

Business Management

Community Engagement

Module code: LCBB4002

Reflective report on Benugo practices

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INTRODUCTION

The Community engagement is the service that is helping the employees in increasing the performance. It is helping the employees to relate the products of the organisation to the Community engagement and they are helping them in connecting with the customers. The reflective model of the employees are helping the organisation. They are helping the employees in analysing the performance that are important. The employees will have to connect with the students that are helping them in giving the products. They will have different factors that are making is useful for the organisation and they are having employees communication for having the debate of the topics used by others. The students will have the self reflection because they are making it easy for analysing performance (Lim and Greenwood, 2017). The report is on Benugo which is the British catering services and they are having the high street cafes, restaurants, dining and in house corporate cafes. It was founded in 1997 by Ben Warner in London, UK. The report includes Comparison of Kolbs and Gibbs reflective cycle, the recommended model, a detailed reflection of your personal experience and learning throughout the module and the relationship between academic theories and the experience.

TASK 1

Comparison of Kolbs and Gibbs reflective cycle

The model of is famous for its experimental learning. This model aim towards experience learning that facilitate employee in its overall development of personality. Gibbs model is refers iterative model that aims towards learning of repetition. The both model develop skills and ability of employee along with confidence in the workforce (Allen, 2018). These model brings innovative development in employee to build productivity in the operations of Benugo (Manias and et.al, 2020). It aids in upgrading knowledge of employee and they deliver better services to the potential consumer. It provides new experience to brings creative concept in the business. The creative and innovative concept deliver advanced tool to improves relationship between employee and management of Benugo. Through the implications of these model in the company, workforce management can easily manage in the company. Employee can easily manage actual problem and improves the performance of company. It also deliberately enhance communication system in the organisation. This will leads towards positive environment in the company. Communication channel plays integral role in business activity. This will improves the level of

profitability in Benugo. It will motivate the employee for pushing its limit. It aids in examining business operation and employee performance. It will generate more sales and revenue in the enterprise. The model helps management to inspect particular employee performance and generate leadership ability among organisation (Beltrame, Martinelli and Ampollini, 2019). It delivers expertise in achieving long and short term goal of Benugo. This brings efficiency and effectiveness in the business process. It improves productivity level of employee and they produce high quality of product and services. It will enhance to achieve target of consumer. This model develops critical solving analytical skills in the workforce to inspire employee and management in achieving organisation goal. The Gibbs framework aids in creating skills and experience to maintain work life balance of personal and professional life. This facilitates effective and efficient decision making for the betterment of company. Repeated experience aids in creating upgraded skills so that each employee gets expert in its operations. These models facilitate and upgrade thinking ability in business problems. Gibbs model enhances employee activity in each task performance and upgrade knowledge and skill set. This brings positive change in the organisation and enhances relationship with employee and management. This builds both personal and professional development of employee career. These models integrate career development and its learning experience towards futuristic approach. It integrates performance and overall development of company along with employee. Repetitive learning continuously improves actual productivity among team members. It generates quality in its goods or services and achieves organisational target. Knowledge that generates during education learning periods made company successful. This helps employee in analysing competitive environment in the company (Grant, Lines and Hutton, 2021). With the aid of these models, company can generate actual knowledge and skills of workforce that increase chance of improvement in the company. Using these skills they can easily execute roles and responsibility of employee. These models help company in improving its performance and create more revenue and profit of the company.

TASK 2

The recommended model, a detailed reflection of your personal experience and learning throughout the module

I am the employees of the organisation Benugo where I am working for improving performance. The motivation is the important for me because it is difficult to work for long hours

and I have to connect with the customers. I am interested in the organisation where I get the performance analysis that is helping me in the review of the work and they are important for giving the products to the customers. The role of the employees in Benugo is to perform the work according to the customers and it will help the restaurants to give good products. The customers of the Benugo want the good products and they are helping in increasing performance. The organisation is having the employees that is helping them in motivating that is important for giving them the products to the customers.

It is related to the analytical acquisition process of employees. The models states that the employees will have to learn subject that will assist them in their job manner. The employee will acquired experience as to help them in maximising the execution. I will not be able to improve performance that will comes to IT as because I will do not have the logical ability that is essential for reasoning of information of the management. The employees should have sense of knowledge that is essential for maximising the line of duties. It is an essential components for attainment of the management goals that is, the worker that helps them in giving as according to the consumers. The Kolbs model of learning is utilized by the management who have various workers. It is an essential that they are serving them in giving the goods. It is helping the workers who are employed as according to their abilities and skills. An organisation is having various teams that are running as hand in hand to accommodate the targets. An internship is a mannered process for acquisition the surrounding of the management as because it might assist them in acquiring the skills and the manner that how the work will be completed and executed as per to the performance of the individuals. The students are having the Gibbs models where they are learning through repetition of the studies.

The Gibbs mode of learning is use in the team of the organisation. The employees are important for the organisation because they help in giving the products. The organisation is having the teams and the employees are working according to the skills. I have to give the report of the employees and the factors that will help them in improving the performance. The Gibbs model of learning has helped me in analysing the performance of the employees and they will help the organisation in giving the salary. The Kolbs model of learning is used for analysis of the employees who is working according to the organisation. It is important for the analysis of the performance according to the work done by the employees. The Gibbs model of learning is

utilized by the management when there are individuals who are employed in various teams and work done by every individual is get measure to help in improving the performance in business.

As per my views, the Gibbs model of learning is serving the organisation to help in improving performance. The individuals are in various units for working their task hence, to accommodate the objective of the management. I will recommend that the Gibbs model of acquisition for helping the employees in measuring the execution to working with others and it should change the goods. It will help the management in operating with individuals from various perceptive and it will work together. I have completed my internship where the individuals are having various skills to maintaining the segments of an organisation.

TASK 3

The relationship between academic theories and the experience

Academic theories helps the individual in achieving success in the organisation in which individual is working. Academic theories and experiences of the employees helps in enhancing their performance in the organisation. Benugo is using the Vroom expectancy and Marlow theory in the organisation so that ability of the employees can be increased in the organisation (McAfee and et.al, 2019). These are basically the motivation theory. Motivation plays an important role in the growth of the business in the market. If the employees of the organisation will not get motivated towards the assigned task then it can affect the overall revenue of the business due to which growth of the business will also get affected. As per the vroom theory of motivation performance of the employees is based on the factors of the individuals which are skills, personality, experience, knowledge, abilities these factors helps in increasing the confidence level of the employees which reflects in their performance because confidence level of the individual motivates the employees in the organisation (Cassidy, 2021). Maslow Hierarchy of needs is the motivation theory which involves the fulfilment of the basic needs and requirement of the employees basic needs of the individual like safety needs, physiological needs, belonging needs, self actualisation needs, esteem needs etc. every individual work to satisfy their basic needs. If the organisation is satisfying the needs and requirement of the business it will helps individual to get motivated towards the work will helps in increasing the profit of the business in the market. As I employee of Benugo company these theory helps in increasing my ability towards the assigned work which helps in enhancing my performance in the organisation.

Management of the organisation are more focused on these theory so that the employees of the employees can be improved and demand of the business can be increased by providing best services to the customers (Saunders, Janes and O'Hanlon, 2020). Because of these theories employees of the business are working as a team in the organisation with the motive of achieving the goals of the business effectively. With the helps of vroom expectancy theory skills of the employees are getting developed due to which their growth chances in the organisation are also getting increased skills and knowledge of the employees helps in providing better decision making in the organisation which helps in innovating the services of the business in the market. With the helps of Maslow theory basic needs and requirement of the employees are getting fulfilled which helps in motivating the employees towards the goals of the organisation if the needs and requirement of the employees are getting fulfilled then it helps in retaining the employees in the organisation which also helps in increasing the growth of business in the market (Saunders, Janes and O'Hanlon, 2020). As per my personal experience these theory is helping the employees top work under the healthy working environment due to which there performance is getting improved and chances of career development is also getting increased which also helps in achieving the goals of the employees in the organisation.

Conclusion

From the above report it is concluded that, employees of the any organisation is always needed to engage with the community and increase their community performance through working in an organised manner. They have to make comparison in order to work and manage the kolbs and Gibbs reflection model. That actually help the individual to work and focus on the employees to manage their practices and try to work as per the need and management authority of the company. All of these are related to the self reflection which are supported to make different recommendation, in the detailed reflection on the very personal experience which are related to the different approaches in different academic theories which are relevant for performance theories and experience that particularly based on the need and management of the individual. Employees of the organisation is all related to different sectors and that well be helpful for increasing. All of these are are related to the increasing performance and management of the company.

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