

Fwd_ UKS31559 (1)

by Tania Das

General metrics

24,197

characters

3,735

words

177

sentences

14 min 56 secreading
time**28 min 43 sec**speaking
time

Score



This text scores better than 74%
of all texts checked by Grammarly

Writing Issues

288

Issues left

26

Critical

262

Advanced

Writing Issues

36

Clarity

36

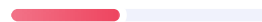
Wordy sentences

**26**

Correctness

15

Improper formatting

**1**

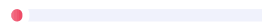
Commonly confused words

**2**

Wrong or missing prepositions

**1**

Faulty subject-verb agreement

**1**

Comma misuse within clauses



5 Misspelled words



1 Mixed dialects of english



Unique Words

21%

Measures vocabulary diversity by calculating the percentage of words used only once in your document

unique words

Rare Words

41%

Measures depth of vocabulary by identifying words that are not among the 5,000 most common English words.

rare words

Word Length

5.1

Measures average word length

characters per word

Sentence Length

21.1

Measures average sentence length

words per sentence

Fwd_ UKS31559 (1)

TEAM BUILDING AND MOTIVATION IN ACHIEVING THE HIGHEST EMPLOYEE PERFORMANCE

Activity 1: Reflective Journal and Essay

Reflective Journal

Assessment of personality traits and attributes

In the process of performing the aptitude test, I have come to know about my own¹ personality traits and attributes which can help me to obtain proper knowledge about my own² strengths and weaknesses. While identifying this I have been aware of my qualities that can have a positive and negative impact on my approaches as a member of management as well as on the company's performance. This test has enlightened me with some of my qualities like conformity, risk tolerance, persuasiveness, flexibility and my behaviour as a team player. Using confirmatory I am actually³ able to assist my organisation and my entire team to be unified as one entity and working towards a shared objective. In addition to this, my risk tolerance ability is quite helpful for me and creates a positive impact on the performance of the organisation by measuring the level of risk while accepting it and developing proper strategies with which the risk can be mitigated (Alblooshi et al., 2021).

My persuasive skill can help me to influence my team members in the process of inducing certain mindsets or behaviours that can help them to achieve the organisational objectives. Besides, it is also beneficial for me to communicate my visions and directives towards my team match in a better way (Cham et al., 2019). By being flexible as an assistant manager I can modify my styles and

approaches in leadership while responding to different unpredictable and uncertain circumstances. Based on the fact that leadership and teamwork are actually⁴ connected to create a direct impact on the ability of an organisation to carry out its mission to achieve long-term goals, my team playing ability can be my biggest support in this case.

Reflection on the value and importance of personality and perception

The information highlights that personality is something that encompasses stable feelings, behavioural patterns, and thoughts of a person Which can create a significant impact on other people (Paetzel-Prüsmann et al., 2021). In addition to this, I have come to know that understanding the personality of employees gives leaders a certain clue about the fact that how that particular employee is going to act or feel in different situations. It has also been easy for me to understand that in order to⁵ effectively manage organisational behaviour it is important to understand the perception and personality of the employees to achieve the organisational goals in an effective way.⁶

Essay

Introduction

Motivation is considered to be an incitement to fulfil certain actions and it has⁷ the ability to drive the employees of an organisation to meet their individual goals as well as the common goal of the organisation. Being an assistant manager of this growing telesales organisation it is important to enhance motivational strategies for the employees so that they feel more engaged and connected with organisations that can help the firm to increase its profitability.

Discussion

Participating in the aptitude test, it has been easy to identify the weaknesses as well in my own individual⁸ traits, that can be challenged in the process of getting better outcomes and to improve the overall managerial relationship

status. It has been identified by me that I am a self-motivated person but it has really⁹ been difficult for me to motivate others which can create an impact. In the process of being a leader, it is really important for me to motivate¹⁰ my entire team so that they can feel motivated and engaged. From my perspective, it is important for me to enhance¹¹ the skill within me, so that it can be easy to bring positive changes within the employees to achieve the goals. Besides this, another important weakness that I have come to know about is my inability to stay calm in complex situations. It is really¹² crucial for me to identify¹³ waste with which I can handle complex situations and take important decisions by coming. Bringing positive changes in these two perspectives can help me to influence my team as well as enhance my managerial position within the organisation by assisting them to achieve their visions.

Using Alderfer's Model of Motivation, it can be easy to enhance the organisational workforce in a perfect way.¹⁴ According to this model, it can be stated, all humans are motivated by multiple levels of needs at the same time. That level is considered to be the most important to them which can change over time and influence the individual's priorities, existence and growth levels (Mansaray, 2019). With the help of this, an organisation can provide every individual equal importance depending on their different needs in terms of their education, family background and cultural environment. Given the focus on the content theory of motivation by Herzberg, it can be said that employees cannot be motivated by only kicking or by giving money or benefits (Dale, 2020). The major focus, in this case, should be given to the development of a comfortable working environment which can provide proper job satisfaction to the employees.

According to the Equity theory of motivation by Adams, it has been identified that the relationship between an individual's output and their benefits is

considered to be essential for developing a sense of fairness and equity among employees (Swain et al, 2020). These factors are¹⁵ taken to be quite effective in the process of motivating employees within an organisation. By applying Locke and Latham's goal-setting theory, an organisation can benefit itself by achieving greater success while setting measurable and specific goals for the employees. This can be motivating for them and at the same time provide them with the right direction and make them more productive.

By implementing process theories like Locke and Latham's goal-setting theory, an organisation can enhance their ways of motivating employees. Setting clear-cut and definite goals can help employees to receive clear project objectives and reduce misunderstanding (Swann et al., 2021). Developing challenging goals can also assist the employees to be more focused towards completing their due days by being motivated. In addition to this, feedback is considered to be one of the greatest aspects of this theory. Providing regular feedback is beneficial to ensure that the employees are more engaged towards their working procedure. Additionally using Adams's motivation theory it is important to find equitable and just treatment within the workplace that is¹⁶ always relevant for each and every¹⁷ employee. By using this, the employees can compare their own¹⁸ efforts and the rewards that they are getting as output in comparison to their coworkers.

Communicating effectively with the employees within an organisation is considered to be the greatest approach that can help a leader to motivate their employees to make them more engaged with their work (Dirani et al., 2020). Additionally being a good live active listener is also quite an important personal perspective and trait that can influence the motivation of the employees. Besides this, trusting the employees and at the same time providing them with

the opportunity to manage their ¹⁹own work is also taken to be quite beneficial to motivate employees in many complex situations.

Conclusion

Based on the overall discussion it can be easy to gather proper knowledge that motivation is considered to be the greatest component of an organisation that can help to build an effective workforce. Apart from that, it is also beneficial to enhance the operational performance of a firm while increasing its profitability.

Activity 2: Team Building Activity and Report

Team Building Activity

Exploring the relevance of group behaviour and team theory

In an organisational context group behaviour and good thinking are considered to be some of the most crucial concepts based on the fact that they determine the coherence of the organisational culture along with the communication among the employees. In case, the group behaviour is not the same at every level of the organisation structure it becomes difficult for a firm to meet its organisational objectives and to gain success in the global business market (Kantabutra, 2021). While performing the given group activity, the focus has been given to maintaining individuality and Independence among each and ²⁰every team member so that they can express their thoughts and opinions fearlessly about the development of the new product. In addition to this, each ²¹and every team member has been encouraged properly in the process of collaborating and interacting with each other in order to ²²complete the activity within the given time. This has been beneficial for the Shark Tank to get creative ideas and select the best one.

Maintaining team theory is important within an organisation because it provides the employees with a significant opportunity to develop a bond with

other employees, which can enhance their work-relationship in a better way. In addition to this, it is also beneficial to bring positive changes in the team working scenario and make the employees understand that they are valued within the organisation. ²³ In order to perform the given book activity two significant theories have been used: Balance Theory and Exchange Theory. According to the balance theory, it has been identified that persons who are attracted to one another depending on similar attitudes and common interests are considered to be quite effective to meet common objectives (Submitter et al., 2020). This particular theory has helped the mentioned organisation to develop proper team formation while completing the group activity. On the other hand exchange theory is also assisting the group activity, which is based on the cost-reward relationship. The overall benefits of participating in this group activity have been discussed with the team members so that they can get attracted to its benefits.

Reflection on the personal contribution to the group dynamics and Behaviour Group dynamics are considered to be the effects of the behaviour and rules that are being played by an individual in the process of maintaining their membership within a group. A group with positive dynamism is taken to be quite easy to spot for the team members in the process of getting significant outcomes (Bui et al., 2019). My flexibility has been quite effective and beneficial for me in the process of developing the exact group dynamics along with setting the proper behaviour among the team members. This has been also beneficial for knowing their approaches and personality, based on which their responsibilities to perform the activity can be distributed.

In addition to this, my team management skill has also been useful in this case to deal with ²⁴ each and every team member, while making them understand the overall concept of developing a new product that can ultimately benefit the

mentioned organisation correctly. With the help of persuasiveness, it has been ²⁵ easy for me to understand each and every ²⁶ employee in a better way and at the same time break down the barriers (Digirolamo and Tkach 2019). In the process of providing proper team direction along with pushing each and every one ²⁷ ²⁸ towards the ²⁹ common goal to complete the activity, the overall group dynamics have been enhanced to meet the organisational objective. All of these activities have been walked together really well which has helped to enhance the product activity and magnify the overall impact. Based on the fact that group dynamics are considered to be one of the crucial aspects within an organisation that can impact creativity, product development and effectiveness, it is taken to be crucial for an organisation to get better work outcomes.

Revision of the personal contribution and skills for an effective team with recommendations

Revising the personal contribution as well as skills in order to ³⁰ develop an effective team and the need of providing recommendations can be felt that can help the organisation to enhance team building capabilities. Some of them are:

Thinking critically

Important for a leader to think critically ³¹ in the process of developing an effective team ³² that can help the overall organisation to achieve its objectives.

Anticipating the overall process and helping the team to work properly in the process of dealing with the issues by thinking critically ³³ can help in this scenario for the development of an effective team. Additionally, assisting them to identify the ³⁴ root cause of an issue and to solve it on their own can make them really ³⁵ confident in their own ³⁶ skills and self-dependent.

Listening effectively

Active listening is part of an effective communication procedure that can have to understand the team members in a better way while knowing about their

issues and benefits (Xiao et al., 2020). Without proper active listening skills, it becomes quite difficult to get feedback from others about the life and dislikes of the team members which is very important for the development of a project.

Motivating others

It is very important for a true leader to influence^{37,38} people positively, especially when the employees lose their passion or ambitions. While revising personal skills, the lack of skill with which motivating others can be easy has been felt hence, it is important for leaders to communicate well with each and every³⁹ team member and to identify the reason for their lack of motivation (Babalola et al., 2021). Additionally introducing a rewards and benefits system can also help in this case to motivate the employees to make them more engaged with the organisation.

Handling conflicting situations

In⁴⁰ the process of revising the skills has provided the idea that being come in every situation most specifically handling the conflicting situation is important for a leader. In case an employee does not work to⁴¹ the best of their ability and at the same time brings a negative impact on the work environment it is the⁴² responsibility of the leaders to find proper strategies to deal with the situation in a perfect way.⁴³

Report

Definition of power, politics and culture

Power: Organisational power is considered to be the ability that can influence the behaviour of another stakeholder within an organisation effectively. This power is seen to be measured by the extent that can make a stakeholder get⁴⁴ influenced by the situation to do their work accordingly. From the perspective of organisational behaviour, that definition of organisational power gives light on the fact of maintaining the dependency of the stakeholders to influence

their actions. Some of the significant resources of organisational power can be seen, such as reward power which involves the process of giving organisational resources⁴⁵ which are intrinsic and extrinsic to others (Kaplan, 2021). Besides, legitimate power is also considered to be an important one that deals with delegating the right which comes with being appointed to a specific management position within an organisation. Expert power gives light to the process of developing some of the special skills and knowledge that can ultimately benefit the organisation. In addition to this, Referent Power talks about others' admiration of different qualities that a leader possesses.

Politics: The term organisational politics gives emphasis on^{46 47} workplace politics referring to the particular agenda of each and every⁴⁸ employee within an organisation along with the activities that they are engaged in (Lam et al., 2019). Their engagement is aiming towards acquiring, increasing and in many cases wielding the⁴⁹ power and resources in the process of gaining significant outcomes which have been desired by them. Understanding organisational politics is actually⁵⁰ helpful for the employees to reduce the negative as well as dysfunctional effects. Along with that, engaging in positive political behaviour can benefit themselves and the entire organisation.

Culture: Organisational culture is known to be the collection of expectations, values and practices which are eligible to guide and inform different actions of all the team members (Giao et al., 2020). Additionally, it should be mentioned that a great culture within an organisation can exemplify positive traits that are⁵¹ able to improve the performances of the employees as well as the firm.

Investigation of how power, politics and culture impact employee behaviour within an organisation and accomplishing organisational goals

The impact of powers can be quite effective in the managers, in the process of shaping the dynamics of the organisation and at the same time influencing how each of the employees should act towards reaching the goal of the company. Coercive Power can help to control the behaviour of employees while ensuring that they can adhere to the policies and norms of an organisation that can help to accomplish the organisational goal (Al Halbusi et al., 2021). In addition to this, the politics within an organisational context create an impact on the employees by making them demotivated.

In many cases, it can be seen that they are not rewarded suitably because of the mere politics that exists within an organisation. This, in most circumstances, changes the overall behaviour of the employees by making them less engaged within the organisational procedure and at the same time impacts the profitability of the firm. Apart from that, a positive work culture is considered to be quite beneficial in the process of promoting productivity,⁵² and improving the overall experience of the employees by making them more engaged within⁵³ the overall procedure. On the contrary, a negative culture can impact productivity levels and at the same time make the employees feel disconnected and increase the turnover rate.

Evaluation of how politics, culture and power create an impact on achieving organisational objectives and employee behaviour

It has been observed that a culture is able to⁵⁴ create an environment within an organisation that influences the nature of long-term plans along with moving an organisation towards its vision. In addition to this, culture also dictates the processes and policies which are helpful for a firm to live its mission every single day, and meet the organisation's objectives. The negative impact of organisational politics⁵⁵ can be seen including dissatisfaction, tension and low morale, which can decrease the productivity of the employees and impact the

organisational performance (Khuwaja et al., 2020). The information highlights that power has the responsibility for ensuring the commitment of the employees along with compliance within the organisation. In many cases, it avoids resistance among the employees and ensures that harmony prevails that ultimately increasing the productivity of a firm.

Recommendations

According to the incentive theory of motivation implies are motivated by the incentives hence utilising reward power can be taken as a crucial step that an organisation can take to make the team more engaged (Tovmasyan and Minasyan 2020).

In the process of building significant connections with co-workers, managers and executives it can be easy to use politics [⁵⁶in a positive way](#). This strategy can benefit an organisation to increase their productivity and at the same time improve employee morale.

Enhancing positive workplace culture can be regarded as an essential factor that can boost team morale and at the same time make the employees feel confident.

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1.	own	Wordy sentences	Clarity
2.	own	Wordy sentences	Clarity
3.	actually	Wordy sentences	Clarity
4.	actually	Wordy sentences	Clarity
5.	in order to → to	Wordy sentences	Clarity
6.	in an effective way → effectively	Wordy sentences	Clarity
7.	has the ability to → can	Wordy sentences	Clarity
8.	own individual	Wordy sentences	Clarity
9.	really	Wordy sentences	Clarity
10.	I need to motivate	Wordy sentences	Clarity
11.	I need to enhance	Wordy sentences	Clarity
12.	really	Wordy sentences	Clarity
13.	I must identify	Wordy sentences	Clarity
14.	in a perfect way → perfectly, totally, correctly	Wordy sentences	Clarity
15.	factors are → factors are	Improper formatting	Correctness
16.	that is → that is	Improper formatting	Correctness
17.	each and every → every, each	Wordy sentences	Clarity
18.	own	Wordy sentences	Clarity
19.	own	Wordy sentences	Clarity
20.	each and every → every, each	Wordy sentences	Clarity

21.	each and every → every, each	Wordy sentences	Clarity
22.	in order to → to	Wordy sentences	Clarity
23.	In order to → To	Wordy sentences	Clarity
24.	each and every → every, each	Wordy sentences	Clarity
25.	been easy → been easy	Improper formatting	Correctness
26.	each and every → every, each	Wordy sentences	Clarity
27.	each and every → every, each	Wordy sentences	Clarity
28.	every one → everyone	Commonly confused words	Correctness
29.	towards the → towards the	Improper formatting	Correctness
30.	in order to → to	Wordy sentences	Clarity
31.	critically in → critically in	Improper formatting	Correctness
32.	effective team → effective team	Improper formatting	Correctness
33.	thinking critically	Improper formatting	Correctness
34.	identify the → identify the	Improper formatting	Correctness
35.	really	Wordy sentences	Clarity
36.	own	Wordy sentences	Clarity
37.	A true leader needs to influence	Wordy sentences	Clarity
38.	to influence → to influence	Improper formatting	Correctness
39.	each and every → every, each	Wordy sentences	Clarity
40.	In the	Wrong or missing prepositions	Correctness
41.	work to → work to	Improper formatting	Correctness

42.	is the → is the	Improper formatting	Correctness
43.	in a perfect way → perfectly, correctly, totally	Wordy sentences	Clarity
44.	get → gets	Faulty subject-verb agreement	Correctness
45.	organisational resources	Improper formatting	Correctness
46.	gives emphasis → gives emphasis	Improper formatting	Correctness
47.	gives emphasis on → emphasizes	Wordy sentences	Clarity
48.	each and every → every, each	Wordy sentences	Clarity
49.	wielding the → wielding the	Improper formatting	Correctness
50.	actually	Wordy sentences	Clarity
51.	are able to → can	Wordy sentences	Clarity
52.	productivity,	Comma misuse within clauses	Correctness
53.	within → in	Wrong or missing prepositions	Correctness
54.	is able to → can	Wordy sentences	Clarity
55.	organisational politics	Improper formatting	Correctness
56.	in a positive way → positively	Wordy sentences	Clarity
57.	McAlaney → McAuley	Misspelled words	Correctness
58.	asian → Asian	Misspelled words	Correctness
59.	i → I	Misspelled words	Correctness
60.	vietnam → Vietnam	Misspelled words	Correctness

61.	behavior → behaviour	Mixed dialects of English	Correctness
62.	person–organization	Misspelled words	Correctness