

Group Members

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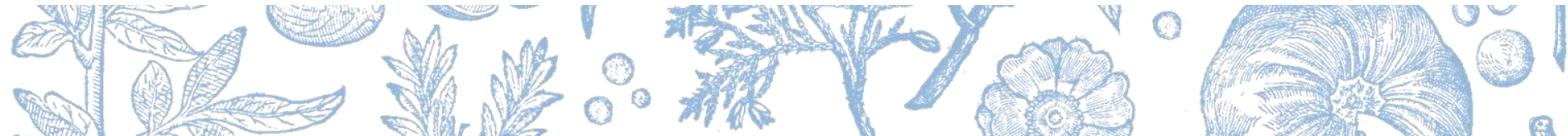
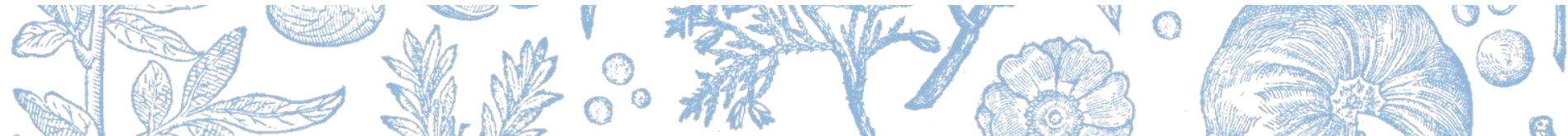


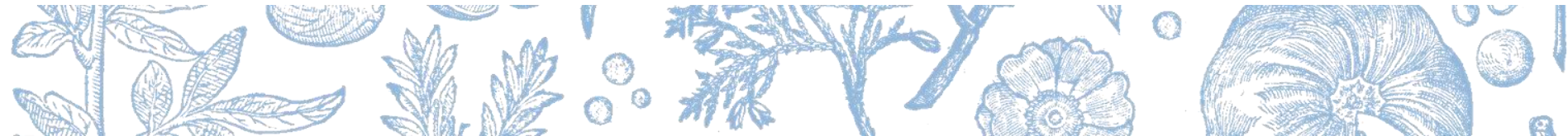
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About Barclays

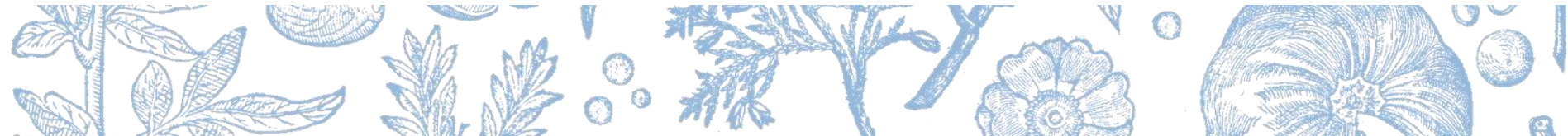


Barclays traced its ancestors back to the two bankers who made business on Lombard Avenues, London in 1690, John Freame and Thomas Gould (Barclays bank, 2021).

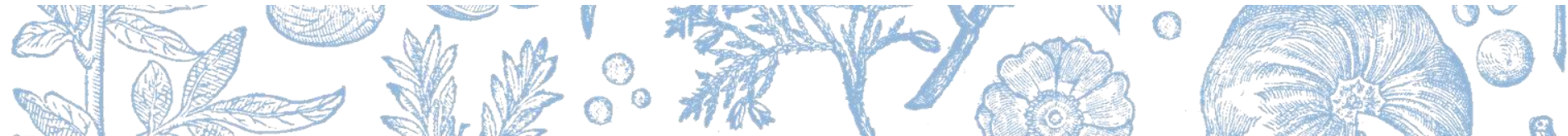
- ✦ **Product or service:** Organizing of wealth by experts, Customized solutions for

investment, Options for loan and Fast flexible banking

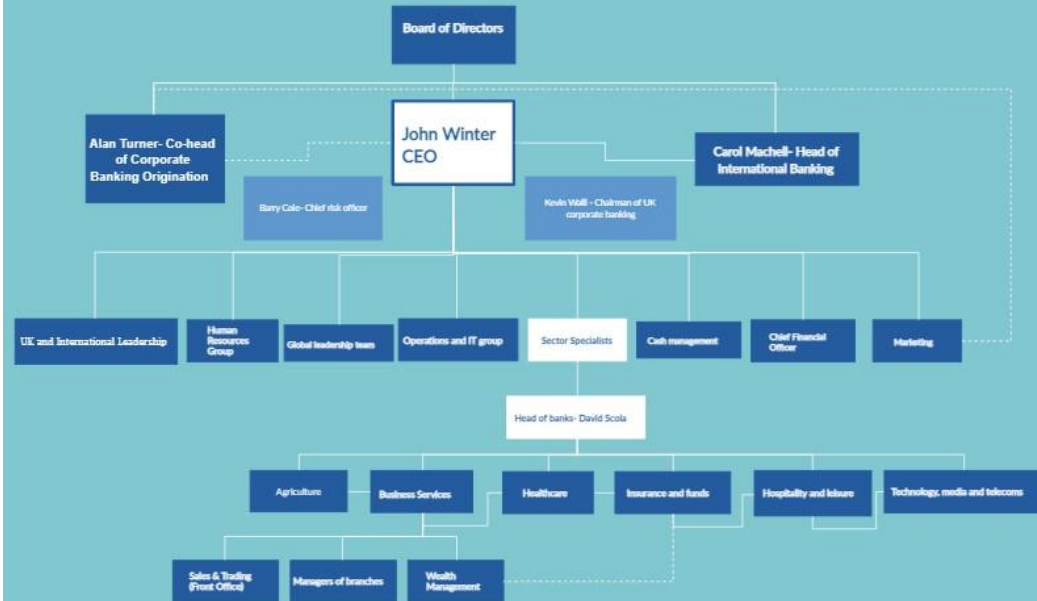
- ✦ **Competencies:** corporate and investment banking
- ✦ **Competitors:** BNP Paribas, Bank of America, HSBC, Citibank N.A, UBS, Banco Santander, NatWest Group and Metro Bank
- ✦ **Market share:** Market share of this bank is only 9.3%



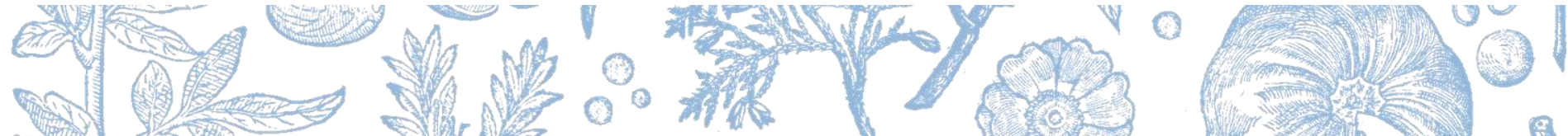
Organizational structure of Barclays



Organizational Structure for Barclays Bank

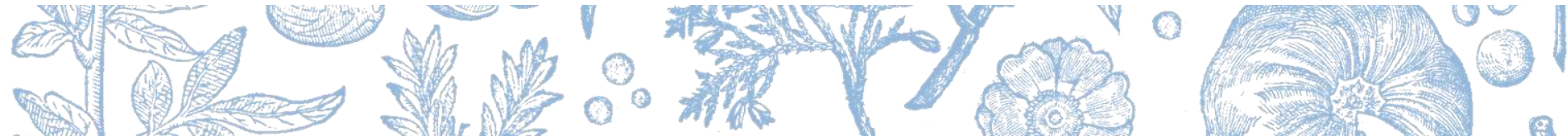
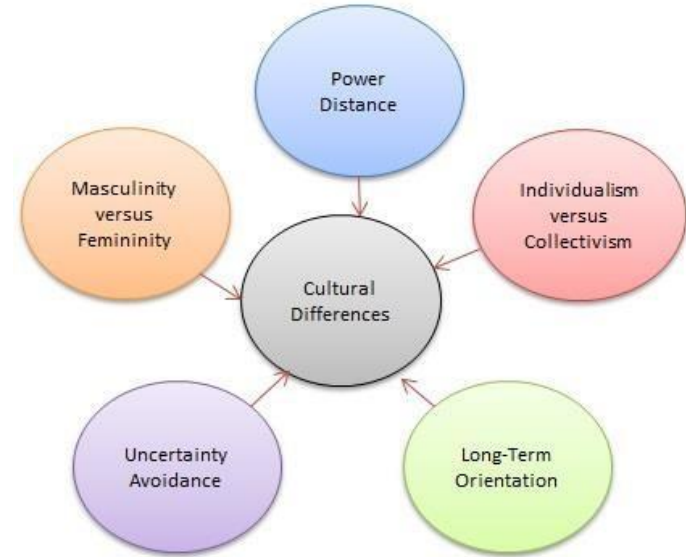


Organizational culture Barclays



The culture of this organization can be analyzed by using Hofstede's cultural dimension:

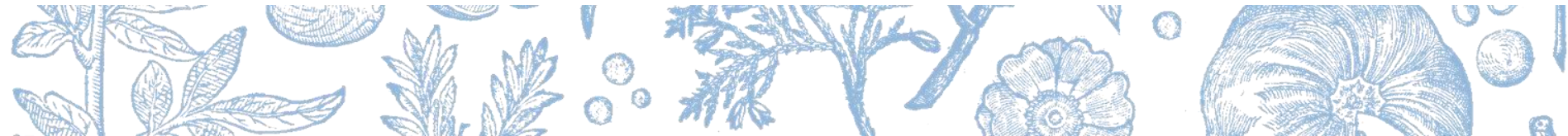
- ✦ **Individualism vs collectivism:** This organization follows collectivism
- ✦ **Power distance:** The power distance is low in this organization.
- ✦ **Masculinity Vs Femininity:** The organization follows masculinity culture in the organization(Barclays.co.uk, 2021).
- ✦ **Indulgence vs Restraint :** This organization follows indulgence



culture.

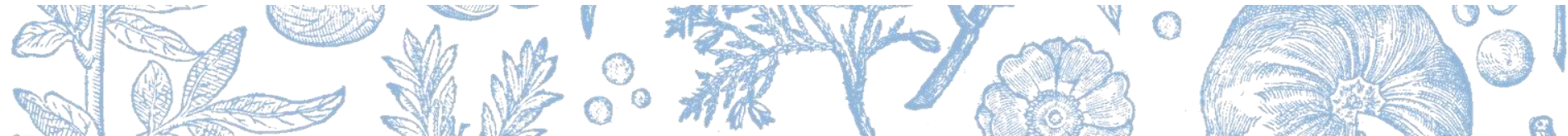


- ✦ **Uncertainty Avoidance:** The company follows high uncertainty avoidance



Impact of this culture within the organization

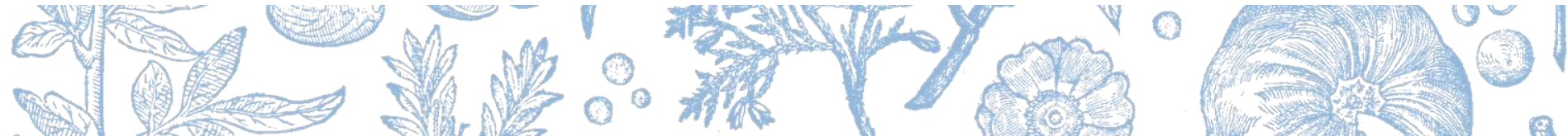
- ✦ Positive environment in the organization
- ✦ Friendly environment
- ✦ Satisfied employees
- ✦ Rapid growth



Leadership approach of Barclays

Participative leadership style

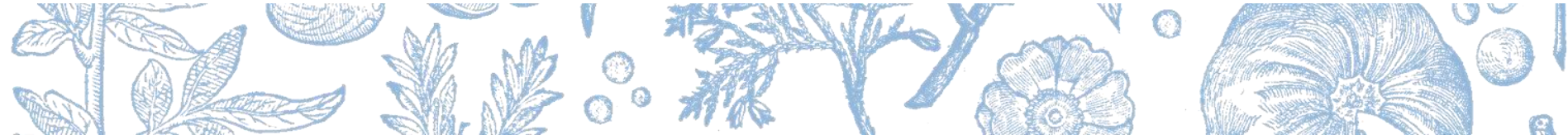
- ✦ This Types of leader listen to every opinion of the employee
- ✦ The decision is made centrally



Management approach of Barclays

Consultative management style:

- ✦ The managers ask input from subordinate while decision making
- ✦ Employee feel valued and motivated



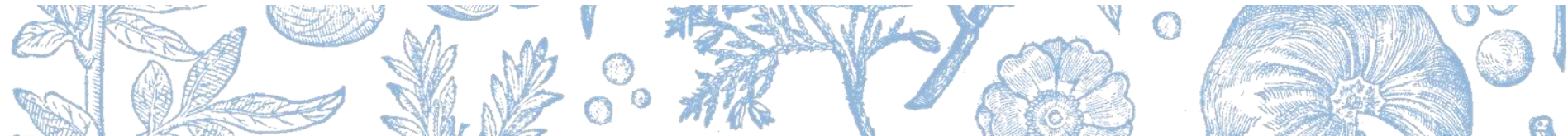
Impact of management and leadership in Barclays

Participative leadership style

- ✦ **Employee are motivated**
- ✦ **Efficient decision making**
- ✦ **Better performance**

Consultative management approach

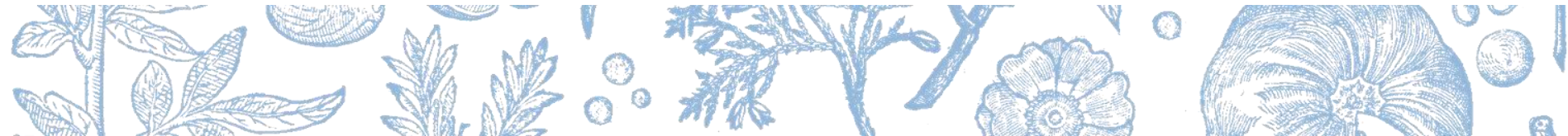
- ✦ **Employee get the opportunity to give their opinion**
- ✦ **Best morale and motivation**



- ✦ Company achieve the objective



Factors influencing team and group behavior



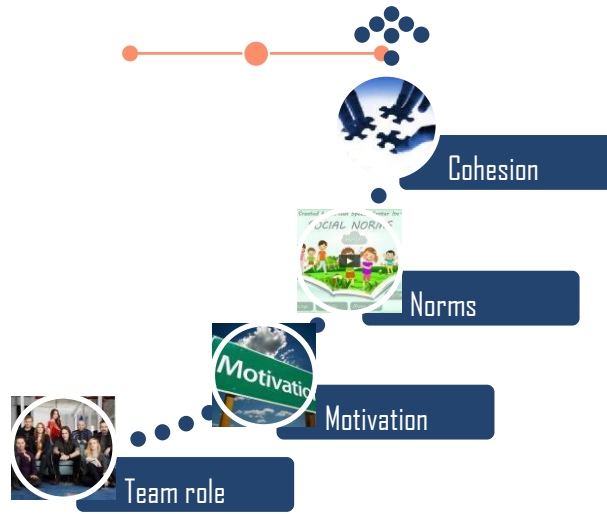
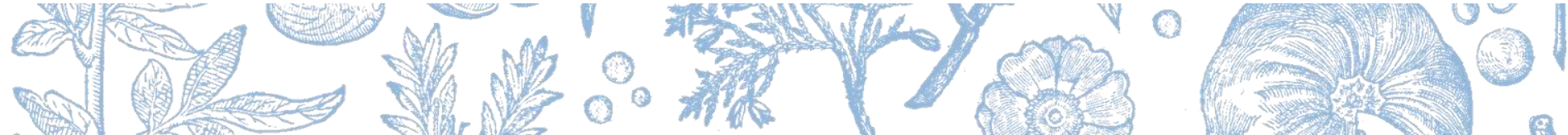
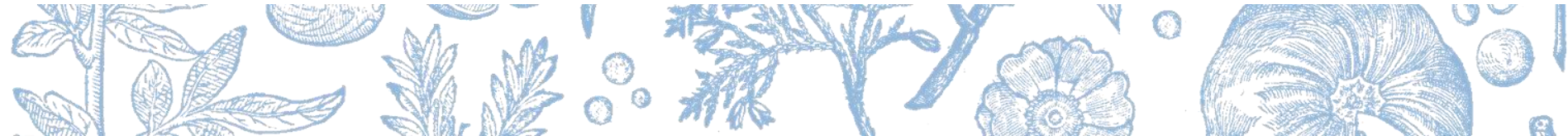
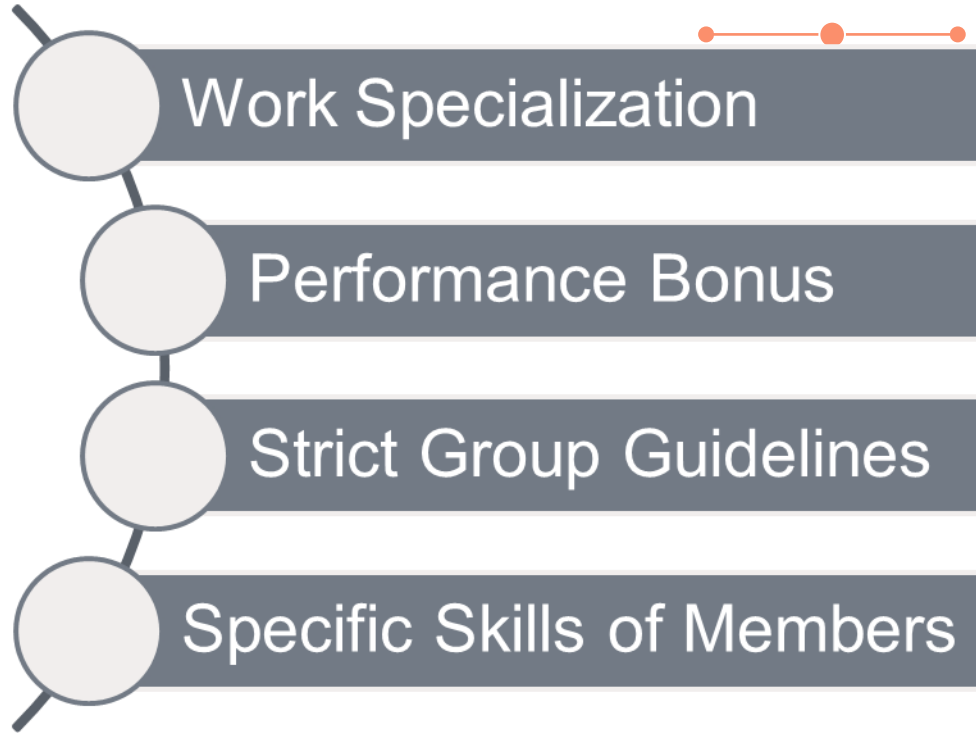


Figure: Factors influencing team behavior
Source: (Roderick, Slocum, Woodman and Hellriegel, 2017)



Team and Group behavior of the Barclays





Impact of effective and group behavior of the organization



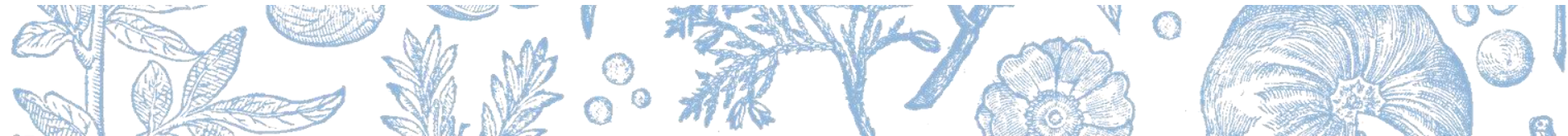
Increase productivity



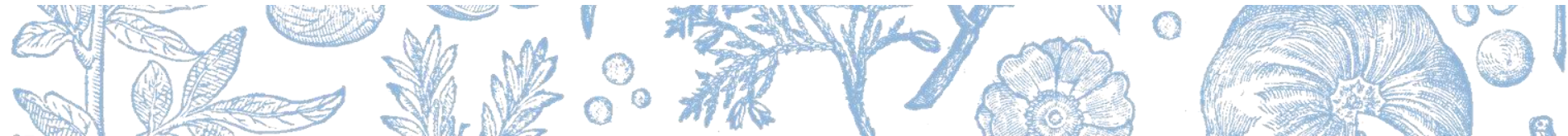
Best customer service



Increase Profit



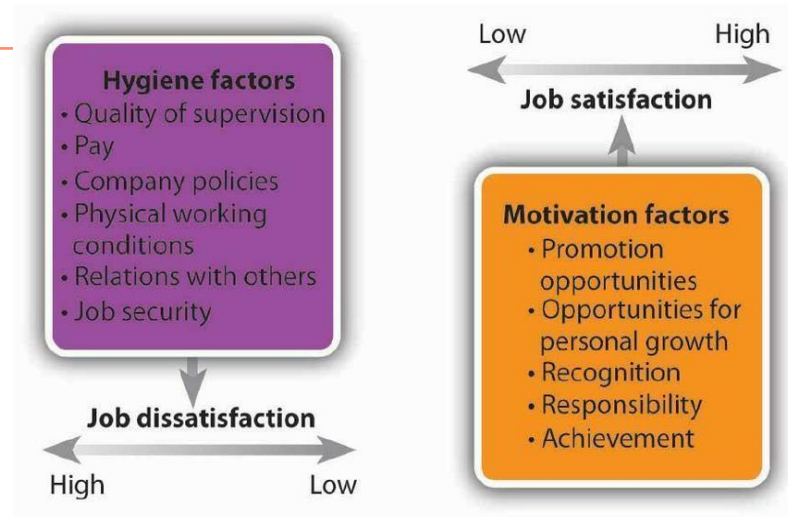
Motivational theory applied in Barclays



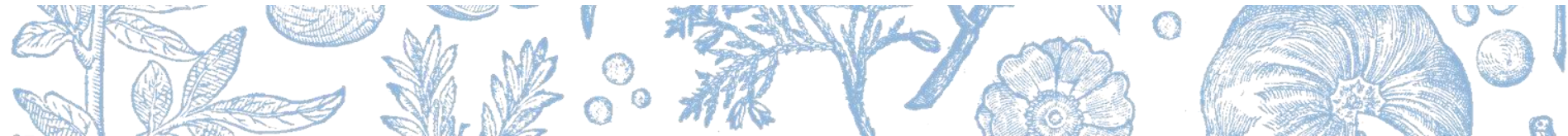
Herzberg's motivation-hygiene theory

- ✦ **Motivators**
- ✦ **Hygiene factors**

Perception theory applied in Barclays



Gregory's theory of perception

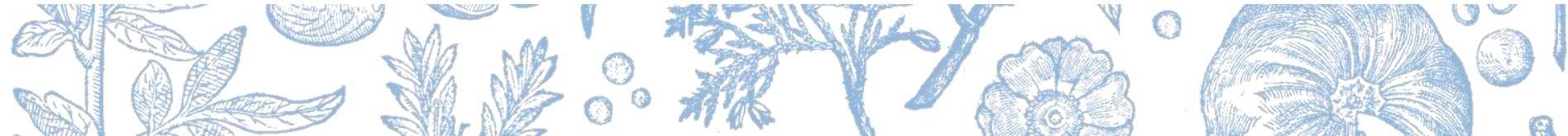


- ✦ Past knowledge and experience is the most important factor
- ✦ Help the organization in efficient decision making
- ✦ Help to make decision in ambiguous situation

Motivation and perception are linked to organizational performance of Barclays company

Herzberg's motivation-hygiene theory

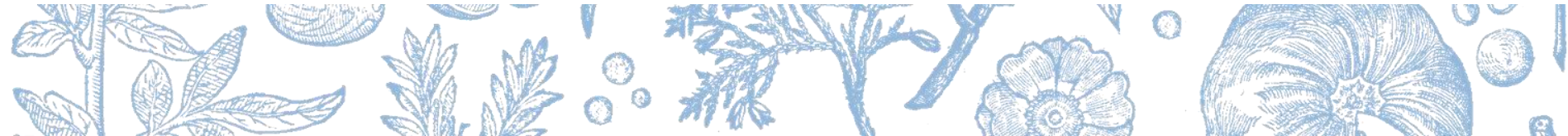
- ✦ Motivation factors motivate the employee
- ✦ Absence of hygiene fact demotivate employee.



Gregory's theory of perception



- ✦ Help the organization to make right decision in ambiguous situation

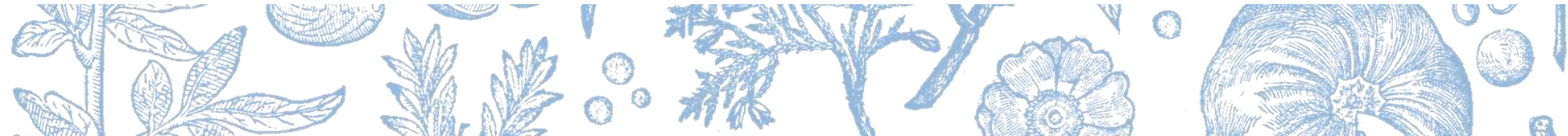


Conclusion

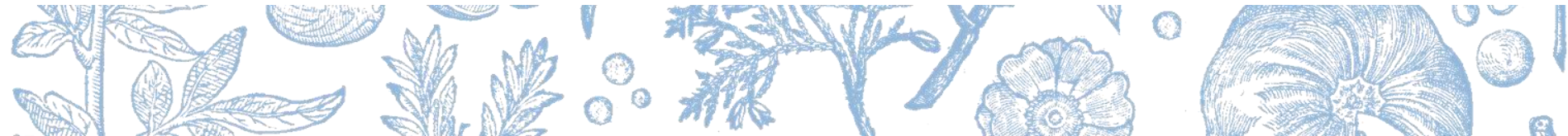


organizational success.

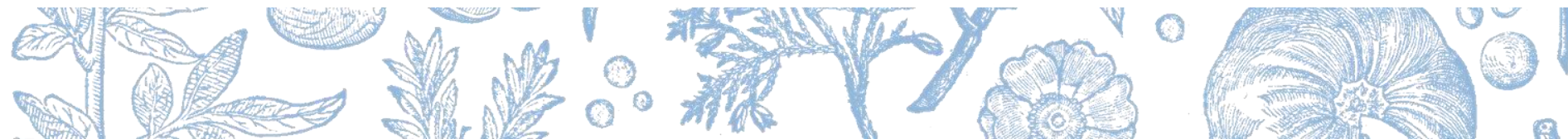
- ✦ The main reasons of success of Barclays are its organizational structure, culture, leadership styles, effective team and the right way of motivation.
- ✦ These components work together to ensure



References



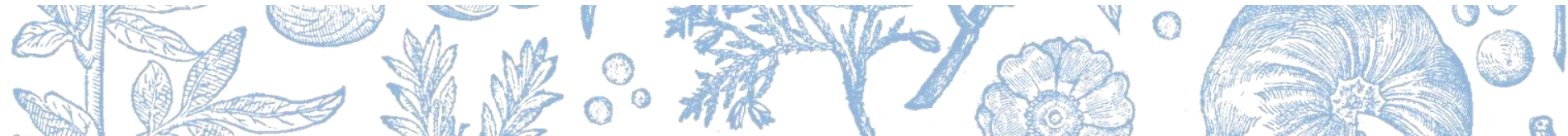
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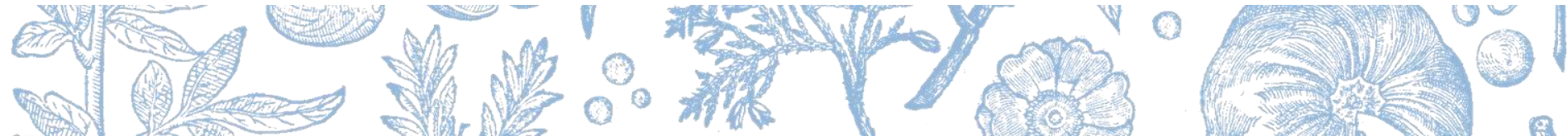


Student Name: Robert Ionut Antofie

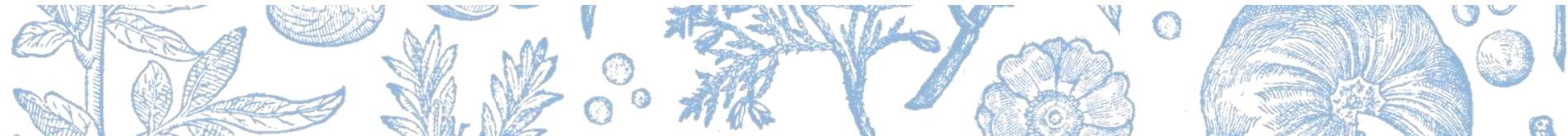
Student ID: 2011970

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Profile of the Barclays

Introduction

The knowledge of renowned organization helped me to expand my horizon of knowledge. I got the chance to learn the profile and history about Barclays while doing the task. Barclays traced its ancestors back to the two bankers who made business on Lombard Avenues, London in 1690, John Freame and Thomas Gould. Freame's son Joseph had a permanent position in the company since 1736 with his brother-in-law James Barclays, as a partner (Barclay bank, 2021). Barclays Bank is a multinational organization providing its consumers and prospective customers with financial facilities. It's headquarter is in London and has a large number of subsidiaries worldwide. Barclays Bank's primary business is to provide its customers with financial facilities, corporate services and investment banking service.

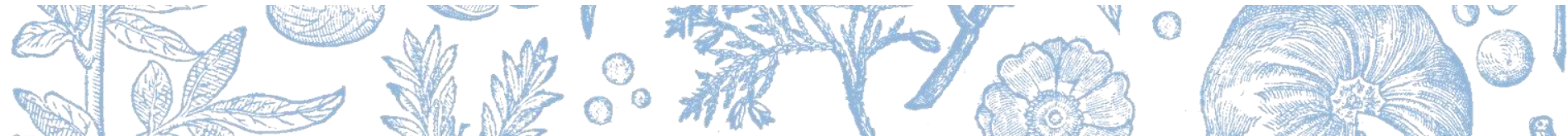
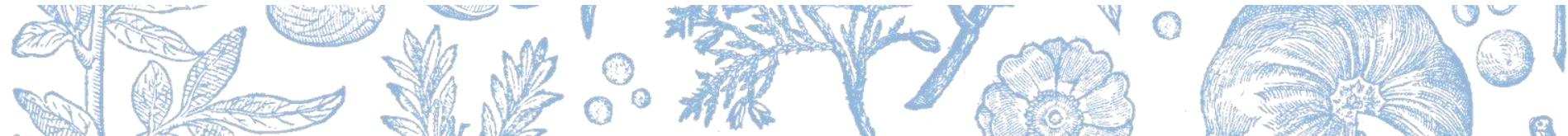




Figure: Barclays Bank Logo (Barclays, 2021)

Barclays is the world's largest provider of financial services. In terms of employment, the company has been a leading employment generator. They pay fair wages, which have made it hard for workers to switch to other firms. The company's growth is greatly supported by human resources administrators who always look for motivating the employees in every branch. For workers' motivation they try to ensure advancement in work environment, competitive payment, and good job recognition.

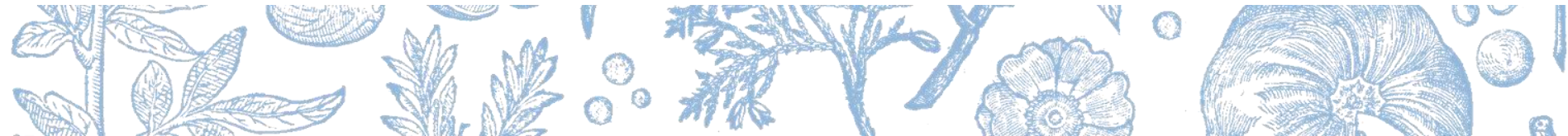


Description



After completing this task, I have learnt about the main products of this organization, its competencies, its competitors and its market share. Another important factor that I have learnt about Barclays is the success factors and problems of it. The products and services that are offered by Barclays are organizing of wealth by experts, customized solutions for investment, options for loan and fast flexible banking. Besides these the main competencies of this bank include corporate and investment banking while the main competitors of this bank include BNP Paribas, Bank of America, HSBC, Citibank N.A, UBS, Banco Santander, NatWest Group and Metro Bank (Barclays.co.uk, 2021). Then lastly the market share of this bank is 9.3% (Statista, 2021).

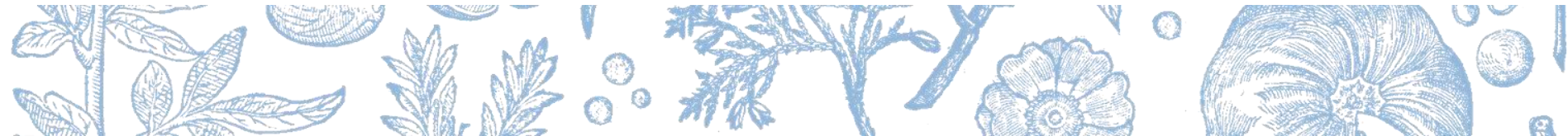
The success factors of this bank are over three hundred years' of experience and banking skills, its reputation as a trustworthy bank and investment institution. The primary reasons for Barclay's success are that it has expanded to more than 50 countries and is genuinely a global bank offering loan, savings and monetary support for more than 42 million clients and customers all over the world. Another rationale for Barclay's popularity may be that it embraces a clear strategic premise: 'anticipates and serves the interests of its customers by helping them meet their objectives.' Barclays' recent performance include the potential



of its distribution network, its cash machine access, targeting and recognizing future emerging market groups, such as India, Asia and Africa, in particular South Africa.

While Barclays is a genuinely global business working from a simple bank account to government ventures, it has always been focused on meeting individual custom needs. Besides these, the problems with Barclays include the current economic condition in the UK, Europe and America, and the supply of credit in this sector is still becoming unstable for retail consumers. As a result, the company's ability to drive its corporate performance and margin through the effort to balance the shortfalls in the UK domestic sector with the progress in developing the economy has become increasingly important. Under this circumstance, Barclays have to reexamine the retail facets of their business so that they can stay competitive on the track and, if possible, even make cost cuts (Forbes, 2021).

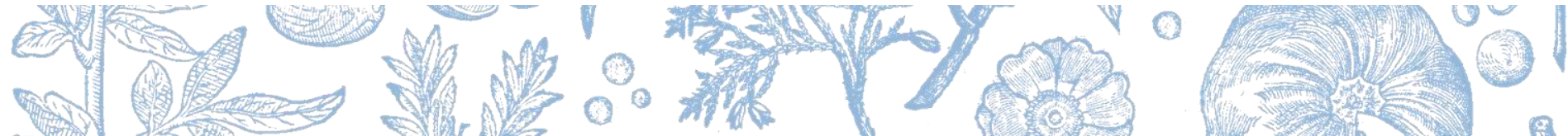
In this current financial situation, banks are unable to fund one another, and a severe recession is expected in the UK economy. Other variables that can affect Barclays is high competitiveness, primarily the way the Bank of England and the Treasury aim



to revive and boost flagging stock market interest and the dramatic collapse in market value and speculation (Grahns, 2018). I have faced some difficulties during this task because all the information related to this organization are not available on its website besides I needed to analyse a lot of research papers, newspaper articles related to this organization to collect the necessary information related to this organization. Besides I had to follow some news articles regarding Barclays of this organization to identify its threat and problems. Although these tasks were a bit hard for me, I have learnt a lot about Barclays that enriched my knowledge regarding banking industry.

Conclusion:

Every organization of the world has faced ups and down its business. Just like every organization, Barclays has also faced several threats and problems. But the difference between this organization and other organization is that it did not lose its hope from the market rather it tried to face these challenges strongly. As a result where all the companies packed up their business because of several problems and threat, Barclays has become a famous and successful company all over the world. This motivates youth like me to stay strong in every aspect of life and achieve success.





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Barclays bank, 2021. About Barclays - Who we are | Barclays [Online] Home.Barclays.

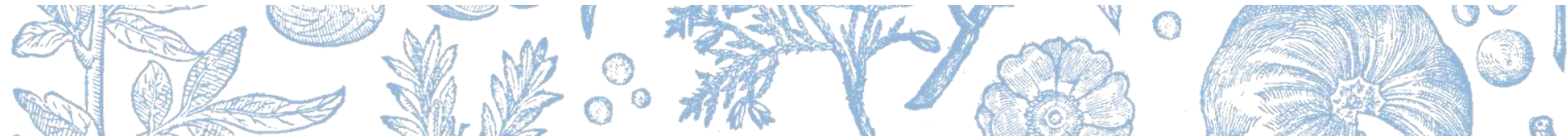
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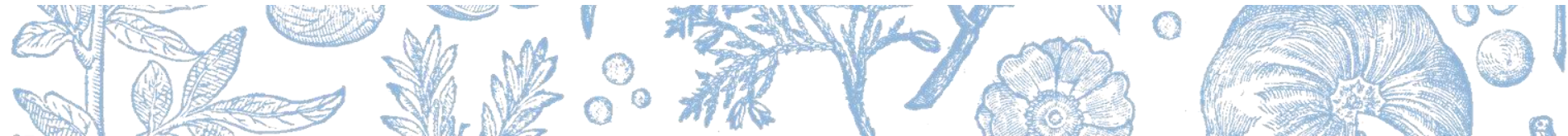
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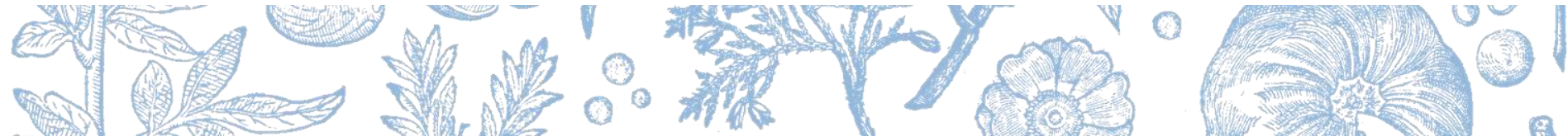


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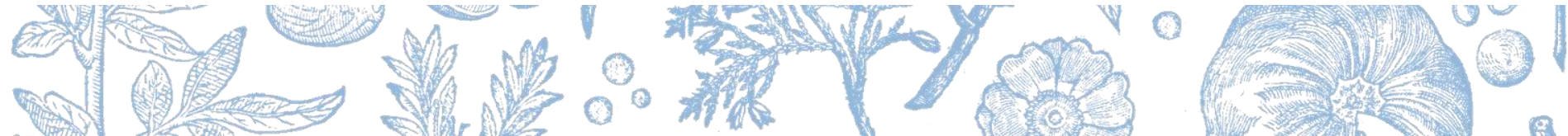




Organisational structure and culture of Barclays

Introduction

The structure of Barclays has a great impact on its performance and position because an appropriate organisational structure ensures the success of the organisation by ensuring chain of command and accountability. Organisational culture also has a great impact by setting norms and behavioural parameters. Sound culture and structure help Barclays to bring out better productivity and performance. Despite offering extensive motivation to the employees, an organisation may not achieve success

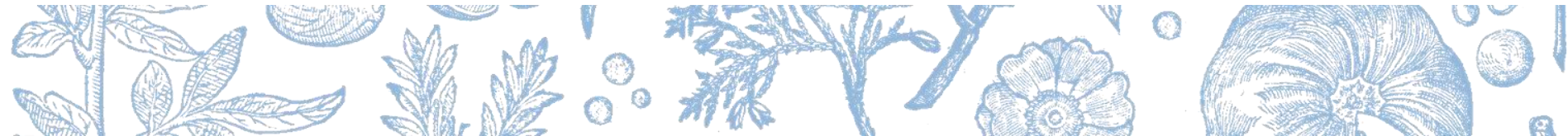


if its organisational culture is not favourable. The organisational structure and organisational culture of Barclays are quite employee-friendly and competitive. From its organisational structure and culture, there are a lot of things that I have learned. The learning that I have gained will be described here.

Description:

This task gave me an idea about the organisational culture of Barclays, situated on Lombard Street, 54, London, the Barclays Head Office. The Head Office has the responsibility of agreeing, controlling, and coordinating bank plans and policies around the Group's regions. The HO functions are divided into several departments of the Head Office, which formulate strategy, build programs or goods researching, design and make improvements in the operational processes. The aim is to carry out those jobs and procedures at the center of processing, administrating to ensure better profitability (e.g., security services).

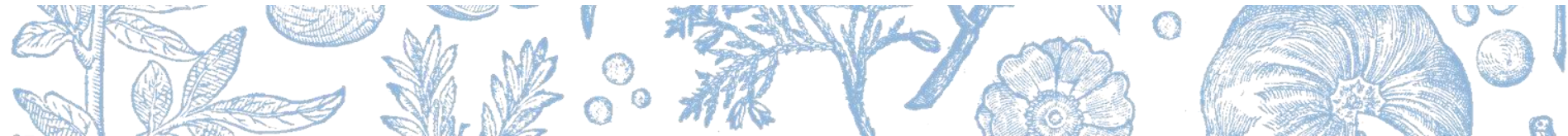
There are 13 regional offices in the United Kingdom. 'Centre' serves as a conduit between the HO and branches for policies and services updates, and as a monitoring and coordination point for the branches in such fields as risk management, employee recruitment, staff questions, and performance objectives. For certain strategic and managerial roles, Group Parent Branches are



at center stage. Moreover, the Parent and Group Affiliate branches maintain all bank accounts of the Parent and Member branches. Group member branches can be regarded as Group Parent satellite branches. They usually have no administrators on hand yet provide a complete variety of consumer services (Home. Barclays, 2019).

This knowledge will help me to form an effective organisational structure in the future if I am in that position. Besides I have obtained a deep knowledge about the organisational culture of Barclays while I have achieved knowledge of Hofstede's cultural dimension. I have learned about the dimensions of this model which are as follows:

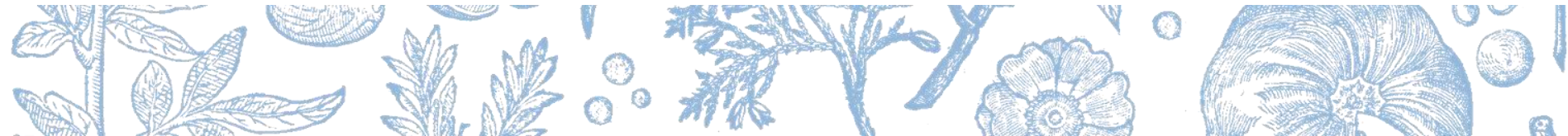
Power distance: Inequality does occur in each community, but it varies from one community to the other in the degree to which less potent social representatives agree to the inequality. Distance of power is linked to the various solutions to the fundamental human injustice dilemma. High power causes little contact with the managers and the staff, while workers interact more for decision-making purposes with their supervisors while power is poor. The power distance is low in Barclays which indicates equality is prevalent in this organisation.



Individualism vs collectivism: Individualism is described as a person's desire only to look after his or her kin, where a group of people who care about every member of the group explains collectivism. Barclays follows collectivism which indicates every does their work altogether.

Masculinity vs Femininity: One of the most dominant elements of a civilization is the third component. Countries in which men are seen as stronger and harder, and women as more fragile and gentle, adopt men's culture whereas, in countries where men and women have equal power and tenderness, women's society follows. Roles are not decided in masculinity culture while roles are decided in femininity culture (Hofstede, Hofstede, and Minkov, 2015). The organisation follows a masculine culture in the organisation. This indicates everyone has a clear role in this organisation. Roles are not overlapping in this company (Barclay.co.uk, 2021).

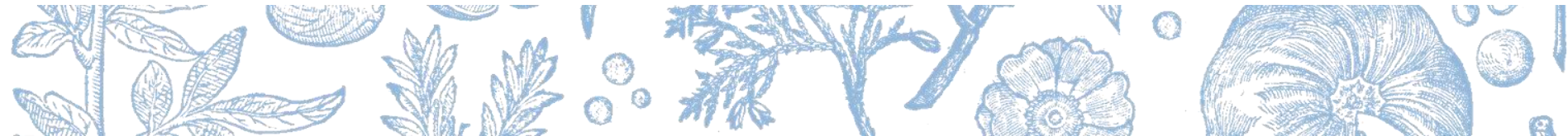
Indulgence Vs Restraint: Indulgence stands for a society that makes the fundamental and natural drives of human beings related to living and having fun relatively free. Restraint means a culture that suppresses and controls the satisfaction of needs



by rigid social standards. Barclays follows an indulgence culture which indicates flexibility is quite prevalent and employees can think out of the box.

Uncertainty avoidance Index: It's the stage a person can take unexpected shifts and circumstances to. Companies who admit unforeseen situations and dislike vulnerability are extremely insecure about the community in avoidance of score although countries that take things as they are ready for changes at any moment have a low culture of avoidance of uncertainties. Barclays follows high uncertainty avoidance which indicates before making any financial decision or any other decision.

The understanding on this topic will help me to set a good organisational culture in the future. Besides, I came to know the differences between different dimensions of culture which has increased my knowledge to a great extent. During this task, I have faced some problems such as explaining the cultural dimensions and relate them to Barclays. It took time to learn this and connect elements of cultural dimension to Barclays. Although I faced difficulties the learning from this task will help me in my future professional field.

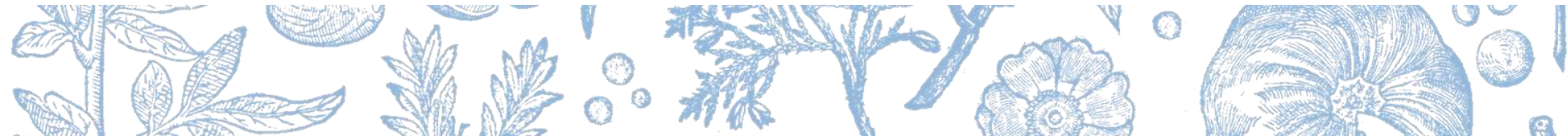


Conclusion:

As aforementioned organisational structure and culture have a great impact on achieving organisational culture, Barclays follows an organisational structure and culture that is employeefriendly and that leads them to success. Barclays has formulated its organisational structure by keeping the employee's benefits in mind as well as the progress of the organisation. Side by side Barclays has followed all positive cultural dimensions in the organisation which reinforces the success of this organisation.

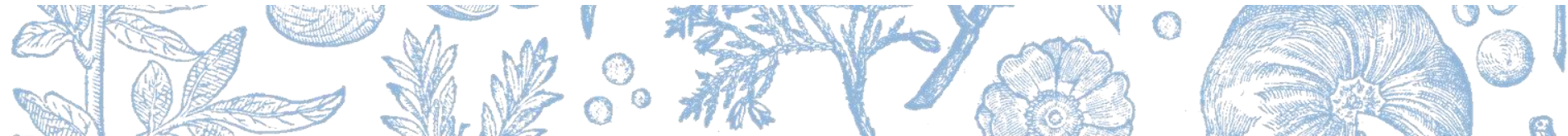
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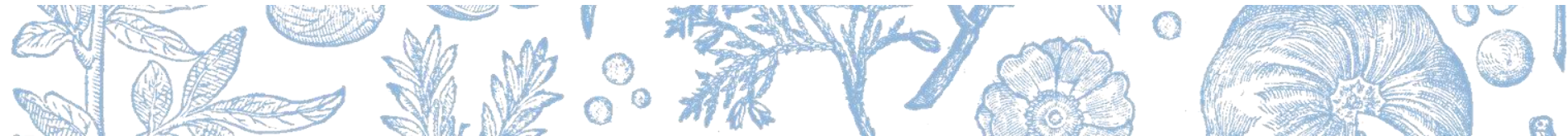
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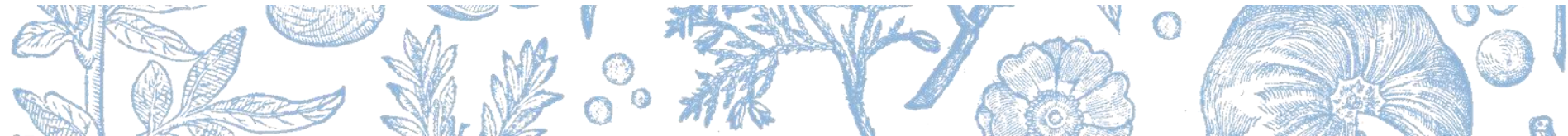
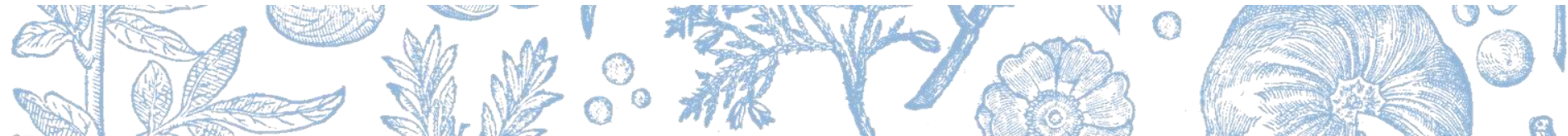


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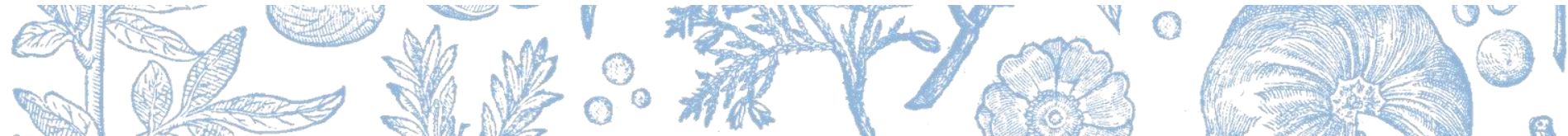
Leadership and Management Approaches in Barclays

Introduction:

I prepared a slide presentation on the leadership and management approaches in Barclays. Doing this task was very educative for me as it helped me a lot to learn different management and leadership styles. In this report, I will share my experience that I gathered from preparing the presentation slides.

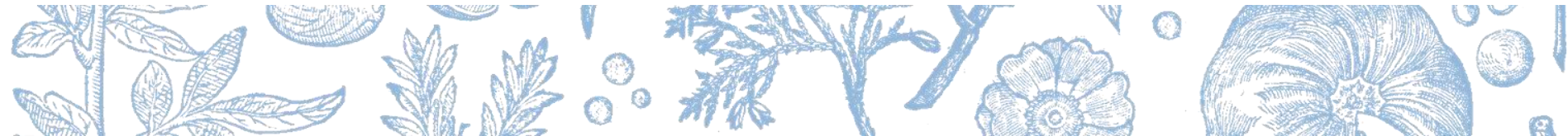
Description

While making this presentation I had to collect and analyze different types of information regarding the management and leadership style or approaches of Barclays Company. This task helped me to know different types of leadership styles, their features, and the importance of each type of leadership approach. At the same time, I learned how an organization can apply these leadership styles and can be benefited from proper application. I also collected information from google regarding the leadership style of Barclays. I learned that this organization follows a **Democratic Leadership Style**.



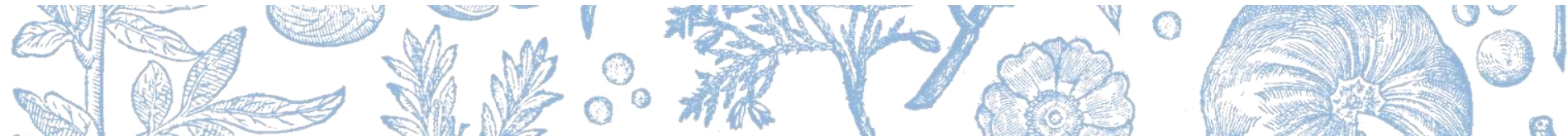
This is also known as the participative leadership style where the regional branch managers can listen to the problems and prospects of the employees and give feedback to them after proper communication of them to the administration (Foels, et al, 2000). This is the most innovative leadership style that Barclays applies while managing its employees. This leadership style allows the employee to give their opinion while the organization is making an important decision. The organization can also motivate employees by respecting their opinion regarding the decision making of the company.

I also tried to know the management style that the Barclays Company applies to their organization. The management style or the approach is very important to managing the overall task of the organization. While making the presentation slide I learned a lot of management styles that the organization can follow and different features of different types of management styles. The Barclays Company applies a consultative management style. In this type of approach of management, the managers consult with the employee while making the important decision of the organization. As result employees of Barclays think of themselves as an important part of the organization that helps the company to get better performance from them.



Preparing the presentation slide helped me to know details about the management and leadership style followed by Barclays Company. While doing this task I learned how leadership style can improve performance and how different types of management approaches can be applied effectively. It helped me to enrich my knowledge regarding management and leadership. While I was finding different types of information to know what types of management style and leadership approach applied in Barclays company, I learn a lot of things regarding the business operation of this organization.

I felt quite content with my learning and experience because all these insights and understandings are very relevant to my academic learning and my career goals as well. At the same time, the knowledge that I gained from preparing this presentation slide will help me in my professional life as well. Barclays Company applies the leadership style in a way so that the entire employees are motivated and do their best for Barclays. Because this company follows a Democratic Leadership style, it allows the employee to participate while the leader is deciding on the organizational operation. Leaders can know about the employee's problems and prospects and their needs. As a result, employees feel very proud to be part of the important decision of the organization. Moreover, I also learned the management style that Barclays Company follows. Consultative leadership style

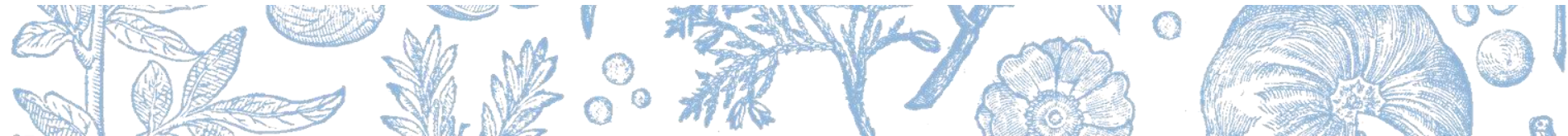


helps the employee to enrich their knowledge because this type of leadership allows the employee to talk with the managers regarding their task-related activities (Ackrill, & Hannah, 2001).

Preparing the presentation slide regarding the leadership and management approach of Barclays

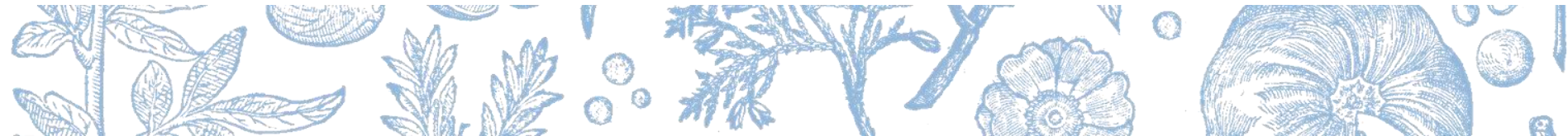
Company was very interesting to me. I could not do my job properly because the management style and leadership approach that an organization follows is very confidential information because of its kinds of business secrets. As a result, I had to study a lot on google to know properly about Barclays. I also read several articles to enrich my knowledge regarding the management style and the leadership style of Barclays to know the information before preparing the presentation slide. It was really difficult for me to make the slides as I am not that expert in slide making and making things presentable in short. So, I had to learn this from video tutorials from YouTube and do my task.

From my side, I tried a lot to present all the information properly in the presentation slide and I always enjoy learning new information regarding business operations. While I was preparing the presentation slide, I was able to know the ins and outs regarding different types of leadership styles and in which situation an organization should apply which type of leadership style.



After study, regarding the management and leadership approach of Barclays Company I knew that the organization follows a participative leadership style and consultative management approach in their organization. As a result, I get the opportunity to know in detail regarding consultative management approach and participative leadership style.

The presentation slide is prepared based on leadership style and management approach. Before preparing this slide, I had to know how to organize a slide properly. As a result, my understanding of these issues increased, and it will help in my future career or my professional life. When I will be the leader, I will apply this leadership style in my organization so that I can make the decision properly and motivate the employee as well. If I am in the management position then I will consult with the employee to help them increase their understanding regarding their activities. Participative leadership and consultative management approach are best for any kind of organization though different types of leadership and management style are applied in different organizations.

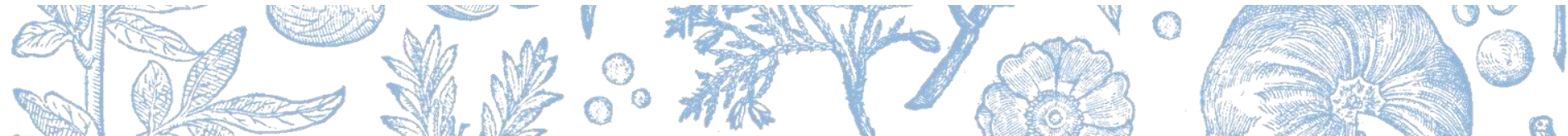


Conclusion

Preparing this presentation slide helped me a lot to enrich my knowledge regarding management and leadership style. I study a lot while making the presentation slide on the management and leadership approach of an organization. I learned how to make presentable slides as well. The leadership style and management approach are part of the business strategy. I learned detail regarding different types of management approach that the organization follow. The management approach is mainly the way of controlling and managing the different tasks of the organization. An organization chooses a management style that will maximize organizational benefit. On the other leadership style is the process of leading the subordinate in a way that will help the organization get the best output from the human resource. Especially this task helped me to know details regarding the consultative management approach and participative leadership style.

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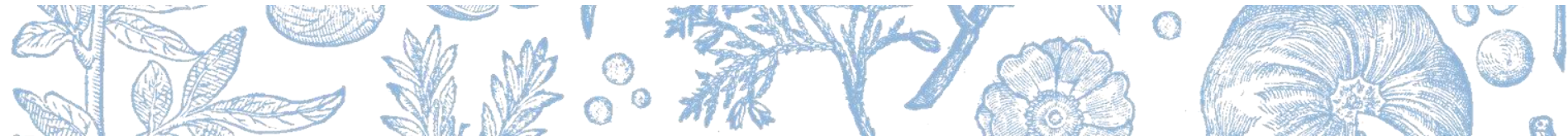
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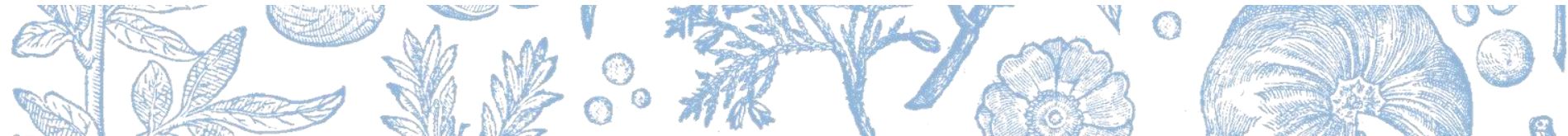
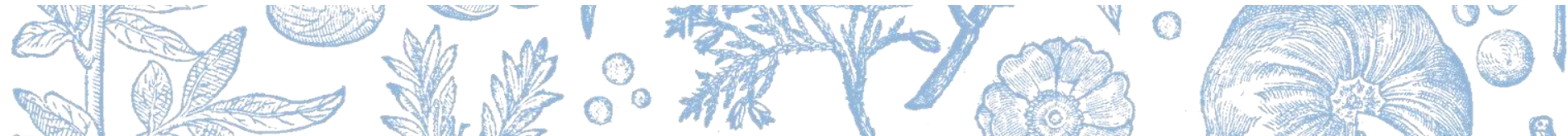
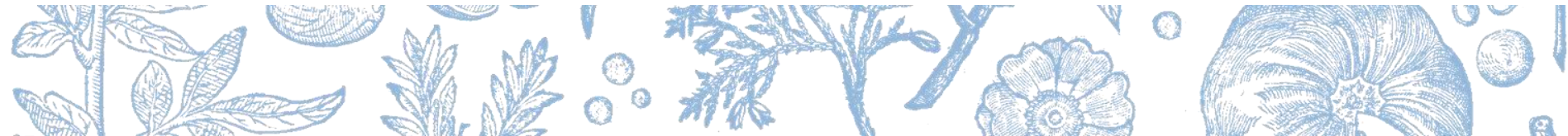




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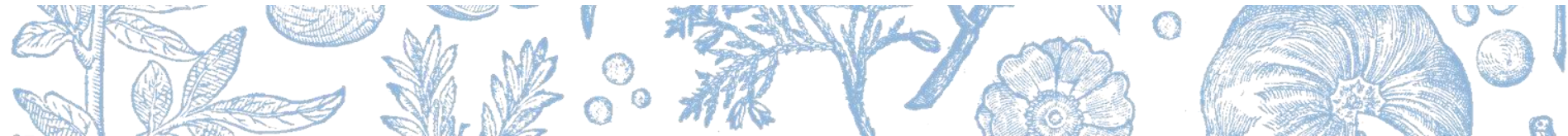




Reflective report on factors influencing team and group behavior

Introduction

A team is a combination of groups of people who are striving for accomplishing a particular task daily or completing a single task (committee). The success of an organization largely depends on how efficiently the team or group performs in an organization is. The importance of a team is more needed in the service industry where customers are directly connected to the organization. The perfect action of the team and group bring satisfaction to the customers while the imperfect actions of the team result in poor customer service which brings dissatisfaction to the organization. Barclays is a renowned Bank in England. This bank has mainly achieved success because of its successful team and Group. The authority of this bank has formed the team and the group by following efficient team and group management rules. From its team and group management rules, I have learned a lot of things about how to form a successful team and group.

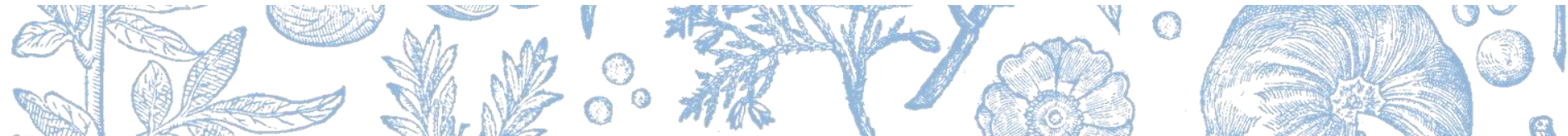


Description

There are certain factors that an organization needs to consider before forming a successful team and group. If the organization considers these factors then the organization has become successful by forming a team.

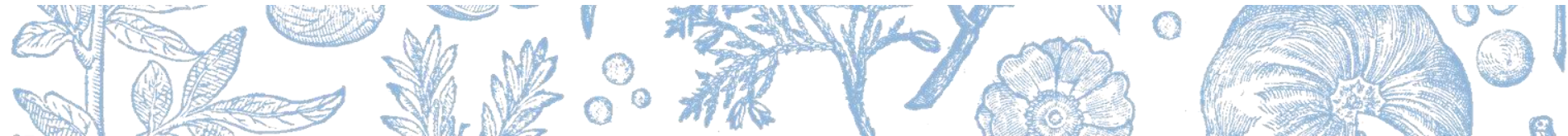
From this task, I have learned that Barclays which is a renowned organization and follows certain rules of developing team which include **Team role** which has a great impact on the behavior of team and groups because if the employees who are skilled at a particular do not get the job according to needs then he will not be satisfied and then will not perform up to the mark. Then there is **motivation**, which has a great impact on the action or behavior of the employee. For example: If management provides basic needs to the employees required for the team then will be neither happy nor unhappy (Roderick, Slocum, Woodman, and Hellriegel, 2017).

Then their performance will be as usual. But if the management offers a reward on the performance of the individual employees and whole team effort then the performance of whole employees will be master class and so do the team. **Norms** are a very



important issue that influences team and group behavior. If the group members do not follow the guidelines and rules of the team then they will perform their way and there will be no discipline in the organization then the performance will low grade. And lastly, the **cohesiveness** of the team is one of the main variables determining team success and productivity. Effective teams have strong cooperation of teammates. Cohesion within the Community cannot be accomplished suddenly and creation takes time. If the team contains insufficient participants, it may badly harm the team's morale and conflicts between members can be created (Burnes, 2016).

When I will form a team and group for an organization I will consider these issues seriously because these have a great impact on performance. For example: When I will decide team roles, that is, which employees do which task, I will strictly follow Belbin's team role model when I will select a worker in the organization. I will give tasks to those employees who are experts in that task. Then I will consider Herzberg's two factors theory when motivating the employees where I will supply necessary things required for completing the task while I will give them motivational elements such as reward on individual performance besides performance bonus on the performance of the team and group. I will communicate with them about these motivational

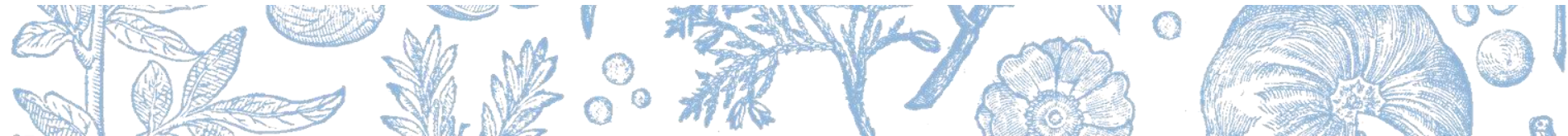


elements before starting the task so that they always remain motivated in the task. After that, I will give importance to the rules and guidelines of the team. If an employee fails to meet the rules and guidelines of the team then he or she will be punished according to the company policy besides, I will arrange a disciple bonus which will motivate the employees to follow the basic norms. Then I will select the right person as a team and group member. Because if I select a wrong person such as an aggressive, moody, and impolite person as a team and group member then whole team connection will be affected in the organization.

During this task, I have faced difficulties to establish a link between these factors and how these factors influence the team and group behavior of the organization because these factors are difficult to analyze in terms of team and group actions of Barclays. Besides, there are a lot of issues among them to select the most important factors is quite difficult for me.

Conclusion:

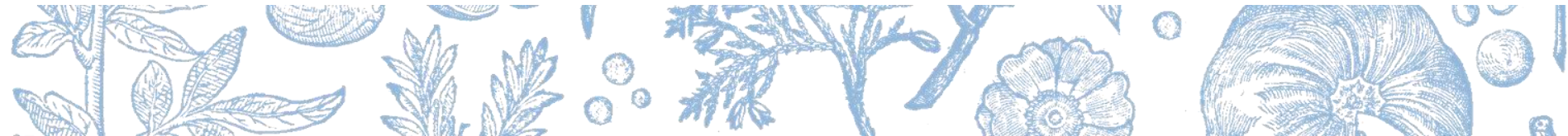
These are the factors that not only determine the success of the team but also find out the external issues related to the success of the team. I will find out these uncontrollable issues and try to mitigate the impact of these uncontrolled issues in the



organization. Team leaders have a great influence on the team success because of the team leaders are not friendly then the workers will not find relaxing to work with the team leaders. This will ultimately go in vain the team effort despite all the factors is fulfilled. I will look after those issues with great concern.

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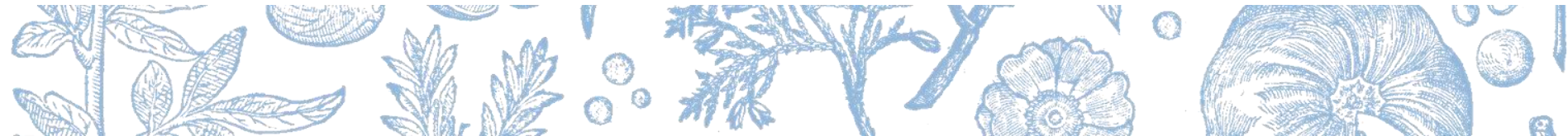




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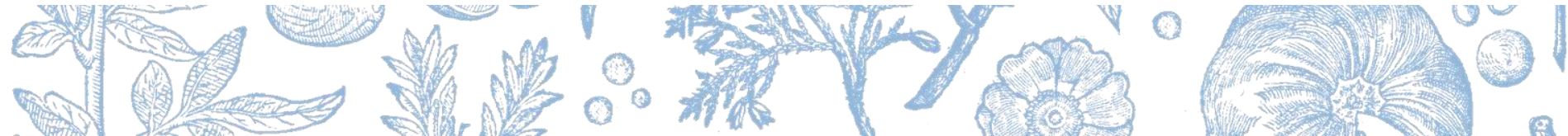
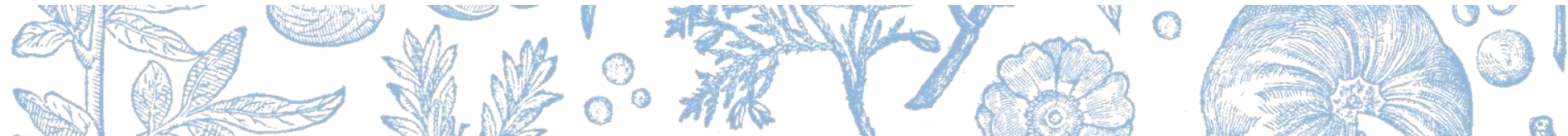
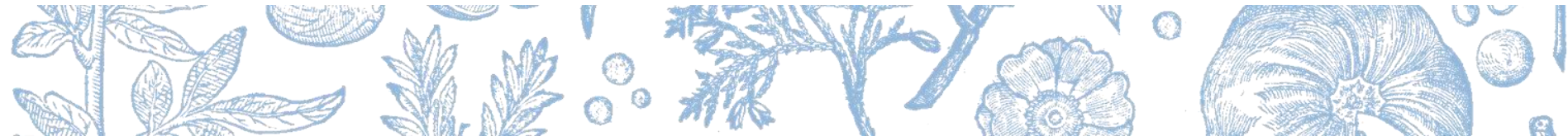




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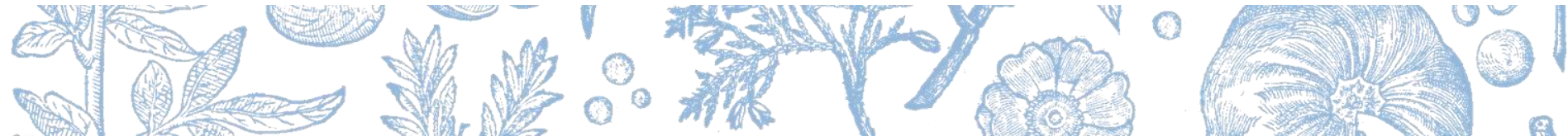
The ways in which motivation and perception are linked to the organisational performance of Barclays

Introduction:

I had a very educative experience while I was preparing these presentation slides which is about how motivation and perception are linked to the organisational performance of Barclays Company. For conducting this task I studied a lot and learned many things. In this report, I will present my experience regarding creating a presentation slide on motivation and perception and their relationship with the business performance of Barclays.

Description

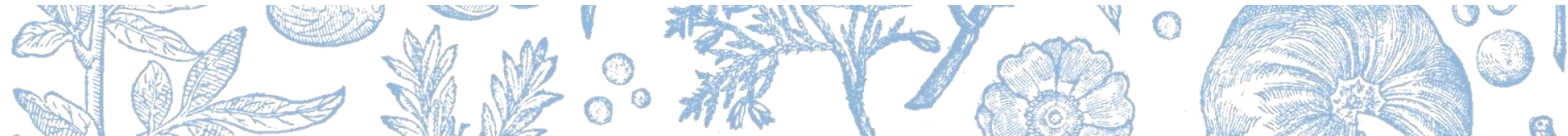
My presentation slide is related to the motivation and perception theory and relationships among them that contribute to the business performance of Barclays. Motivation is the most important component for the human resource of the organisation. When the organisation can keep the employee motivated then it can get the best performance from them. Barclays is very



concerned about employee motivation because they believe that if the employee is highly motivated and does their job properly then the organisation can easily achieve the overall business objective (Ackrill, et al, 2001).

On the other hand, perception is very important for the organisation while making different types of decisions regarding the business operation. Perception has an impact on the decision that the managers or leaders make. Individual perception about anything will vary from person to person. In this presentation slide, I showed how the relationship between perception and motivation impacts business performance. Preparing this presentation slide was very helpful for me and I was enjoying while doing my task regarding motivation and perception.

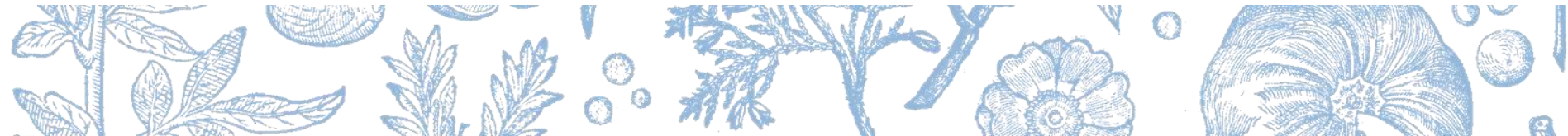
It enriched my academic knowledge because I learned different theories of motivation and how the organisation applies them. At the same time, I also learned vast about the perception theory. I was very excited to know a different way to motivate the employee. The Barclays applies Herzberg's motivation-hygiene theory in the organisation to keep the people motivated to their job and get the best performance from the employee.



Gregory's theory of perception is also applied by Barclays to make a different decision in the difficult situation of the organisation. I studied a lot of literature and search a lot of times on google to acquire different kinds of information regarding this issue. I enjoyed it a lot as the task enriched my knowledge. Moreover, doing this task helped me to know details about the motivation and perception that will help me in my professional life. I could do this task by preparing a presentation slide on the linkage between motivation and perception and how it impacts the business performance of Barclays.

I didn't get any exact information regarding the motivation and perception theory or model applied by Barclays. That's why I had to work so hard while collecting these pieces of information. I studied different article on this organisation and article on the different organisation that has business operation same as the Barclays company. As we know there is a word called business secret no organisation will disclose their business strategy or trade secret. The Barclays Company will never reveal the Perception and motivation theory model applied by this organisation.

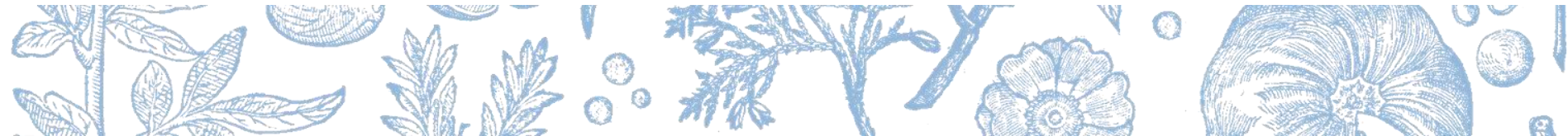
After a lot of studies, I learned different theories and models applied by this organisation then I started preparing the presentation slide. While doing my task of preparing a presentation slide on how motivation and perception are linked and contribute to the



business performance of Barclays Company. The organisation mainly applies **Herzberg's motivation-hygiene theory** as the motivational theory and **Gregory's theory of perception** as the perception theory (Cofer, et al, 2004). The Herzberg motivation theory is mainly designed based on a huge amount of research on the employee of different organisations. According to this theory, the presence of the Hygiene factor will not motivate the employee, but an organisation must have all the elements regarding hygiene factors to operate the business activities properly.

The absence of these factors will demotivate the employee to their job. So, the organisation focuses on maximizing hygiene factors. On the other hand, several motivating factors are very important for Barclays Company to keep the employee motivated and get high performance from them. The organisation follows Gregory's theory of perception suggests the organisation different ways that it can follow in a different difficult situation while making the organisational decision.

After preparing the presentation slide, I was able to enrich my understanding of a different theory of motivation and their impact on the business operation as well as in which situation the organisation should apply which types of motivation theory and how

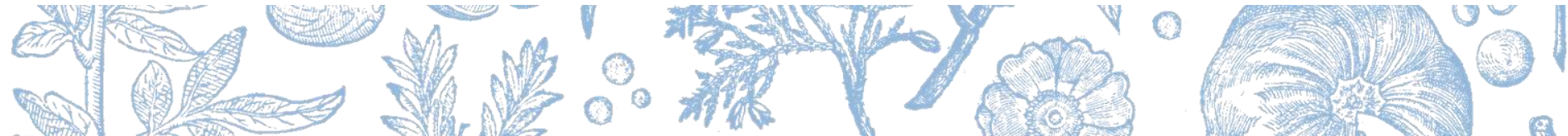


to apply them. I also acquired huge knowledge on perception and its contribution. The task helped to enrich my previous knowledge regarding motivation and perception and their relationship.

When I will be working for an organisation in my professional life this knowledge will help me to do my job properly and contribute to the organisational decision-making process. Over time when I will be a leader, this knowledge will help me to do my job properly. I will be capable enough on examining the overall organisational operation and make the decision on which types of motivational theory I should apply. Moreover, I learned many terms and concepts regarding perception and how it works this knowledge will also help me to perform better in the future.

Conclusion:

From conducting this presentation slide I got the opportunity to enrich my knowledge on motivation and perception and how they are related to enhancing organisational performance. There are different types of theories of motivation that are applied by different organisations according to their business environment and operation. While doing this task I learned various



motivational theories that will help me to enrich my stock of knowledge regarding motivation and how this types of motivation theory can be applied in the organisation. Perception is another important factor that has an influence on the business operation of the organisation by deciding on the business operation. Sometimes the organisation faces a very difficult time. In this case perception of the employee help the organisation to overcome the difficult situation and achieve the overall objective of the organisation.

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