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Task1

Brompton Bicycle Limited.

Introduction.

The Brompton bike is a British folding manufacturing company located in Greenford London and which has the largest volume of bike manufacturer in Britain.

The founder of the Brompton bicycle was Andrew Ritchie on the 3rd of June 1976 as the first British folding bicycle. Base on the innovations of the folding bikes Mr Andrew Ritchie had two awarded for Designers Prize for work on the Bicycle by Prince Philip (2009). Also, in 2010 from the Queen Award for enterprise and the innovation and international trade categories. Brompton has developed so many changes since the inventory of Andrew Ritchie with different management theories.

Belief in workplace behaviours

Belief and value held by managers and employees towards working conditions. It was discovered that managers have diverse ideologies when it comes to how they view society as a whole, but they view the employment relationship at their own workplaces as unitarist rather than pluralist. Workers' workplace ideologies are somewhat more unitarist than they are when evaluating society as a whole. There is some evidence that unions have a small influence on workers' opinions, but there is little proof that unions have an impact on employees' loyalty to their employers. While managers prioritise the organisation over personal careers, employees are more committed to their personal careers than to the company. There are connections between elevated levels of commitment, greater High Commitment Management (HCM) techniques, and unitary conceptions of the job relationship.

Value in workplace behaviours

A company that practices HCM will take part in activities like performance-based pay, quality circles, employee involvement programs, and communication of corporate goals to employees.

A common value system between management and those managed is a crucial aspect of HCM. In an ideal world, candidates for employment are chosen and hired in part based on a value system that aligns with the objectives of the company. HCM methods are meant to improve the "fit" once the employee is on board. Indeed, some claim that HCM must adhere to a shared value system of this kind. Basically, individual belief can also be internal which can also affect workplace behaviours, the more attention given to someone the more likely their behaviours will change.in workplace it increases productivity of the organisation.

The role of the workplace remains a battleground between an organization's cost-saving strategy, its attempts to maintain the status quo, serve as a facilitator of change, and stand as a visual statement of the brand in light of the continuously evolving nature of work and increasing demands on business organizations to remain competitive and continually innovate, while controlling ever increasing real estate costs. While organizations continue to construct workspaces that range from updated iterations of their old models to what some might consider radical departures in an effort to foster new working practices, the decision of what course of planning direction to take is still frequently left to a methodology that is disassociated from the organization's long-term strategic goals. even businesses who want to use the workplace as a catalyst for transformation rely on the idea of changing it to include more transparent and interactive workspaces.

Businesses tend to be conflating the design of collaborative workspaces with links to a business strategy, despite the fact that work processes are getting more and more collaborative regardless of the organizational form. The notion of the workplace's function within the company organization and the process by which design consultants build workplace planning concepts have both been left vacant as a result.

During the COVID-19 pandemic crisis, workplace emotion and support were present during the shift from office to home working. The majority of previous research on discrete emotion in the workplace focuses on discrete emotion types in respect to happy and negative emotions.

The future workforce will be made up primarily of young people. We address research on the two primary factors—family influences and job experiences—that affect young people's values, attitudes, and behaviours in relation to their employment. An under-researched issue in occupational/organizational psychology is the impact of young people's job experiences on the development of their future attitudes, values, and behaviours connected to the workplace. Changes in the workplace and newly important topics for the following generation of workers and their organizations are also highlighted to start developing a research agenda cantered on young workers (i.e., the rise in non-standard employment, leadership, workplace health and safety and unions).

Why do workers exhibit innovative behaviour at work? We look at how expectations about how such activity would influence employees' job performance (anticipated positive performance outcomes) and reputation inside their organizations help to explain why they engage in innovative behaviour (expected image risks and expected image gains). All three outcome expectancies had a considerable impact on inventive behaviour, as we discovered. These outcome expectations, as intermediary psychological processes, were influenced by contextual and individual difference factors, including perceived organization support for innovation, supervisor relationship quality, job requirement for innovativeness, employee reputation for innovation, and individual dissatisfaction with the status quo.

Attitude in workplace Behaviours.

Organizations must address the genuine and complicated barriers that the strong patriarchy places in the way of women's workplace behaviour if they are to build a more equitable workplace where workers may thrive. In order to ensure that all employees, regardless of gender, are active in the organization's operations, it is crucial for organizations to routinely assess their culture. Additionally, since patriarchal behaviour frequently has an impact on women's performance and OCB, organizations need to assist women in taking a more initiative-taking approach to countering it. In order to comply with this, organizations must continuously reaffirm their commitment to equal treatment, equal opportunity, and equal rights. Organizations must take gender discrimination seriously and impose the appropriate sanctions, since this will significantly improve the situation for women and create a more equitable workplace.

Scientific Management theory.

We look at the benefits of scientific management and why it is still applicable today, as well as how managers can communicate these benefits to their staff. Additionally, we will demonstrate to managers how to utilize dialogue to resolve workers' sense of injustice. We will conclude by outlining the key points of how managers should use communication to teach their modern employees the value of Frederick Winslow Taylor's scientific management principles as well as how to apply ideas from Equity Theory to address employees' feelings of inequity in a contemporary business environment. Questions about the application of these two theories to managers educating employees who college graduates are not will be asked in the wake of the case. The scientific management theory was able to deal with human behaviours for the organization to archive the best goal. We understand that human behaviour is not simple and not predicable. It was to underpin every employee in an organisation, meanwhile every organization which to reduce lead time and the cost of production by creating good relationship within the workers and the management, by management communication skill through critical thinking on human attitude and belief. The organization secure the labour industry and increase efficiency of the workers. The scientific management theory according to the that thinking before doing.so any solution of a complex problem can be critical in any decision making. It engages the workers to study time, method and motion. The scientific management theory was based on research, management, analysis way to improve organization base on the past covid19 most of the organization went bankrupt due the unexpected situation .However people belief, value and attitude was adopted to the organization management policy , for example the shift patten of work and the environment workplace .most of the organization started working from home , one way direction, 2 meter distance, some of the organisation started online delivery to their customers and education sector started online teaching. Every organization and employee belief and value behaviours were changer base on the situation during covid 19. most of employee was trained how to use computer and more technologies was introduce and more innovation and research was evaluating by adding value to the organisation. And the nature of the business (service and product) got the new strategy of operating during covid 19, and mode of operating was adopted quickly through critical thinking, we understand that critical thinking is process of actively generating of ideas to discuss for complex problem. The strategy of generating these ideas can be classified as a brainstorming, getting more ideas and drawing the action plan to the complex problem.

An appropriate mode is one that is required in a variety of circumstances at a certain workplace—the ability to think logically and reflect ideas and thoughts. Numerous circumstances that need to be managed correctly emerge every day, including making the appropriate judgments, troubleshooting issues, resolving disputes, exhibiting effective leadership, coming up with ideas, and many more. The success and sustainability of a person working for an organization depends on their capacity to communicate effectively, which is a requirement for every task in the workplace. Employees today tend to undervalue or ignore the value of effective communication skills and a variety of other abilities related to them, such as creative thinking, critical thinking, emotional intelligence, and many more. This is a problem in numerous firms throughout the world.

They tend to gather evidence to support their arguments or to examine events for various goals and settings while simultaneously preserving fruitful relationships. They do not even try to understand the value of communication, much less the effects that poor or ineffective communication can have.

Communication is a key component of every action made at work. Every relationship is communication-bound, regardless of whether it involves peer level interactions, superior-subordinate information flow, or corporate organizations. Every single employee participates in the daily planning and coordination process with a sizable team, including supervisors and leaders. Poor communication causes the entire process to go awry and has a significant negative influence on the entire organization. Because of the inability to think creatively and analyse logically, most communication fails.

The diagram of critical thinking.

RED MODEL.



Image source. Google images



Image source. Google images.

Meanwhile with my diagram it is a strategy to underpin the way organization can overcome the threat and weakness and opportunities and strength during past covid 19. And, the RED model strategy for a complex problem-solving solution in organization.

A key step in the process of strategic management planning is environmental study. Many advocates using the SWOT (Strengths, Weaknesses, Opportunities, and Threats) framework as an analytical technique to classify major environmental aspects that are both internal and external to the firm.

SWOT analysis has won accolades for being straightforward and useful. Although it has gained popularity as a framework, its application has been unquestioningly accepted. It is time to reevaluate its worth as a tool for strategic management.

The SWOT framework is a "naive" instrument that could result in strategic mistakes if utilized improperly. The inherent flaws in SWOT analysis can be fixed by conducting a more thorough examination using supplementary frameworks.

SWOT should not be considered a static analytical technique with an output-only focus. It ought to be utilized as a dynamic component of business growth and management processes. The Covid-19 pandemic has accelerated changes in higher education around the world since social isolation policies have made face-to-face instruction impossible. As a result, higher education institutions almost immediately shifted to distance learning.

Using a strength, weakness, opportunity, and threat (SWOT) analysis, the themes that had been developed were then brought together. The possibility of creating new online resources and the opportunity to start new academic collaborations were among the major themes. In many cases, these resources were intended to make up for a lack of exposure to cadaveric exposure; hence, academics regularly discussed the difficulty that time constraints could provide to the quality and effectiveness of these resources. Academics have attempted to balance this requirement in several ways, as seen by comparisons of the measures implemented by various higher education institutions. Higher education institutions' decisions on how to modify the curriculum and evaluation procedures for anatomy will be made easier through discussions.

All worldwide businesses, including education, have been impacted by the coronavirus (Covid-19) pandemic, which is a historically severe emergency. It is no longer practical for instructors and students to attend classes or examinations as they formerly did because of the widespread adoption of social distancing and self-isolation rules. Our long-established educational processes have been interrupted by the Covid-19 outbreak, which has forced many institutions to urgently adopt new instructional and assessment methods.

Recommendation

The COVID-19 outbreak is significantly affecting employment and work. This review article discusses the applicability of recent studies on modern technologies, employment, and work in the COVID-19 era. It is crucial to look back and take a conceptually and historically informed stance on how modern technology may affect the current crises and other areas in the future. Control, surveillance, and resistance concerns have been at the heart of research on how technology affects employment and work, and these themes have been identified as crucial to the experience of work in the current crisis.

The substance of jobs, employment levels, work patterns, and occupational structure are only a few areas where we might anticipate significant changes. The seeds for a profound shift have already been sown, so there will be no going back. The impact of modern technology on labour unions and workers is arguably the most significant topic ever.

Base on my answer regard to Brompton bike, the organization has introduce a new strategy for their staff, working from home system due to the environmental factor, the organization online order system for their loyalty customer and face to face organization culture was now replace with online team app for communication within the management and the employee, the covid19 has added value to Brompton with the new environmental structure in order to tackle any other situation in case of future. Most of their staff has been train on online customer service approach, with the organization belief and value almost all their staff adopted to new system in order of any future challenges that they may come cross again. The reconstruction of the office layout and movement of staff on one way direction and exit out from the organization.

TASK 2.

Discrimination Belief in workplace.

This study examined ambivalent beliefs about gender and gender-focused beliefs regarding gender discrimination in opportunities for promotion in organizations. The advancement of men and women in the workplace is a source of discrimination in Australia coupled with issues of advantage, responsibility, guilt, and resentment. Results revealed gender variations in discriminatory views as well as in the ASI and AMI's hostile and benevolent scales. The effects of values and attitudes about entitlement and deservingness, as well as the relationships between these measures and the discriminating variables, were also included when interpreting gender differences. We understand that its internal feeling that something is true, everyone got they belief .in workplace there is belief that what man can do woman can do it better. Most of the organization got the belief of giving opportunity to women in workplace to create a diversity. Base on the research there is almost 70% of organization are introducing a diversity in workplace for racism, equality and also gender should be supported for their own sake. An organization with multicultural should practice a diversity for their staff. Meanwhile belief play impact in organization by understanding every one belief and culture also religion belief in workplace, everyone should respect people religion in workplace likewise the organization too. With people belief can also build a strong relationship within the employee and the management with good communication skill.

Knowing how employees feel about technology is crucial given how commonplace it is in the workplace. Such attitudes have been associated with significant concerns like the effective integration of modern technologies into the workplace, employee intention to utilize technology, and employee utilization of technology in practice. It is crucial to investigate any connections that might exist between age and attitudes toward technology because of the rapidly aging workforce and since comfort and computer use have been related to age.

Given the wide adoption and use of technology by businesses, it is critical to understand how employees feel about it because this will determine how successfully technological systems are implemented. If a worker has a positive attitude about the technology, he or she may be more motivated to use it when it is necessary of them to do so in order to increase output. The particular age group to which an employee belongs is one important component that may have an impact on his or her attitude toward technology.

Younger workers' adoption of technology was influenced by their attitude toward it, but older workers were influenced by social pressure to use the technology as well as the simplicity of the software implementation.

Age is a crucial factor to take into account as a potential moderator of an employee's attitude toward technology because older employees are thought to lack expertise with new technologies. The performance and motivation of older employees should be lower than that of younger employees after receiving new job skill training, such as learning to utilize a new operating system or programming language. Similar to this, while there is generally a positive correlation between employee age and overall job satisfaction, the relationship may become unfavourable if certain components of the work (such as the requirement to use new technology) are viewed negatively. Because of this, we believe that older workers will benefit the most personally from adopting a positive attitude toward technology. On the other hand, given their socialized exposure to technologies, younger employees might not feel the personal benefits associated with a good

attitude toward technology to the same amount as their older counterparts because they should be more suited to adapt to modern technologies. Additionally, younger workers indicate a completely different generational persona.

Places of work must offer value for money by making a favourable trade-off between the advantages, such as support for organizational goals and core activities, and the disadvantages, such as expenses, risks, and time required to achieve these advantages, in order to contribute value to an organization. The expenses of investments, operations, and occupancy as a whole are frequently used metrics to assess costs. These measures are mostly related to efficacy and benefits like user pleasure, productivity, health, and well-being but far less so to efficiency, or the best use of a company's resources. We understand that value is measure contribute to organization, individual impact toward organisation. We believe that professional workers can add value to an organisation, and they are better skill workers.

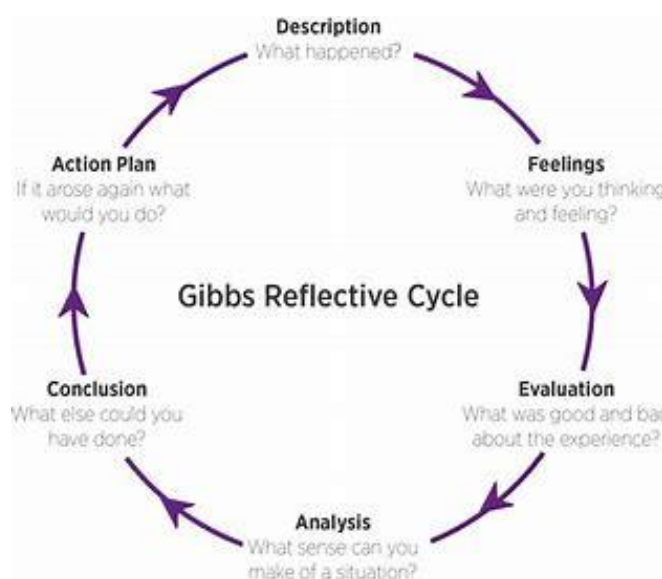


Image source, google image.

Being Critical thinking have an impact in organization belief, value, and attitudes. Meanwhile my organization is a manufacturing sector with different culture, belief, and religions, we know belief is internal felling of something true. Base on the diagram of Gibb reflecting circle, the feeling and thinking we justify to believe it's true or not .it also bring relationship with employee and management within the organization.it can also increase productivity and motivation in organization.by critical thinking our belief he/she will be able to present to others the reason of his belief and action .Value is a measure of worth or adding impact in organization, we understand every organization need improvement in their business and new innovation .we all knew about the past covid 19 were most organization have to adopt to k new strategy of their operating base on employing more professional workers that can add value to organization, by bring new staff in and assisting the old workers, they will benefit from new staff by undergoing some training which may increase productivity of organization and also build seif confident for both staff and the management in an organization.in relation to people behaviours also contribute to an organization productive, like for example someone attitudes, it's the way someone express and applies their belief and value it could be through words and behaviour,(like smelling attitudes). People can be upset in unique way like sexual harassment.

The days when men served as the family's main breadwinner are in our distant past. The standing of women around the world has drastically changed as a result of globalization. However, with the increased number of women entering the Indian workforce generally, lewd behaviour among the workforce and improper behaviour in the workplace has been anticipated to increase. Observable measurements: The issue of sexual harassment is more closely related to the social and economic roles that men and women are assigned as well as societal conceptions of male and female sexuality than it is to the actual biological distinctions between men and women. Sexual harassment is a pandemic that occurs daily and everywhere, not a rare occurrence. Inappropriate behaviour in the workplace not only makes it a dangerous and unreliable place for women to work, but it also discourages their ability to communicate in the current competitive world. This behaviour causes serious harm and is the strongest indicator of sex discrimination in the workplace.

This social construct of male privileges in society is still used to excuse violence against women in both the public and private spheres. Inappropriate behaviour in the workplace, including various forms of viciousness, is not okay. Along with them, it includes significant actual wellbeing, they are revealed in a nation's general improvement rankings due to their human, financial, and societal costs.

Multiple and different forms of sexual harassment are possible. Demands for sexual favours made under the threat of repercussions on one's job are not the only ones that fall under this category. Males are also affected by this malpractice, but less frequently than women, therefore it is not just women who are the victims. But in other circumstances, it has been noted that men are more susceptible to sexual harassment at work.

As a result, sexual harassment is not well-known by women, which is why the issue is developing and the globe is now taking action. In many cases, sexual harassment of women at work goes unreported because they are unaware of their options. They must believe they have control over the situation. By raising knowledge about what constitutes sexual harassment and the precautions that should be taken to avoid it, it is imperative that actions be done to alter mindsets and attitudes in order to change this situation.

Bureaucracy Management theory

Management theory to evaluate how bureaucracy survived both conceptually and practically in the public sector after two decades of ideological and structural changes? According to research done on the British National Health Service, bureaucracy is both beneficial and long-lasting since it allows governments to rely on the compliance of their employees. The safeguarding of professional reputation, an example of instrumental drive, and a function of bureaucratic vocation are all proposed as the reasons for this compliance. The usefulness of applying the Labour Process Theory to explain how state employees (bureaucrats) have dealt with social and cultural adaptation to public sector reforms is then discussed theoretically. Basically, this type of management usually functions in government sector. The people belief is to obey the role and the protocol, for example the police which is own by government and every staff has to obey the organization culture and behaviours.

He disproves the conventional wisdom that monopoly bureaucracies are the best way to structure the public sector and offers alternatives that would make it possible for private companies and competitive bureaus to carry out tasks like mail delivery, warfighting, and school administration more effectively than the current government agencies. According to the hypothesis, the majority of bureaus are very big, expand quickly, spend excessive amounts of money, and take advantage of their sponsors. His thesis clarifies the relationship between a bureau's output and budget and decisions about demand and cost. It compares bureaus with other types of organizations dealing with similar circumstances and defines the production and investment behaviour of a bureau, the behaviour of non-profit businesses without a sponsor, the behaviour of mixed bureaus with

financing from a sponsor and from other sources, and the behaviour of non-profit businesses with sponsors.

Conclusion

Due to the study of the past covid 19, both individual and organisation has undergone the challenges with wearing face mask. self isolation and 2-meter distance gap. And most of grocery store like Asda, Tesco and Sainsbury was having restriction of customers for certain number of items and also certain number of people permitted for entry. My belief from the past covid 19 was a treat for everyone to understand the meaning of critical thinking, which is a process, but not the solution. Most of the small business was facing the most challenging during the epidemic due to insufficient cash flow, the pattern of education sectors and the learning from computer was to broad everyone the use of computer, it was adopting and learning new things due to everyone belief and also add value to student learning through visual learning. The learning of critical thinking and management theory has impact on my career with the use of technology, working in team, working with different nationality, with adopting of speaking multiple language and also communicating globally, also with the use seeking information and evident for any complex problem.

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