



# REFLECTION OF THE ASSESSMENT FOR WORKPLACE CULTURE AND ITS IMPACT ON ORGANISATIONAL EFFICIENCY

Student: Felipe Alvares Ribeiro (2120442)

Module Code: BMSW5105

Lecturer: Richard Ashaye

BA (Hons) Leadership and Management – Level 5  
– Term 2

University of Wales Trinity Saint David (London  
Campus)

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## Reflection

To perform this brief reflection on my assessment, the reflection model that was chosen was the Gibbs reflective cycle. This model stresses the importance of feelings in reflection and helps people to improve by analyzing their experiences through Description of the events, Feelings during events, Evaluation, Analysis, Conclusions and Action Plan (Gibbs, 1998, p.49).

### Description

While crafting the report, I began by thoroughly researching EasyJet, diving into their background and operations. Once I had a solid grasp of their foundational information, I delved into their organizational culture and structure. To comprehensively assess the external landscape, I conducted a PESTLE analysis and applied Porter's Five Forces framework. After this analytical phase, I identified the company's ethical frameworks and used them to shape my recommendations. I gathered insights from diverse sources including official documents, news articles, and various online platforms to ensure a comprehensive understanding of EasyJet. This multifaceted approach allowed me to generate well-informed insights and recommendations for the report.

### Feelings

Starting my research journey, I initially felt apprehensive because of my limited familiarity with the company. Yet, as I immersed myself in the research process, my emotions shifted between curiosity and a feeling of accomplishment as I systematically addressed my outlined tasks. Amidst this, there were instances of challenge that occasionally led to frustration when certain information didn't easily fit together. Nonetheless, persisting through these difficulties ultimately resulted in a sense of satisfaction upon successfully overcoming them and completing the demanding undertaking.

## Evaluation

Exploring this company through research was less daunting than I expected. Over time, my confidence in finding more information increased. I realized that breaking down the work into separate sections and tackling each part separately was an effective approach. This systematic method allowed me to collect more data, making it easier to link important ideas in the report and improving the overall coherence of the gathered information.

## Analysis

This experience has taught me an important lesson about the importance of a company's culture and how it deeply affects both employees and the environment. Learning about companies like easyJet that are making operational and cultural changes to have a positive impact on the environment has been interesting. While these changes might start because the company wants to improve its reputation, they end up benefiting many people. Seeing how these efforts not only affect the company but also improve people's lives has shown me how corporate actions can have a big influence on society.

## Conclusion

My study of easyJet's corporate culture has deepened my knowledge of how corporate values and actions interact in a complex manner. This process highlighted the difficulty of analyzing an organization's cultural essence critically and reinforced the meaning of providing a balanced point of view for a thorough assessment.

## Action Plan

As I will keep writing reports throughout my studies, I have decided to take the same approach I took on this one to split greater tasks into multiple smaller tasks to facilitate their completion. I also had the idea to practice this knowledge acquired by researching the company I work with and see how some of the trends in the external environment contribute to the culture and processes.

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