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Developing Workplace Critical Thinking (DWC)
BMSW5101(LON)

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Table of Content

Summary.....	1.
Introduction.....	1.1
management structures.....	2
Organization Culture food safety.....	2.2
Work-Life Balance and Labour.....	3
Reflective Journal.....	3.3
Recommendation.....	4
Conclusion.....	4.4

1. Summary

This study is based on data collected while researching management models, methodologies, and theories to evaluate the influence of organizational beliefs, attitudes, values, and behavior. As a person who has worked in several restaurants, I presented in this study giving a critical assessment of the theory or ideas to determine how the theory may be interpreted differently by someone with different views, attitudes, or values. Also, make suggestions for the organizations to be chosen that are supported by arguments that are reasonable (based on the critique and response) and that also considers the post-COVID mentality that we are currently dealing with, and write a reflective journal in addition to incorporating the instruction and learning sessions.

1.1 Introduction

The management of food preparation entails significant responsibilities. You need to be adept at organizing, planning, and leading. Your values, beliefs, attitude, and behavior will have a significant influence on the organization. A restaurant's work environment is constantly shifting, and there is typically a high rate of employee turnover. If you have previous experience working in a restaurant, the manager or other employer may see you as someone who is flexible, independent, and doesn't need micromanagement to perform tasks. Employment ethic is the mindset of persistence and determination to perform at your maximum level in the workplace. When working with clients or coworkers, good management communication promotes trust, teamwork, and overall enjoyment for visitors and employees. It takes strong critical thinking abilities to succeed in most occupations. At every level of study, academic learning also necessitates more complex levels of critical examination. Whether for work or school, critical thinking may be required of you in the following areas: what you hear, see, and do; the information you read; how you interpret novel circumstances and events; and what you write, say, or present to others.

In terms of critical thinking, nobody is a complete novice. To do even the most basic tasks, such as determining whether to trust what we see or hear, determining if something is likely to be true, and presenting our own arguments to convince those who don't believe us, we need to

apply some of the fundamental critical thinking abilities. But just because we have the capacity to do so doesn't guarantee we do it effectively or consistently. We don't have to apply the same amount of critical thought to everything we do, therefore this is to be anticipated. We don't have to double-check every detail since we have a certain degree of faith in daily actions. Ours has

2. management structures

According to Henri Fayol, who was born in 1814, was the CEO of a significant mining company. In his 1916 book General and Industrial Management, he consolidated his thoughts and experiences into a list of management responsibilities and principles. Fayol was worried about the way employees were treated and how they contributed to the business. He believed that happy and motivated people were a key component of successful firms. The following were Fayol's managerial responsibilities:

- **Vision**
- **Coordinate**
- **Organizing:**
- **Planning**
- **Staffing**
- **Leading/directing**
- **Controlling/monitoring**
- **Motivating**

Making accurate decisions is a key component of critical thinking. These can include our Values, Beliefs, attitudes, and behavior.

Developing your critical thinking is beneficial, and the results could surprise you. For instance, you might discover that you're: retaining more information when watching videos or reading; better at spotting when other people are inconsistent or making snap judgments; quicker at spotting alternative interpretations of issues, stories, and case studies; and clearer and faster when forming an opinion on issues.

2.2 Evidence Review on Regulation Culture and Behaviours

Organization Culture food safety

Operating a restaurant successfully requires a lot of dedication and discipline for future success. You must have a strategy in place for how you will organize, lead, control, and inspire others. Happy and motivated employees are a crucial part of a successful company, as Henri Fayol once stated. A successful restaurant must have a comprehensive code of conduct in place for staff members to adhere. Monitoring food safety is great in every food outlet to keep a good food hygiene standard.

According to the words of (Dr Rosemarie Pearsons) "Food safety culture is a reflection of the collective attitudes, beliefs and behavior of all food handlers, supervisors and managers toward food safety and hygiene issues." These attitudes are transmitted to employees by managers during training and through awards and schemes, in addition to being clearly visible in workplace policies and paperwork. Additionally, employees hold values at a deeper, unspoken level. The effectiveness of managing food safety and hygiene is therefore determined by the organizational food safety culture, which includes the dominant attitudes, beliefs, and practices.

Between the rules and regulations created by leadership and how workers execute them, there is frequently a mismatch. Unless a strong food safety culture is effectively ingrained at every level, including leadership, several businesses have extremely clear risk management policies, efficient procedures, skilled leadership, and staff members that take their jobs seriously and are aware of how important food safety is. Some people take unnecessary risks, make poor decisions, and outright ignore or downplay the dangers that poor food safety practices may have to people's health, their reputations, and their ability to do business. To show how employees may be enabled to assume more responsibility for food hygiene and safety and to show how culture can be modified, Schaadt distinguishes between two types of organizational cultures: role-based cultures and task-based culture.

Employees might have a detrimental effect on the workplace if they have different beliefs, attitudes and values and might interpret the theory differently which can cause harm to the organisation.

According to data from Allergy U.K., one in every 100 people has coeliac disease, according to the Food Standards Agency. The Signs of a Poor Food Safety Culture in Practice

- Lack of Staff Engagement with Food Safety Values and Practices
- Inadequate Focus on Food Safety Risks
- Unacceptable frequency of food contamination;
- frequent client or customer complaints;
- reputational harm;
- loss of business;
- litigation.
- business losses.
- Disinterested workforce;
- poor morale; poor attendance.
- high employee turnover.

According to some data, staff members' unique traits may influence compliance; elements including their degree of English proficiency, their educational background, and their job position may have an impact on their attitudes toward food safety. Employee monitoring must be put into place to stop these detrimental effects on the workplace.

The advantages of a company values that prioritizes food safety are immense. Businesses with a strong value belief attitude and behaviour for food safety stand out from the competition and obtain a competitive edge, which has the potential to provide significant financial benefits. All employees must be committed to safety, and supervisors must set an example by modeling appropriate behavior when it comes to safety concerns.

Having the necessary information and abilities is the only way to increase performance. Having the appropriate value and belief systems may influence our motivation, purpose, and involvement with a particular work.

We may encounter people who appear to have the knowledge and abilities to do a task, but motivation, engagement, and purpose to finish the work can only come from a good attitude toward the activity.

When duty holders do not believe that following certain rules is necessary or desirable inside their own organization, a culture of compliance is not achievable. This may lead to initial resistance to learning about compliance and, ultimately, non-compliance. The worldwide literature on compliance with safety and hygiene regulations frequently mentions management

commitment. A feeling of "owning" food safety is another crucial attitude aspect. The perception of risk significantly impacts compliance; if the possible consequences of foodborne risks are not seen as catastrophic, it may be difficult to convince personnel of the significance of food safety.

Understand Qualitative explanations, rather than facts, are more comprehensible and may have a greater impact when communicating dietary dangers. Enforcers are aware of the lasting effects of significant events, like the 2005 South Wales E. coli epidemic (which could promote a more risk-averse attitude), but they are also cognizant of the need for regulation to be less onerous on the industry, as suggested by the Hampton Review (2005). It is crucial for managers and supervisors to motivate and inspire workers to follow the right procedures.

3. Work-Life Balance and Labour

Markets in a Post-Covid World: A New Normal

Posts Covid 19

Powerful factors such as technological, social, and political changes have a profound impact on many facets of our lives, especially the workplace, where institutions are frequently compelled to take initiative-taking measures to adjust in order to stay relevant and thrive. A significant example is the period known as the Industrial Revolution, which fundamentally altered how people live, work, and achieve work-life balance (WLB) and permanently affected communities and economies. Similar fundamental changes are being brought about by the current coronavirus illness pandemic in terms of employment, work procedures, employee relationships with employers, businesses, and communities, as well as WLB. Public and commercial enterprises have typically implemented remote work policies as part of the continuous efforts to minimize the transmission of coronavirus illness and assist protect the health and safety of employees.

Since these techniques are now pervasive, they have not been consistent; they differ between nations as far as their applicability throughout labour markets as well as in terms of how intensely they have been adopted and practised. For instance, white-collar office workers or those doing mental work have benefited from the health benefits of remote work options, whereas those doing physical work (such as those in consumer and business services, manufacturing, assembly, transportation, and related activities) have been required to remain physically present at work, which frequently exposes them to greater health risks (ILO, 2020c).

Restaurants had to change quickly as a result of the outbreak. In order to weather the pressures of both competitiveness and COVID-19, many started providing contactless, online ordering. With their own mobile applications, brands are promoting loyalty and customizing rewards.

To increase productivity, it is anticipated that food service businesses would start making investments in robotic and automated technologies. To save labour costs, enhance customer experiences, and increase sales, McDonald's and Burger King utilize a variety of technology, including mobile applications, geofencing, and data analytics. The market for takeout meals is benefiting from the popularity of park picnics. A total of 21% of shoppers anticipate getting food to go in the near future to enjoy in parks. Food courts and delis may take part by developing new products for customers interested in socializing outdoors with friends and family, such as packaged outdoor options. Through messaging in-store and on-site, this tendency may be addressed.

Work-from-home employees and commuters are the two main groups for meals to go. The percentage of customers who will work from home in the future is about 34%. A majority (more than 50%) want to spend the workday at home. It is now possible to target homeworkers due to the introduction of meals to go home. Food from restaurants may now be enjoyed at home thanks to boxes made by restaurants.

In order to make heat-at-home dishes suitable for lunches, customers have access to kitchens and appliances during the working day. The epidemic was the ideal time to use this strategy since it gave eateries a steady stream of income. One of every five consumers would have bought a kit by January 2021. Growth and growth are essential as the United Kingdom takes.

This trend is being used by providers of heat-at-home meals to create new business models. When reheated, meals may be made without sacrificing flavor or consistency. Meal kits, meal bundles, and prepared snacks are further options for convenience that commuters may expect when they return to work. 83 percent of customers, according to recent data, will keep buying meal deals.

Customers are increasingly looking for interesting workplace lunch choices. About 25% of commuters forget to get takeout while at work. Retailers of fine foods may take advantage of this opportunity by providing individualized, wholesome, and fresh food-to-go alternatives.

Provenance and quality are prioritized by retailers of fine foods. It is possible to build a personal rapport with farmers and producers to receive alternatives that are superior to those found in supermarkets or convenience stores.

Between January and April of 2021, 40% of all beverages were drunk, making coffee to go a great possibility. Due to the worldwide crisis, younger consumers' behavior has altered, and beginning March 2020, they now buy hot drinks while going for walks with friends. Serving strong coffee can help eateries prosper because COVID-19 habits are likely to persist for the time being.

Certain pandemic behaviours, such as socializing outside, are expected to be preserved by consumers when indoor social limitations loosen. By concentrating on customers who are interested in short-term outdoor socializing, operators may boost income. To guarantee that the pandemic's habits and tendencies endure into the future, they must be capitalized on.

There is currently a powerful

Many customers are concerned about the future of home cooking and healthful meals due to the digital transition following COVID-19. Due to the epidemic, customers' eating and shopping habits altered. Which patterns in a post-pandemic society will prevail as the new standard? The consumer-packaged products sector has been impacted by worldwide lockdowns. Demand-driven changes have transformed grocery markets all across the world.

At first, customers were frantically emptying shelves. Then followed an upsurge in home cooking, snacking, and active dieting. If one word could sum up customer behavior during the epidemic, it would be dread. Infection and COVID-19 were not the only things that customers dreaded; they also concerned for their economic security and access to

The business community started to think that their responsibility was to make sure that consumers felt knowledgeable, self-assured, and empowered so they could make the best decisions for their families. The pandemic-induced dread is finally starting to fade in the United Kingdom, and consumer confidence is returning swiftly. The potential to boost consumer spending will come with the next stage of economic development.

3. Reflective Journal

Week Critical thinking is a field of thought that involves intentionally and creatively conceiving, applying, analyzing, combining, and/or evaluating knowledge that has been acquired through or created by observation, experience, reflection, reasoning, or communication as a guide for belief and action. In this post, we go through the definition of critical thinking, the necessary skills, and some tips for honing your critical thinking abilities.

Week 2. They are constantly willing to discover that the concepts, justifications, and conclusions do not fill the results and consequences of a belief or action. In its purest form, this ability might let you create your own opinions on topics ranging from religion to climate change.

Week 3. The concept of organizational human relations management theory contends that worker recognition as a person and the development of strong social ties inside the workplace may boost employee productivity and motivation.

Week 4. Discussion about posts covid 19 and our beliefs attitudes and behavior toward Innovation Changing in the Work / Business Environment **5** transformative measures for a society that is affluent and sustainable the act of making anything different is simply referred to as change. It's an answer to a predicament already in place. While innovation actively produces fresh concepts and solutions. It is an active force for good change; it is not a response. A need or problem identification is the first step in the innovation process.

Week 5. Was the lesson of the 6 Thinking Hats. According to De Bono's thought, the secret to an effective application of the Six Thinking Hats technique was the conscious emphasis of the conversation on a specific approach as needed during the meeting or cooperation session. A meeting may be scheduled, for instance, to evaluate a specific issue and come up with a fix. The Six Thinking Hats approach might then be applied in a step-by-step manner to first examine the problem, then build a set of solutions, and ultimately select a solution through critical analysis of the solution set. Wish was colour coded for identification.

Week 6. The lesson was about decision-making. A choice of action made with the intention to accomplish organizational or administrative objectives or goals can be referred to as a decision.

Week 7. Conceptual Framework for Values, Attitudes, and Beliefs

Week 8. was Easter break. Studying take place on Moodle platform the lesson was about attitudes, behaviors, and beliefs towards innovation Environment Changes at Work or in Business

Easter break holiday. study the lesson on Moodle platform **about** beliefs attitudes and behavior toward Innovation Changing in the Work / Business Environment transformative measures for a society that is affluent and sustainable.

WEEK 9. tasks the class watched a video about regulating the use, development, and conservation of natural and physical resources in a way, or at a rate, that enables people and communities to provide for their social, economic, and cultural well-being, as well as for their health and safety, while.

Beliefs attitudes, values, and behavior

The terms "beliefs," "attitudes," and "values" refer to many social and mental categories that many experts believe are crucial in the current environment of management and marketing research in science. Looking into each of the concepts to fully comprehend the theoretical implications that each one can have in relation to the human resources management methods and motivational strategies used by contemporary organizations.

Dispositional beliefs are things that pop up when a person isn't directly participating in the action that is being thought about, whereas core beliefs refer to things that people deliberately think about. Experts believe that there are a variety of methods in which beliefs are formed, including: Internalizing the views of others when we are still children. Even if a charismatic leader's ideals go counter to their own preexisting convictions, people have been known to accept the opinions of such individuals. Marketing promotional communication techniques such as advertising can influence deeply held beliefs, forming them, or changing them through repeated exposure to strong stimuli or emotions. Additionally, people will tend to act in accordance with the leader's beliefs even if these actions are not always in their own interests.

These kinds of convictions include existential claims and commendatory convictions, which pertain to the declaration of faith in a specific person or thing, respectively. When we think of basic traits like honesty, integrity, and openness as key values, we are expressing attributes of

the world that surrounds us. A person's sense of value or importance for something is shown via their actions, and our values are frequently demonstrated in these actions. My family and freedom of expression are two examples of things I appreciate. Values are capable of being both objective and subjective at the same time. While the subjective ones vary from culture to culture and from individual to individual, the objective ones are decided physically.

Attitude

A person's attitude may be thought of as their reaction to other people's behavior and outside circumstances, as well as the ingrained behaviors that come with a set of ideas and values. We can tell a lot about ourselves by the way we act and react to different circumstances. We can influence our behavior, nevertheless, such that it does not align with our principles and beliefs. Being a good manager requires us to positively modify our behavior to embrace a variety of cultures and behaviors. A person's attitude, which manifests in both words and deeds, is how they express or put their views and ideals into practice. As an illustration, let's say that I despise school and feel really outraged whenever I hear about brutality. In addition, attitude might manifest in a

A person's opinions might change as they mature based on a variety of events. The existence of people with specific views at certain points in time represents another intriguing problem. For instance, Daniel Katz claims that attitudes can perform utilitarian, ego-defending, value-expressive, or knowledge purposes (Daniel Katz, 1960). The roles that an attitude can play for a certain individual must be understood if we are to explore the process of altering attitudes. To account for their functioning, attitudes have been divided into four kinds (Daniel Katz, 1960).

- Utilitarian: beneficial in terms of understanding how individuals wish to avoid specific things.
- A person can utilize knowledge, ego defence, and value expression to organize and understand current information they have learned as well as to maintain their own self-esteem.
- Each person will be drawn to others who share their underlying values and views, regardless of the numerous social positions they may play in society.

- It is obvious that aligning our value systems is what creates a successful connection; whether it be personal, academic, or professional, our views, values, and attitudes are continuously coming into contact with those of others, as we can see in the above image.
- Still, there are variations in attitudes, values, and beliefs.

The distinction between values and attitudes is that values determine what we consider to be right, bad, good, or unfair whereas attitudes are our preferences for and distaste for certain people, things, and objects.

- Reactions based on our values are referred to as attitudes.

Values are enduring, but attitudes are a product of our experiences and can change in response to positive events. Both attitudes and values have a cognitive component that involves beliefs.

- How we feel about things is a manifestation of our values.

Values and beliefs vary in that values may change over time as people mature and gain more experience, whereas beliefs tend to hold on to their original meaning much more consistently.

A person must go through an extremely traumatic experience that might convince her that her previous beliefs are false or need to be changed for her to have a new belief. Because the former decides and has an impact on the latter, the idea of beliefs and values is connected to that pertaining to attitudes and views.

The significance of beliefs, values, and attitudes in the human resources management paradigms and how they relate to employee motivation.

Employees have a specific evolution connected to choices for their career and professional development in the modern, complicated company environment. In this situation, a managerial

approach meant to raise employee motivation levels must consider a variety of factors that might affect motivation on many levels. Consequently, taking.

- Being involved These leaders are more concerned with building relationships with their team members than they are with giving orders. The team leader collaborates with them while also delegating some of his own decision-making duties.
- The transfer of These are the leaders who can hand off most of the workload to the team or to the followers. The leaders will continue to keep an eye on the work being done, but they are less active in making decisions.

According to their traits, the telling and selling styles are concerned with completing the duties, while the participation and delegating styles are more interested in fostering the independence of the team members.

According to Hersey and Blanchard, the degree of an employee's performance is associated with the employment of one or more styles.

Although change management appears to be the most effective style for addressing the challenges of today, experts have suggested a more advanced strategy.

The Hersey-Blanchard Situational Leadership Theory was developed by Dr. Paul Hersey and Ken Blanchard. They contend that effective leaders must be able to modify their approaches considering the traits of the subordinates they are responsible for overseeing as well as the specifics of the work at hand.

Therefore, to complete the work effectively, a good leader should be able to place more attention on the task or on the connection with the staff, depending on the circumstances.

Hersey and Blanchard assert that this is applicable to team leadership; there are.

Because behaviours are frequently influenced by individual judgments, attitudes about risk have a significant impact on compliance.

communication. managers and supervisors to encourage and motivate staff to adhere to established procedures. Employees will pay attention to managers' actions as well as

instructions they are given more explicitly, therefore it is crucial to "role model" desired behaviours. This includes indirect as well as direct impacts. The health and safety literature continues to strongly support worker involvement, often known as worker participation. This encourages a culture of shared accountability at work.

4. Recommendation

Construct a strategy for the future. Make Develop action plans based on the stakeholder analysis (continued).

Analyze the effects of any suggestions while considering their ease of implementation, any expenses or cost savings, and the influence on other stakeholders.

Finding innovative solutions that fulfil the interests of many stakeholders is crucial because, over time, the interests of different stakeholders tend to converge. • **Command:** Choose the best employees and direct them with precise instructions and directives.

Through effective communication, make sure the various initiatives mesh. Check to see whether everything is proceeding as planned and adjust the course if necessary.

The four responsibilities of management—planning (foresight), organizing (organization), leading (command and coordination), and managing (control)—were developed from these responsibilities.

The original work of management theorist Fayol has been improved and expanded upon over time. More recently, the "command" and "coordinate" roles have been integrated into one function: leading. Planning, organizing, staffing, leading, managing, and inspiring are now viewed as fundamental managerial duties. Choosing what must occur in the future (now, next week, next month, next year, over the next five years, etc.) and developing plans for action.

Setting up a system of interactions between employees and making the best use of the resources available to enable the successful execution of goals Job analysis, skill-based recruiting, and employment of candidates for suitable positions. providing or organizing continual training, as necessary, to maintain abilities.

Deciding what needs to be done and motivating others to accomplish it.

Comparing current results to predicted plans and making necessary modifications to ensure goals are met.

Keeping people motivated is a fundamental management responsibility since without it, they could feel disengaged.

These tasks are carried out by all levels of management; however, much as with the abilities needed for efficient management, the time a manager spends on each task varies on that level of management and the demands of the business.

The proof demonstrates Safety culture refers to how groups of people (not just individuals) behave, interact, and represent the values of an organization. It might be challenging to generalize from the pertinent literature since safety culture has many different definitions. This challenge is made more difficult by the fact that many studies explain aspects that point to a strong safety culture without expressly utilizing the phrase. It would seem vital to have a value system that places an emphasis on preventing harm. Another important factor is having informed attitudes and perceptions of risk.

Conclusion

The most successful strategy for utilizing within a company is frequently an approach to management referred to as "transformational management." Honesty, a common vision of the future, setting and motivating ambitious objectives, managing delivery, and effective team communication are all characteristics of transformational leaders. They also inspire others with their moral character.

Although there is no "one size fits all" approach to management, effective leaders frequently must modify their approach to suit a given circumstance or group. The manager can better shape his response to the problem if he is familiar with a variety of leadership philosophies, which is why it is helpful to get a solid grasp of various leadership philosophies. Employees should essentially be empowered and accorded good treatment.

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