



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



Reflection

AUTHOR

Shikder Mohammad Showkat Ali Sujan

REFLECTION

While researching this paper I have faced many challenges which have given me many new experiences (Farrell, 2022). Below I present my reflections based on Gibbs' "Reflective Model" :



Figure 13: Gibbs Reflective Model

Description: The first step in the reflective model is description and here I will reflect on my experience (Sekarwinahyu et al., 2019). As a student, I needed to prepare an effective and accurate research study on my chosen topic for my academic purposes. I was not sure how to write a research study in the right way. But with the help of my supervisor, teachers, and closest friends. Such research helps me develop my personal and professional knowledge (Rozikov, 2021).

Feelings: I felt nervous and anxious due to having a lack of knowledge about the implementation of research in an exact manner. According to Rinzy (2020) - a research method is a new experience for a researcher which makes him/her excited about the research and a bit nervous too. However, after proper guidance from my tutors and with the help of my friends, I

was able to gain some confidence to handle the research topic. I was able to learn the viewpoints and perspectives of various other authors and speak with ALDI staff to obtain useful and accurate numerical data on the research. And finally, I was able to successfully conduct the research. As a result, I felt that I received due recognition for my hard work (Akhter, 2018).

Evaluation: While conducting the research study, I was able to effectively consider the primary research method which helps to get the direct views and perspectives of the respondents regarding the impact of transformational leadership styles on employee performance in ALDI. However, I also faced some complications while conducting the research, one major complication related to the lack of non-statistical or theoretical data which brings less reliability to the study. There are both good and bad points in my research (Asbari, Santoso, and Prasetya, 2020).

Conclusions: I learned a lot while working on this research; Specifically, it improved my effective communication and academic writing skills (Berndt (2020). After the study was completed, I was able to analyse the effect of transformational leadership style in business on employee productivity. During the conducting of research, I found out that the respondents claimed that there are various problems due to the lack of a transformational leadership style which plays an essential role in the performance of the employees. Thus, there is the completion of the research study in a systematic manner.

Analysis: With the help of Gibbs' model, I analysed my research, because there are both beneficial and limiting points. The research needs to include more in this, mainly related to non-numerical data or lack of data. But, in addition to such gaps, the research also highlights the views and perspectives of the respondents towards the topic which highlights that the research study can present its topic effectively and accurately.

Action Plan: I faced problems with time management and inefficiency in quality data analysis (Leighton et al., 2021). I need to work more on developing these to implement a better action plan. Conducting research studies helps me develop both my personal and professional skills. To further improve in this, I am going to attend workshops, online classes, and others.

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