

I. Title: Strategies for Providing Constructive Feedback in the Workplace

II. Memo of Transmittal

The auxiliary section is about my personal pitch to the readers and receivers of this research.

III. Executive Summary

This section will serve as the overview of the whole paper by providing the answers to what, why, where, how, and when the study was conducted. Undeniably, it is necessary to understand what the employers should say to the workers and how they can communicate it. It is highlighted where the feedback is given and received and the way of providing the best results. Most importantly, the paper shows how employers can handle intricate issues and respond to negative feedback without flaming problems. Empirically, the study looks into the strategies that employers use to provide constructive feedback in workplace settings in the United States of America.

1. Introduction

1.1. Background of the Study

The background provides a contextual understanding of where the research is taking place. In essence, it reveals some insights on why it is important to understand the strategies that either organization leaders or managers in the U.S.A. can use to provide constructive feedback in workplaces.

1.2. Methods of Research

The methodological part concerns the way that the study was conducted. This is a literature-based study that uses secondary sources, especially recent journals and company reports.

2. Body Chapter

3. Literature Review

This part includes reviews of other authors' works. To enhance reliability and validity of the research, the paper will mainly base on journals and company reports from the U.S.A. so as to provide the exact picture of the situation. The aim of reviewing the literature is to enhance understanding of the main ideas, concepts, and theories related to the topic of the study. In addition, it allows the researcher and the audience to understand if this study is consistent with what other investigations have unveiled. To enhance illustration, the paper will use either tables or figures.

4. Conclusions

This section concludes the whole paper by re-empathizing the main findings of the research. It allows the readers to make the final decision concerning the results and discussions from the previous sections of the paper.

5. Recommendations

Since future studies are inevitable and necessary, this section gives the in-roads for furthering researchers on the topic or other issues related to the concepts, ideas, and subjects revealed from the study.

6. References

The section enlists all the materials used to support the document. Consequently, this research will be based on the following sources:

Chiu, S. (2015). Service learning, workplace probation, and the growth of the spirituality.

Procedia - Social and Behavioral Sciences, 171, 17-23.

<http://dx.doi.org/10.1016/j.sbspro.2015.01.083>

Cooper, C. B. E. (2015). The role of biophilic design in creating healthy workplaces:

Why workplaces need more nature. *CITYGREEN*, 01(11), 68.

<http://dx.doi.org/10.3850/s2382581215010790>

Koulouri, T., Lauria, S., & Macredie, R. (2017). The influence of visual feedback and gender dynamics on performance, perception and communication strategies in

CSCW. *International Journal of Human-Computer Studies*, 97, 162-181.

<http://dx.doi.org/10.1016/j.ijhcs.2016.09.003>

Kuvaas, B., Buch, R., & Dysvik, A. (2016). Constructive supervisor feedback is not

sufficient: Immediacy and frequency is essential. *Human Resource Management*, 56(3), 519-531. <http://dx.doi.org/10.1002/hrm.21785>

Neacșu, M. (2015). A practical model for professional training at the workplace.

Procedia - Social and Behavioral Sciences, 180, 1184-1191.

<http://dx.doi.org/10.1016/j.sbspro.2015.02.240>

Pelgrim, E., Kramer, A., Mokkink, H., & van der Vleuten, C. (2012). The process of feedback in workplace-based assessment: Organization, delivery, continuity.

Medical Education, 46(6), 604-612. [http://dx.doi.org/10.1111/j.1365-](http://dx.doi.org/10.1111/j.1365-2923.2012.04266.x)

[2923.2012.04266.x](http://dx.doi.org/10.1111/j.1365-2923.2012.04266.x)