Reflective Cycle is one of the most famous cyclical models used for reflection that comes with six stages to demonstrate self experience. It is a good framework for writing reflection (Adeani, Febriani and Syafryadin, 2020, pp.139-148). The steps are used to map the journey from what has been learnt and what areas needed to be improved to action plan suggestions to resolve those areas of improvement (Sekarwinahyu *et al.* 2019, p. 022099). Here is an application of Gibbs Reflective Cycle to demonstrate my experience.

Description:

In order to complete the presentation and to meet the assessment criteria given by the course administrator, ASOS company was chosen to reflect on the organisational profile for understanding organisational behavioural aspects. The study has further focused on the structure of the chosen UK-based fashion organisation and how it impacts on the performance of the organisation. In order to do so, organisational background has been discussed in the first place. Further the presentation has highlighted the organisation's structure and performance. Moreover, the presentation discusses the competitors of the chosen company. The presentation has also attempted to assess the relationship between the organisational structure and performance. The presentation also discusses the managerial operations, tasks and skills used

by the managers, theoretical application to the company's context. At the same time, there is a highlight on the factors that influence group and team behaviours.

In order to complete the thorough procedure we divided our tasks within four group members. One of us has planned to gather data on the topic. Another group member has decided to sort the information to decide the structure of the presentation. Another group member has written the subject matters in the presentation in a systematic way and I was given the role of making the powerpoint presentation. However, all of us were engaged in deciding the topic, studying about the organisational behaviour and using the data to create meaningful information about the study.

Feelings:

Working on the presentation project was quite enjoyable and enlightening for me. At first I was quite confused about how the completion of the presentation was about to take place. However, my supportive team members have been helpful enough to gain confidence about the process. The whole process of choosing the right organisation involved us to do a thorough research to understand the company that has a strong organisational behavioural trait. The whole group work took place with a productive co-ordination that has been helpful for all of us.

Evaluation:

Before participating in the presentation project I was quite confused about doing group work as I had not done any before. However, working on the presentation has helped me to learn how group work is more about listening to others before giving an opinion and how to stay respectful to others while managing collective productivity. One of the group members has taught me to work in a scheduled way to maximise productivity by utilising the time. Another group member has helped me to stay motivated while working on a group project. Moreover, the topic itself has been highly enlightening for me. It has helped me to learn how organisational behaviour works in affecting the performance of Asos and how the theoretical application can be done with context to an organisation.

The areas I need to evaluate is, my communication skills. There is a need to improve my communication skills in order to stay agile and responsive in group work. Moreover, I have to improve my research skills to enhance my work efficiency on research papers and presentations.

Analysis:

The preparation of the PowerPoint presentation has effectively increased my ICT skills of presentation making which will enable me to enhance my employability. Moreover, the process has improved my interpersonal skills necessary for group work. Further, the presentation has

helped me to learn how to do competitor analysis for an organisation and how the managerial skills and tasks work to improve an organisation like ASOS. However, I need to further improve my communication skills a little bit more with effective practices. Further I will need to work on my research skills and writing skills.

Conclusion:

The skill of presentation is one of the most important ones which is necessary for a person to further gain better workable skills. Whether there has been an effective skill gainings experience for me which has helped to improve my productivity. Working on this presentation has improved my relationship and bonding with my group mates. However, there are various places which I need to work on in order to increase my core capability. At the same time, I have to learn more about how to be effective and active in group work to make myself capable of participating in future workplaces.

Action Plan:

Skills to improve	Ways to improve	Time-frame
Communication skill	I have to participate more in group communications. At the same time, I will need to work on using more communicational applications to stay digitally connected with people.	2-3 months
Research skill	In order to gain effective research skill I will need to work on how to skim resources from multiple sources including both physical and digital libraries, online sites, business publications etc.	3-4 months
Writing skill	To improve my writing skills I will need to write more	2-4 months

	effective passages and other essays, reports or papers or anything creative to gain an effective writing capability.	
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Conclusion:

An individual reflection report is an effective tool to state the experience one has gained during participating in a work or a project. Thereby, it has been effective for me to state how I have felt while working on the presentation. The presentation project has helped me to gain some bond with my fellow group mates while on the other hand it has helped me how to prepare a presentation and how to assess an organisational profile for better outcome.

References:

Adeani, I.S., Febriani, R.B. and Syafryadin, S., 2020. USING GIBBS'REFLECTIVE CYCLE IN MAKING REFLECTIONS OF LITERARY ANALYSIS. *Indonesian EFL Journal*, 6(2), pp.139-148.

Sekarwinahyu, M., Rustaman, N.Y., Widodo, A. and Riandi, R., 2019, February. Development of problem based learning for online tutorial program in plant development using Gibbs' reflective cycle and e-portfolio to enhance reflective thinking skills. *In Journal of Physics: Conference Series* (Vol. 1157, No. 2, p. 022099). IOP Publishing.