

## LEVEL 5 ASSESSMENT SPECIFICATION

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| Submission method:              | <p>All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.)</p> <p><b>Alternative submission method (if applicable):</b></p> <p><b>Late submission of the assessment will result in a late penalty mark. Penalties for late submission: Up to one week late, maximum mark of 40%. Over one week late, 0%. Only the Extenuating Circumstances Panel may approve a change to submission dates.</b></p> |                                                      |                            |
| Academic honesty / referencing: | <p>Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.</p>                                                                                                                                                                                                                                                                                              |                                                      |                            |

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## Gibbs Reflective Cycle Diagram

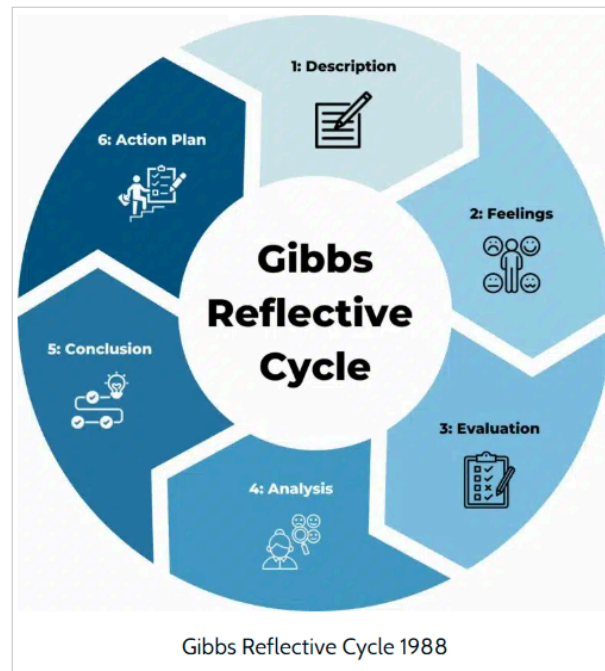


**Figure 1: Gibbs Reflective Cycle 1988**

Source: (<https://www.tsw.co.uk/blog/leadership-and-management/gibbs-reflective-cycle/>)

Gibbs' Reflective Cycle is a well-known and widely accepted model of reflection. Graham Gibbs created this reflective cycle framework in 1988 at Oxford Polytechnic, now Oxford Brookes University, and it is widely used to improve professional and personal development in fields such as healthcare, education, and management. It has since become a fundamental component of reflective practice, allowing people to reflect on their experiences in a structured way.

The cycle is broken into six sections, each of which must be completed before the reflection may be given a specific aim. Gibbs' Reflective Cycle is an effective method for everyone to reflect on their previous experiences and enhance their profession. By asking reflective questions, everyone can actively engage in reflection and discover areas for development.

## **Introduction**

Reflection on my research journey about the topic "The Impact of Flexible Work Arrangements on Employee Job Satisfaction" has been quite enriching, with a lot having been learned about the theoretical aspects and practical application regarding the subject matter. Using Gibbs' Reflective Cycle 1988, I will describe about the different stages, such as how I identified the problem, set the research question, choose in which way I wanted to conduct research, collect and analyze the data, present my ideas, and the last thing to do was bring things to the conclusion. This reflection will not only demonstrate my knowledge and understanding of the key concepts learned but also my ability to apply these ideas in a practical setting, learn from feedback, and grow personally and professionally. It will be crucial for me to do better in future research (Jiang et al., 2023) .

## **Description**

The first stage of my research involved identifying a problem worth investigating. In the recent past, flexible work arrangements have been discussed, mainly due to the new sense of remote work created following the COVID-19 outbreak. However, how FWAs link to employee satisfaction is still a debatable matter. Some studies suggest that FWAs raise overall job satisfaction by giving a sense of greater control over the work-life balance, whereas others argue that it may blur the edges between work and private life and may increase burnout (Main, 2023) .

I wanted to explore this paradox, as though FWAs are promised to be a remedy in negotiating work-family balance, not all employees realize these benefits. This insight made me subject FWAs to speculation on whether they could increase or decrease job satisfaction, depending on variables like job type, preference of employees, and organizational support, among others.

## **Feelings**

Therefore, the next thing to do in the research process was to set the research question. The topic seemed rather overwhelming at first—not because it was hard but because FWAs were such a broad category, including things like remote work, flextime, compressed workweeks, and job sharing. Because the subject was so overwhelmingly broad, discussing various types of flexible work arrangements, I found it somewhat difficult for me to narrow it down without falling into some of the major issues and points that I will make.

The research question I have devised from this point is "In what ways do the different kinds of flexible work arrangements influence employee job satisfaction in different types of organizational settings?" With this question, I could research the specific influences of different FWAs, taking into consideration the context of where they are implemented (Ezezika & Johnston, 2022).

## **Evaluation**

Another important decision was about appropriate research methodology. In view of the nature of the research question, I have selected the mixed-method approach because it can incorporate qualitative and quantitative data. This was so because I wanted to have a comprehensive understanding of the topic under study.

Quantitative data would be used to make a determination of the extent of job satisfaction among employees with different FWAs, whereas qualitative information would help in understanding why it works that way. I found that it helps in having both because then I could see the problem through other eyes and hence make more suitable conclusions.

Looking back, I realize that opting for a mixed-method approach was one of the strengths of my research. The approach helped capture both breadth and depth about the topic under discussion, therefore granting a more holistic view on the impact of FWAs on job satisfaction.

### **Analysis**

The data collection process was perhaps one of the most troublesome leaves of the research. I conducted surveys to collect quantitative data and targeted employees from all walks of industries and organizational settings. The survey tool contained the kind of FWA the employee was using and the job satisfaction levels, along with other factors such as work-life balance and organizational support.

I also conducted interviews to gather qualitative data from a smaller group of employees; that is, to give them the opportunity to articulate their experiences and perceptions in more detail. That part of the process was very enlightening, particularly in showing how complex the relationship between FWAs and job satisfaction is. For example, these options of flexibility in time may be appreciated by some employees, but for others, the demarcation is hard to set, and stopping work led to stress and dissatisfaction (Nurlatifah et al., 2023a).

Actually, I had a few challenges at this stage. One of the greatest was to acquire the right target response rate for the survey. Though I had sought a wide array of participants, some of the responses might not have been enough to form general results on all fronts. Additionally, approaching participants for the interview was a time-consuming activity, and some employees even dreaded narrating their bad experiences over fears of their employers' anger.

## **Conclusion**

Another important stage in the research process was presenting my ideas and what I have to the panel. I have developed a detailed report to show the outline of the research question, methodology, findings, and conclusions. Other than that, I got the opportunity to present my research to my tutor and the class, which was quite beneficial in terms of feedback and getting the necessary inspiration. Perhaps one of the much more critical suggestions that I had was to make my analysis balanced in that it considers the pluses and minuses of FWAs.

This feedback was invaluable and reminded me to try to be completely unbiased in my approach and to present a fair impression of the findings. Moreover, it highlighted the need for clarity in structuring various complex ideas; it indeed brought the visitor closer to the intricacies of the research (Smith & Smith, 2024).

## **Action Plan**

Perspicuous inferences from the data relied much on the analysis of the data. The data, on the other hand, being quantitative, employed the use of the statistical tool to detect trends and the relationship between various FWAs and job satisfaction. The qualitative data, however, was thematic to identify the key patterns and themes associated with the participants' responses.

One of the major conclusions drawn from the analysis is that generally FWAs return higher job satisfaction—the association varies, however, with the kind of FWA and personal circumstances of the individual. For example, job satisfaction was high in the case of employees who had the

flexibility to determine their working time (e.g. flextime), compared to their counterparts who worked out of the workplace and mostly felt isolated and out of work-life balance.

This study further supported the view that the relationship between FWAs and job satisfaction is complex and; therefore, organizations need to consider individual preferences by supporting them adequately if FWAs are to be adopted (Wadhawan, n.d.).

### **Reflecting on the Development of my Own Idea**

As I reminisce about the creation of the said idea, I can remember that my interest in FWAs started due to the flux that was happening continuously in the organization because of the pandemic. An important realization amid all this was that FWAs brought salience to the discussion on employees' well-being and productivity for many of the employees who had made a sudden shift to remote work. This context made the topic highly relevant and timely, which I believe is one of its global strengths.

However, it was not until I began to progress with my research that I started to realize a few shortcomings in my own approach as well. For example, my initial focus was far too broad and took a little time to narrow. Although I did try to explore many kinds of FWAs, data collection showed that not every type was evenly represented across the sample, biasing the data that had been collected.

Personally, developing this idea has been challenging yet rewarding. A chief challenging moment has been balancing the necessity for wide analysis and the practical limitation of time and resources available. Carrying out a mixed-methods study involves organized, planned operations, planning, and organization, and moments spiraled out of control with the data one needed to collect and analyze.

Another difficulty had been to keep objectivity from the start of the research until the end of the process. Since my interest had been fulfilled by the topic, again the stage of bias was expected in the data collection as well as in the following level. For this I validated my analysis by the use of validated questionnaires along with the feedback of peers and tutors for balanced weight age.

It was not easy at all, but development of the idea went together with self-development in general. I have developed some good skills in research design, and the fact that I have been able to gain some experience in data collection and analysis has wet my appetite in this area, since I am sure it will be very useful in my future work. Also, presenting my ideas and getting feedback on how to relate them back to me, in this experiencing situation, helped me to improve in my presentation skills and critical self-reflection.

### **Individual Reflection on My Learning**

In reference to my personal learning reflection, I have developed the realization that the completion of this research study was very useful when considering the development of both personal and professional aspects. Independently, defining a research question and data collection and analysis in defining the research question is the most important skill I was able to adopt from the process. This experience enabled me to have improved confidence in solving complex problems and applying theoretical concepts to real-world situations.

Equally, I was able to understand more about the issue under investigation, FWAs, and the effect they have on workers in regard to job satisfaction. I will be able to put the acquired knowledge to practical use in my future career, especially when working in the human resource/organizational development field, relating to understanding the bases of the good health of the employee.

More so, through reflection of the whole experience of this research process, I have learned that self-awareness and a bent toward lifelong learning are vital attributes. This practice enables me to understand what my strengths and weaknesses are: in other words, to call for and receive

feedback on how to improve my work. This would be what I would practice in my future career, where self-reflection and learning from experience remain the cornerstone of personal development and growth.

## **Conclusion**

In conclusion, the whole process of researching the topic "The Impact of Flexible Work Arrangements on Employee Job Satisfaction" has been an effective and valuable learning experience. I have reflected through Gibbs Reflective Cycle on this process: I have been able to understand a bit more about the research topic and the research process. Owing to this, I learned the method of pointing out and reacting to challenges thrown at me, balancing my strengths and weaknesses in my ideas, and how to make feedback effectively improve the work that I produce. This process broadened both my academic and personal horizons in a way that prepared me for coming challenges in the future.

This reflective paper is an example of applying theory to practical issues, receiving feedback, and making a contribution to continuous improvement. I'm very sure these are core important skills critical for success in any field, and the lessons drawn from the research project will be handy later on for any of my future research purposes.

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