



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

HUMAN RESOURCE MANAGEMENT

LECTURER: GLADIS KULOTHUGAN

STUDENT NAME: PRAJAPATI PARTH

STUDENT ID:- 2226217

MODULE:- LCMB7000

Table of Contents

Introduction.....	3
Reflection through Gibbs model.....	3
Highlighting own contribution.....	3
Take away from exercise.....	4
Conclusion	5
Reference List	6

Introduction

The development of a presentation helps in learning more about the business, and creates the ability in increasing own network. In the present case, I being the Human resource director of an international firm working with senior managers was asked to develop a presentation on an area of interest in the context of HRM. A group of 4 members were set and I was the team leader in the group. Consulting with my team members, I selected the topic "staffing: retention" for my group presentation. My contributions as well as my take away are highlighted in this paper, using Gibbs's reflective model.

Reflection through Gibbs model

Highlighting own contribution

- **Description**

Presentation development creatively and attractively is my main focus. In this case, we were asked to develop a presentation on our selected HRM topic, which is "staffing: retention." Influenced by Cortellazzo *et al.* (2019), being a team leader, I preliminary focused on the interest of my team members related to the topic and I found that all the members were actively interested in this topic. This topic is of great interest to me too because I have seen several incidents when organizations are not able to use retention strategies properly and hence, they loose their talented employees. The cost of losing talented employees is high and thus, this topic interests me to develop a presentation on it so that enough information can be used for making it meaningful to viewers, including managers. After deciding on the topic, the first thing that I did was to frame different headings for the topic so that overall aspects of it are covered (Richard *et al.* 2019). I then asked my team members to select the points that they feel comfortable with. Then, I selected my headings and completed my work. The final compilation, proofreading, and cross-checking of font size and style were done by me before submission.

- **Feelings**

As I was the team leader, at the beginning I was bit nervous about the outcome of the project like what would happen because it was the first time, I was being the leader of the presentation. In my past, several times I have taken the role of team leader for other projects, but for developing a creative and attractive presentation, this was my first time. According to Eisenberg *et al.* (2019), good communication, creativity and organization skills helps to overcome my nervousness and move ahead with the team the same was true in my case as well. I knew that the audience of the

presentation requires appropriate and interesting content for paying attention, mainly at the beginning of the presentation. When I found that my team members have selected their points, and I was left with the starting points, like "introduction", and "current issues in implementing retention strategies," I gained confidence. Moreover, as one of my team members showed interest in dealing with the "current issues in implementing retention strategies" point, I even left one slide (slide 7) for that person to complete on this point and add more details over it. This shows my cooperation with my team members during the group activity.

- **Evaluation**

To deal with my points, firstly, I focused on writing the introduction related to retention strategy. In addition to this, to make this point interesting, it is important to enlist all those points that are important to cover in the presentation related to topic (Richard *et al.* 2019). This enables the spark in the viewer and listener to get an insight into the points that are going to be dealt with. Further, it grabs their attention to know more about those points. After completing the introduction part, I moved on to my second point, which was "current issues in implementing retention strategies." To gather information related to this point, I used various books, and journals, having keywords, like issues in retention, and retention strategies. According to Aithal (2022), I noted down the important points from those secondary sources and developed my slides based on them. I even developed my speaker notes and even asked my other team members to do so. This is because we do not want to get stuck anywhere while presenting our parts. After the completion of the writing parts, I focused on giving a proper background to the presentation, so that the whole presentation looks attractive. I held a meeting after every alternate day for discussing the common aspects that need to be maintained in the presentation for bringing flow to our work. I mentioned to them the font size, style to be used and even asked for any support that they would require in their work.

Take away from exercise

I learnt that good communication, collaboration, creativity as well as organization skills have helped me to complete my presentation on time. A good cooperation was maintained in the team and my team members focused on developing their presenting skills (as per my instruction) for presenting the presentation confidently. I even understood that unity in the team is very important when working together, especially in presentation work as besides creative content, designing parts is also important otherwise it can create a lot of issues which may result in delay of work.

This exercise has even helped me to learn about the topic that dissatisfaction with salary creates issue in implementation retention properly in the organization. In addition to high competition in the market, employees getting a better job are the reasons that hinder the retention process. Hiring of wrong candidates, less appreciation in the organization and lack of proper motivation create an issue in hindering the retention of employees in the organization (influenced by Parihar, 2020). Furthermore, the high stress of work, and any type of workplace issues, like conflicts, and burnout are even hampering the retention process implementation successfully in the organization.

- **Action**

To improve further I would focus on eradicating my nervousness feeling, which I feel most of the time in the beginning. Being a leader of the team, if I become nervous, the management of the team becomes difficult. Hence, to eradicate this, I would focus on socializing myself, read journals related to effective leadership, and even emphasize deep breathing every day. Though my issue is less impactful as I can overcome the movement of the workflow, but overcoming this issue, I would be able to excel in future.

Conclusion

It can be concluded that my overall contribution to the presentation was good. I was well able to manage my team and submit the presentation within the estimated time. I learnt various things, such as creativity, organisation skills are important in presentation. I even came to know that less appreciation, wrong hiring hinders the retention process in an organisation.

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