

report

by Ousmane Sow

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***Developing relationships and workplace
achievement***

by: OUSMANE SOW

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Introduction

Human Resource management one of the most important function which focuses on human relation scientific management and behavioural science associated with employee will being. With changing time period organisations are willing to focus on effective human resource strategies which help in developing a motivated competent and productive workforce. Pertempts Birmingham is an organisation working towards providing opportunities for people was searching for jobs as a consultant and offering them relevant or opportunities as per their specific requirements they believe in the concept that job hunting can be stressful and Organisation can focus on solving this issue by providing opportunities for Employees with a minimum fees. The present report is based on analysing the potential benefits of individual development towards organisation and individuals (Stone, Cox and Gavin, 2020). Further there is analysis of development vehicles available in the organisation and further creation of a personal development plan based on individual working in the organisation.

1: Critically assess the potential benefits to the organization and the individual of personally developing individuals in the chosen organisation.

Development of individuals can help in yielding significant benefits for both employees and Organisation. It is based on investing in the work force organisation is able to create efficient competitive and motivated team. It leads towards creating a improve performance across different levels and success in the recruitment industry. Moreover it is understood that employees are able to experience and enhance job satisfaction personal growth and better career prospects making them more valuable and committed assets for the organisation.

Evaluate the potential benefits to Organisation

Personal development in organisations can generate numerous benefits to both individuals and Organisation setup involved in this process (Mousa and Othman, 2020). Pertempts Birmingham is a recruitment agency which is experience in advantages such as an employee's satisfaction, improve organisation performance and better productivity by implementation of various personal benefit programs. They are also able to enhance the professional growth with better career prospects and high job satisfaction. This is of overall potential benefits and examples associated with the organisation.

Benefits to Organisation

Improvement in productivity and performance: When individuals go through personal development they are able to acquire new skills and knowledge which directly contribute to enhancement of overall job performance (Mahapatro, 2022). For example a sales consultant that pertains Birmingham is participating in field training workshops which help them to enhance the effective communication and negotiation techniques. This aspect results into individuals becoming more qualified skills and competent at losing to increasing revenue for Organisation

Managing Employees retention in high competition: In context of launching individual development process organisations are able to deal with high competition associated with retaining employees and long term (Armstrong and Taylor, 2020). Pertempts Birmingham is facing issues associated with high employee turnover because there are large number of opportunities offered by similar organisations which is creating threat of employees leaving the organisation. Therefore when they are offered with development opportunities in terms of skill training and on the job training perspective it creates a positive working environment and increases retention rates. Organisation is investing personal development of their employees is able to demonstrate a commitment towards well being and growth.

Enhance innovation and adaptability: In Pertempts there is focus on personal development which encourages and individuals to stay updated with best practices and industry trends. For example organisation is arranging workshops on emerging recruitment Technology it enables recruiters to attach quickly and efficiently as per modern recruitment methods. This Perspective also provides a competitive advantage as per changing market scenario.

Improve competitiveness: Pertempts is continuously able to develop its skills and knowledge can provide the organisation required competitive advantage. It helps to organization to stay at front of industry development and further respond better as per changing market demands.

Increasing efficiency: when there is presence of social welfare and employees they can focus on effective performance of task leading to streamlined process. Further in context of present organisation there is reduction of operational inefficiency and optimum utilisation of available resources.

Higher profits: A highly motivated and skilled workforce is equal to contribute towards enhancement of organisation productivity and effective revenue generation process. In Pertempts

better train recruiters are able to focus on filling modes of vacancies resulting and higher organisation profitability.

Better reputation: It is analyse that personal development opportunities are very helpful in the process of enhancing the present employee's satisfaction and loyalty it is also associated with reduction of turnover rates and associated recruitment cost

Benefits to individuals

Career advancement: Personal development open new promotions and opportunities. For example administrative assessment working that Pertempts Birmingham may take course in project management making them further eligible for promotion of a project coordinator role.

Increasing job satisfaction: when individuals are able to see a tangible growth and abilities they focuses and create a sense of job satisfaction and are complementary. For example a consultant undergoes training in client relationship management me feel more confident in the process of interaction leading to higher jobs satisfaction (Chelladurai and Kim, 2022).

Increase motivation: Offering opportunities for personal development helps employees to understand their present level of performance. It Creates organisation values that career advancement and growth. It helps in boosting their motivation to excel in their roles and contribute positively to present success of the organisation.

Improve productivity: Through personal development individuals are able to acquired new skills and knowledge with enables them to perform their rules in a more effective and efficient manner. For example and employee working in pertains Birmingham undergoes training on the latest recruitment techniques is able to match candidates and source more quickly. This process leads to enhancement of present productivity level of individual.

High pay and reward: when individuals become more skilled and valuable in the organisation they are qualified for additional rewards and Pay raise. This aspect leads to improving their overall level of jobs satisfaction and high retention rates.

Enhance job satisfaction and self esteem: Acquisition new competencies in achievement of professional growth can be very helpful in boosting individual's present level of jobs satisfaction. Employees are offered the opportunities of skill growth it leads to a committed and engaged work force at pertains Birmingham.

¹
2: Critically evaluate development vehicles available to your chosen organization appropriate to the development needs of the individual

¹
Development vehicles available to an organisation appropriate to the development needs of individual there is focus on 3 areas:

- first is motivation
- second is engagement and
- Third is training.

1: Motivation:

Maslow motivation theory

Suggest that individuals are motivated as per hierarchy of needs with starts with basic physiological needs and further progressing through social esteem safety and self actualization need. Organisations use this theory to understand and address the diverse need of employees to and increase their level of motivation.

Physiological needs: These regarded as the basic physical needs associated with food shelter water and clothing needs of individual. These are Basic needs and if it is not fulfil it can be impossible for a human being to survive.

Safety needs: It next stage of motivation in the organisation which is associated with fulfilment of safety needs and terms of creating a predictable and safe working environment in the organisation. For this purpose Pertempt can formulate policies associated with safety of employees by offering them alternative related to compensation benefits & allowances in future time period. It can be a motivation for employed to work hard when they will be offered future safety in terms of financial or job security.

Love and belonging needs: These are regarded as hierarchy which involves feeling accepted and love in the organisation. In context of professional working it leads to feeling that they belong to a specific social group in the organisation. In Pertempts organisation can focus on fulfilment of social needs which may act as a motivation by organising team activities or regular social event. It provided a chance of social and informal interaction it provides them a self fulfilment and they are able to contribute towards professional roles and responsibilities with the positive mindset.

Self esteem needs: in motivation self esteem is associated with the desire to feel good about one self. Feeling is based on self confidence and second component involves feeling valued by others. Income tax of professional working organisation recognising employee accomplishments regarding them or further providing them of opportunities for growth can be very helpful in addressing their self esteem needs. It can act as a motivation to improve their present performance level.

Self actualisation needs: In context of Perterpms focus on addressing the self actualization needs were promoting the motivation level of employees. Self actualization is regarded as the feeling of full field and its relates to involving achievements in a artistic or creative field or in context of organisation it is associated with employees having a belief that they are in the right career or right place. In Perterpms the organisation can use this as a motivation technique by offering Employees with career development opportunities which may help them in analysing their present skill sets and comparing it with the assign job rule.

2: Engagement

It is the second perspective it is associated with developing employee based on the level of employee engagement. It is a ² Concept of employee engagement is defined as going to extra mile. Engagement is happening in organisation when individuals are committed towards rganisation further they are motivated at the same time to achieve high performance level.

Elements of engagement

Commitment: It relative strength of individual identification with environment in organisation. Organisation citizenship is part of ² employee behaviour that is going above and beyond the requirement of duty.

² Is the force that directs energises and sustains behaviour it is element which is associated with contributing towards meaning full working in the organisation.

Social exchange theory: This theory is associated with enhancing engagement of employees what is based on two way relationship between employee and employee. Saks (2006) suggest that ⁸ strong theoretical rational for engagement is associated with social exchange theory which are gives that obligations are generated with a series of interaction between parties who are present in a state of mutual interdependence. Engagement of their employees my ensuring they pose the opportunity to use variety of skills perform task and understand the impact of the work on organisation. Social exchange video also focuses on social learning which suggest that

individuals learn from observing others and imitating their behaviour. To support employee engagement per times Birmingham can incorporate social learning principles and their training program. They can focus on organisation of workshops mentorship programs where experienced employees are able to demonstrate skills and behaviour. There can be focus on offering opportunities for practice recognition of progress and constructive feedback and boost employees skill development and self efficacy.

Engagement drivers acting as development vehicles in organisation

Several engagement drivers which can act as development vehicle in pertains Birmingham.

Job autonomy: Autonomy regarded as the degree of freedom and dependence on employees in their rules. Employees process the discretion authority to make decisions at their goals and approach task they are more likely to feel a sense of responsibility and ownership.

Support and coaching: Employees who received adequate coaching and support from managers and mentors feel recognised and valued (Peccei and Van De Voorde, 2019). In Pertempts this support can come in different form such as providing guidance resources regular feedback on performance.

Feedback: Regular feedback is crucial driver of engagement and constructive feedback helps employees to understand that their performing well in which areas and which areas require significant improvement.

Opportunity to learn: organisations invest in employed development and their offered opportunities of learning such as workshop training program and educational courses employee feels supported in their overall career growth. There can be focus on enhancement of their Knowledge and skills because it benefits to individuals and also improves organisation overall performance.

Task variety: performing similar monotonous task everyday may lead to this engagement or boredom. On the Other hand when employees are able to manage challenges and task which saved stimulating and interesting this variety can help in prevention of burnout and enhance overall job satisfaction (Carnevale and Hatak, 2020).

Responsibility: Employees interested with meaningful responsibilities are likely to feel engaged and valued in the work. They are accountable for having a significant impact or outcomes in the organisation helps in creating a sense of motivation and purpose.

Performance management and training

Performance management systems include the set of inter related activities and process which are integrated of organisation approach to manage performance through people. .

Method of performance assessment

Overall assessment: In Pertempts Birmingham assessment is a general analysis of performance under the headings of performance agreement the aim is to reach agreement about future action. In this context manager are expected to reach and understanding with their team members as a result of analysis (Amrutha. and Geetha, 2020).

Rating: rating can be used as a development vehicle with summarizes the scale and the views of rater on the level of performance achieve. In Pertempts Birmingham dating scale used to assist in making judgements and categorised to understand the performance and contribution of tea decisions. Developing a clarity about future employee appraisal development promotion process

Visual: It is based on visual assessment that inversion agreement between manager and the wind divisible where individual are placed on a matrix. In Pertempts it is going to help in presenting visual and a better basis for analysis and discussion. The great is the example which helps in assessment of side adopted by individual in carrying their role. Elements of behaviour assessed and defined in a competency framework which helps in amplification of schedules. The horizontal access helps in measuring the level of business performance that is output and the delivery of individual (Bratton and et.al., 2021).

As per Employees review who have worked or are working in Pertempts, there are several reviews associated with pros and cons identified in the organisation. As were review provided by employee was work for more than 3 years on 24 April 2023 as a marketing manager in meridian England. If identify that process related to good team and people in the company and cons are associated with no progression and low paid.

3.0 ★ ★ ★ ☆ ☆

Former Employee, more than 3 years

Great

24 Apr 2023 - Marketing Manager in Meriden, England

☐ Recommend ☐ CEO Approval ☐ Business Outlook

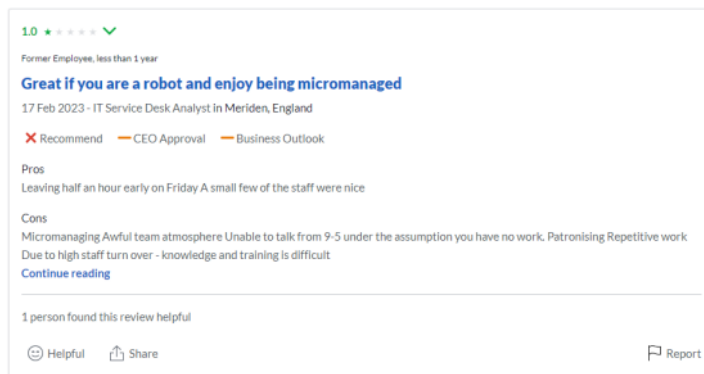
Pros
Good team and people in the company

Cons
No progression and low pay

Be the first to find this review helpful

Source: *Pertemps Birmingham Reviews*, 2023

Another provided a review who is working on it service test analysis analyst in meridian England that the prose is leaving half an hour early on Friday and cons is associated with difficulty in the process of micro management. There can be Repetitive working task and high stuffed turnover. Further they are also issues associated with knowledge and training which is very difficult in the organisation.



Source: *Pertemps Birmingham Reviews*, 2023

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3. Generate a detailed plan (Personal Development Plan: PDP) to meet the identified development needs of an individual working in your chosen organization

From the above mentioned issues there is formulation of a performance development plan to deal with overall problems faced by employees and these areas and enhance their performance (Anwar and Abdullah, 2021).

PDP

Key Skill	Evidence	Key Activities	Time Period
Communication Skills	Feedback from colleagues/managers	1. Attend communication workshops/seminars	3 months
	Improved meeting participation	2. Practice active listening and effective speaking	
	Clear and concise emails	3. Engage in role-playing exercises	
		4. Deliver presentations to internal teams	
Leadership Skills	Successful team projects	1. Take on leadership roles in group projects	6 months
	Positive feedback from team	2. Participate in leadership development programs	
	Improved conflict resolution	3. Mentor junior employees	
		4. Seek feedback from	

		team members on leadership	
Time Management	Meeting deadlines	1. Use time tracking tools	2 months
	Completed tasks within schedule	2. Prioritize tasks and set realistic timelines	
	Effective use of calendars	3. Create a daily/weekly planning routine	
		4. Avoid multitasking and focus on one task at a time	
Problem Solving	Successfully resolved issues	1. Analyze case studies and complex scenarios	4 months
	Positive feedback from clients	2. Encourage brainstorming sessions with colleagues	
	Improved decision-making	3. Identify root causes of problems and implement	

Conclusion

It is summarised from the above discuss perspective that organisations are required to focus on employee development as a key tool for enhancing organisation competitiveness and employee productivity. With changing time period there are various development vehicles which can be used by organisations. In present scenario there is formulation of a performance Development plan which helps in identification of key skill sets and key activity along with specify time period.

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