



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

HUMAN RESOURCES MANAGEMENT
ASSESSMENT 2

LECTURER: GLADIUS KULOTHUNGAN

STUDENT NAME: MANAV AKSHAY GANDHI

STUDENT ID: - 2225500

MODULE: - LCMB7000

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Introduction

The overall development of the presentation has helped to know about the retention process in organisations and the problems or benefits related to it. Being a team member in an international firm, I have developed the presentation where this area of Human Resource Management (HRM) is explored. I selected this topic and made the presentation as a part of my group presentation. To do this, I completed slides from 12-16 and Kolb's Reflective cycle has been focused here to explore my knowledge and contribution. My knowledge growth through the presentation has also been defined in the study.

Reflection through Kolb's Reflective Cycle

Highlighting own contribution

- **Concrete Experience**

While planning for the presentation and developing its ideas, I just wanted to contribute to it through my skills and knowledge. As it was group work and one of my team members had started a presentation on the "process of retaining employees", I tried to move ahead with it properly. I was interested in this topic; therefore, I have continued it and it has helped me to develop a proper knowledge about the topic. I talked with my team leader and then started my part. In slide 12, I defined the information of professional incentives through which employees are retained. I did thorough search work in this regard based on which I noted that employees always need promotions or motivation such that they show their willingness for accepting the offers of companies related to retention even if they are planning for a turnover. According to Idris *et al.* (2020), Kolb's cycle explored the learning stages from where the contributions are understood in an effective manner. In this case, I had a good experience as I was able to put important information related to the points I was dealing with. I emphasised attraction, hiring, departure and other parts of the ***"5 Crucial Stages of Retention Strategy Model."***

- **Reflective Observation**

I contributed to gathering knowledge on the details of the retention process based on which my firm can be developed in recruitment along with getting skilled employees. In such a case, the interaction growth between managers and employees has been defined through which retention becomes easier. In my workplace, I have observed that team leaders and managers always try to make a proper communication with us and also do performance measurements. As per the analysis of Morris (2020), it is clarified that this stage of the concerned model helps in developing the observation from where knowledge is developed. I have contributed in making the presentation based on the observation I have from my personal experience and different secondary sources, like journals. I have even observed in my friend's organisation that a good

management culture helps in retaining employees. Therefore, while creating the presentation, I have focused on this point and used my observation, along with scholarly articles to complete it

Take away from exercise.

- **Abstract conceptualisation**

I tried to focus on the procedure through which employees think or feel that they are engaged with the organisation. Bassot (2020) explained that this part of the mentioned model highlights the new idea that arises due to reflection. In my case, I got a new idea that managers play vital roles and responsibilities as they are the only part of a company from whom employees get motivated. In my firm, I have seen that many managers and team leaders take the employees for granted for which they do not feel themselves a part of the organisation, which emerges as my takeaway from this exercise. It deteriorates the mentality, and the discouragement of employees is broadened. I even pointed out in my slide that the cost of losing employees is severely high; therefore, it is necessary to make it happen by encouraging them and clarifying the ways of their return through retention (Mumford and Dikilitaş, 2020). An important point, which I have missed here, is the employee-management meeting through which they can be engaged more than the present time. I think that I should include the point further in another presentation because, without such information, this point cannot be completed.

- **Active Experimentation**

In slides 15, 16, I elaborated on the point and explained that loyalty towards the employees is hugely needed for the establishment of such feelings within them. In these slides, I also mentioned that reward arrangement is highly necessary for the employees to make them feel the organisational positivity towards them. I also started searching for the role of a good manager in an organisation and this part was completed by one of my co-workers. However, I have experimented with the topic for knowing my skills and capabilities too. I wrote about talent management in the organisation to make the employees retained. My new concept of talent management by a manager creates my interest in experimentation of it in my organisation to check whether it aids in employee retention or not. Finally, I focused on collaborating with my team members to format my slides as per the format they have done in the presentation for bringing a flow. We were able to complete the presentation on time. I learned that collaboration is important for making group work successful.

Conclusion

From the entire discussion, it is clear that this presentation and the mentioned slides have helped me to develop my knowledge, explain my contribution and explore my take away from

exercise. Therefore, I can explain that I have contributed properly to the presentation and searched articles to support my explanation. Apart from this, I have justified the topic by mentioning the process of retention and the ways to make the employees feel positive about the organisation. I have also learnt that employee-management meeting is always needed in firms for the retention process because it gives a positive work environment to the workers in a proper manner. I even learnt that before starting the final write-up, a rough note needs to be made, so that one does not have to miss anything or get tensed at the last moment.

Reference list

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