



# RAMCO INSTITUTE OF TECHNOLOGY

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Department of Computer Science and Engineering

Academic Year 2024 – 2025 (Odd Semester)

Degree, Semester & Branch: VII Semester B.E. CSE

Course Code & Title : GE3754 Human Resource Management

Name of the Faculty member (s): Mrs.S.Manjula

## Innovative Practice Description

**Unit / Topic:** Unit V / Peer Reviews

**Course Outcome:** CO 5

**Topic Learning Outcome:** TLO14

**Activity Chosen:** Feedback

**Justification:**

### Peer Reviews

- Peer review is an active learning technique where participants critically evaluate each other's work. The topic "Feedback in HRM" was selected because feedback is a cornerstone of effective HR practices. This activity provides a practical framework to explore how feedback impacts employee performance, engagement, and organizational success.
- **Time Allotted for the Activity:** 30 minutes

### Details of the Implementation:

- The class was divided into small teams (3 members per team), and each team was given a scenario related to performance evaluations, employee development, conflict resolution requiring feedback.
- Each team was tasked with preparing feedback for an employee scenario, emphasizing clarity, fairness, and actionable suggestions.
- Teams exchanged their work with peers, who reviewed it critically by highlighting strengths and areas for improvement.
- During the review, students were encouraged to focus on how feedback aligns with organizational goals and employee motivation.
- A class-wide discussion followed, where teams reflected on the feedback they received and refined their strategies.
- Each team shared insights on how peer reviews helped them improve their understanding of effective feedback in HRM.
- Facilitators provided additional feedback on the peer review process to ensure alignment with best practices in HRM.

**Images / Screenshot of the practice:**



*Figure 1: Glimpses of Peer Review Activity by Teams*

**CO – PO / PSO mapping:**

CO	PO1	PO2	PO3	PO4	PO9	PO10
CO 1	2	2	1	1	1	1

**(1 – Low 2 – Moderate 3 – High)**

**PO / PSO mapped:**

Innovative practice	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>	<b>PO9</b>	<b>PO10</b>
	2	2	1	1	1	1
<b>Justification for correlation</b>	Students identified and understood emerging trends and concepts in feedback systems within HRM.	Students analyzed the implications of modern feedback mechanisms on organizational practices.	Students developed strategies to integrate feedback systems into HR policies to enhance workplace effectiveness.	Students investigated and evaluated the impact of feedback processes on overall organizational performance.	Students collaborated effectively in teams to explore advanced feedback methodologies in HRM.	Students effectively communicated insights about feedback systems to both technical and non-technical audiences.

• **Reflective Critique:**

❖ ***Feedback of practice from students and other stakeholders:***

- Students found the activity engaging and reported a better understanding of feedback dynamics in HRM.
- Recommended incorporating more such peer reviews on other HR topics for experiential learning.

❖ ***Benefit of the practice:*** (E.g.: Outcome attainment would have increased due to innovative practice over conventional practice)

- Students developed a deeper understanding of feedback mechanisms in HRM by practicing and analyzing real-world scenarios.
- Encouraged students to work collaboratively and understand different perspectives in a workplace setting.

❖ ***Challenges faced in implementation:***

- Some students were hesitant to participate actively, requiring additional encouragement and support.
- Some students initially struggled to provide opinions and actionable feedback.

**References:**

1. <https://www.sciencedirect.com/science/article/abs/pii/S0361476X23000140>
2. <https://learning.nd.edu/news/engaging-your-students-through-the-use-of-peer-review/>
3. <https://www.isetl.org/ijtlhe/pdf/IJTLHE481.pdf>