**HRM Mock Exam Peer Feedback Form**

**Instructions:**

Exchange papers with the colleague you have been paired with.

Use the table below to offer feedback to your colleague.

The criteria suggested (understanding, depth of knowledge, structure) is an adaptation of the general marking criteria made available at the start of the year.

You are not expected to grade the paper but rather to present honest and constructive qualitative feedback to help your colleague improve his or her work. Use examples to clarify your points (e.g. in page 1, paragraph 2…). If it helps, have a conversation with your colleague and go over each of your papers.

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| **Understanding** | To what extent is there an authoritative and critical evaluation of the opportunities and challenges the increasing participation of women in the labour market pose organizations and HRM? |
| Assuming what he means is “Can they draw thoughtful conclusions?”, you do explain what could be a possible challenge for HR (“*to turn this diversity into a competitive advantage*”) which I personally liked a lot for how you discussed it, and also what is a possible gain for HR (“*a diverse background, including both men and women, could help the organization, offering the opportunity for a deeper analysis of problems*”).  Probably, naming more challenges/benefits would have been nice. | |
| **Depth of Knowledge** | To what extent does the answer demonstrate extensive research and the proper utilization of a very wide range of sources? |
| **Have many resources been used?**  No, the total number of external resources used and cited accounts to 2. I would recommend using more in future reports as it will:   * demonstrate the capability of doing researches; * more resources can increase the impact of the report on the reader as * it will gain credibility; and * studies can help you get a broader view of the overall topic, allowing you to provide stronger and more effective thesis-antithesis-synthesis.   **Are resources used properly?**  Both the resources are used in a proper manner and add meaningful content. Personally, I would have included some numbers (for example a statistical increase of wages or the proportion of “*wages […] rise as […] labour participation shift*” as they could be nice for the reader. | |
| **Structure** | To what extent is the argument well structured, tightly focused, well written and clearly presented? |
| There are some typos here and there like:   * Paragraph 2 -> “as people tend to negative views about”; * Paragraph 3 -> “This is case when there is”   Within the 1st, 2nd and 3rd paragraphs, the word “increase”, used both as a verb and as a noun, is abused.  The introduction and the conclusion sections are weakly defined as such, in the sense that the introduction is very poor (personally, I would not consider this as bad, but the lecturer suggested in the marking paper that it has to be richer than that), whereas the conclusion is not strong; an important “conclusion” is defined in the 3rd paragraph (“*The challenge for the Human Resource Management department is to …*”); repeating this within the conclusion paragraph would have enforced the points you are making out.  Besides that, the focus is on the topic, you express your points with the support of the references and enhance their importance, so nice job. | |