

• Qualification: CIPD Diploma in Applied Human Resources  
Module Name: Understanding the Link between Individual and  
Organisational Performance  
Infographic & Reflection Log  
Word Count: Reflection Log = 525 words

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result.

Signed: N Westcott  
Date: 04/09/2020



understand what the module entailed and realised I did actually know about it but just hadn't realised.

When I then started looking at Mid & West Wales Fire and Rescue Service performance management processes, I could see that the literature I had been reading was linked to this, which then made more sense as I could then link it to an organisation which makes it easier to relate to.

At first, I didn't think my role had any link to performance management but after reading the literature and research I started to see the bigger picture. All employees within an organisation are linked and it is their performance or lack of that links directly with the performance of the organisation. Everyone has a role to play in how successful an organisation is. It is the continual development of employees that improve overall organisational performance.

I manage two members of the team, who are fairly new to the section and carry out coaching and mentoring on a daily basis, but just hadn't really thought about it in that context. I also undertake their performance reviews on an annual basis. After studying the literature etc I could then see how this linked in with the Services objectives and Corporate Plan. When reading the Service's Corporate Plan and Annual Performance Assessments I then understood what it was referring to.

The module has also helped me understand how other departments work i.e. training delivery and people development, as you have a rough idea of what goes on but due to workloads etc never really have time to look further into it, However completing this module and the assignments I had to sit down, spend time researching and also discuss with colleagues what actually happens which then gave me an understanding of how the departments function and link in with HR.

In summary even though I struggled with time at the start I found this module very beneficial in order to broaden my knowledge base and found it useful by always referring to the aims and objectives of the module to ensure I fully understood.