Driving Success in Business Courses
Enhancing Team Collaboration through Peer Review

Peerceptiv ®

In two large sections of the MGMT 2103 Managing People and Organizations course Dr. Trainor leverages Peerceptiv to enhance students' communication and collaboration. A structured online peer review process ensures students engage deeply with course material and provides practical experience in giving and receiving constructive feedback— essential skills for effective teamwork and professional development. By integrating Peerceptiv into his course, Dr. Trainor fosters critical thinking, improves peer feedback quality, and develops students' collaborative skills.

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Upload
Groups or individual students anonymously upload their

Review
Peers anonymously assess and provide qualitative feedback for peer documents based on the instructor's rubric

Feedback
Students hold each other accountable by evaluating the reviews received on their own work

Grades
Peerceptiv generates valid and reliable peer scores based on submission quality and the accuracy and helpfulness of reviews
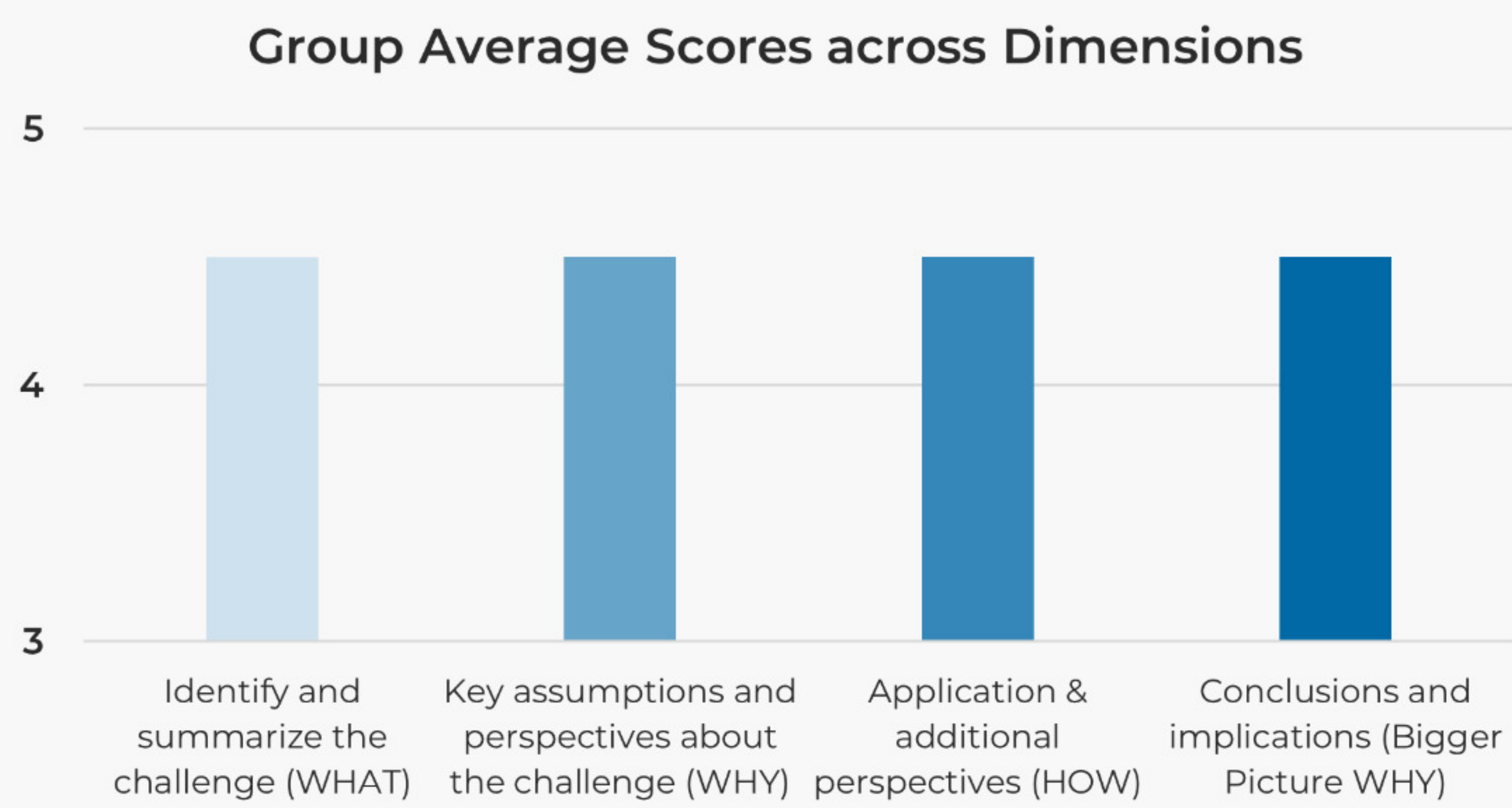
Human Resources Group Project

Students are assigned a Human Resources chapter topic and a related case scenario. Using an assigned report format, each group submits a report for peer review in Peerceptiv. During the review phase, individual students review another group's report along dimensions learned throughout the semester. In the feedback phase, groups provide feedback on peer reviews received for their report. Then, all group members complete a team member evaluation at the end of the project.

Participation:

- 44 groups
- 100% participation in all peer review phases
- 97% participation in team member evaluation

Review Activity:

Group Average Scores across Dimensions

Identify and summarize the challenge (WHAT)	Key assumptions and perspectives about the challenge (WHY)	Application & additional perspectives (HOW)	Conclusions and implications (Bigger Picture WHY)

Average comment length was 320 characters

Example Student Comment:
"One thing specific that I thought was interesting in this report was that the approaches for performance appraisals could have a sort of benefit to the employee on an emotional level. I never really thought about how an employee might look forward to a performance appraisal when they are unsure if they have been performing well enough for their company's liking. That was an interesting perspective to see in this report and I thoroughly enjoyed how it was brought to light."

Feedback Activity:

Feedback comments averaged 190 characters

Example Feedback Comment:
"I appreciate that even though they agreed that [our submission] was up to the rubic's standards, they still found a way to improve [it]. I think that will help us in the future be more detail-oriented."

Average Helpfulness Score: 4.18/5

⭐⭐⭐⭐⯪

Not Helpful   Very Helpful

Team Member Evaulation

Peerceptiv enables students to rate and comment on their peers' collaboration within the team, promoting accountability and enhancing teamwork skills. Dr. Trainor gains clear insights into group dynamics, enabling them to address issues and ensure fair grading. With seamless LMS integration, instructors can effortlessly sync results into the gradebook.

Average Team Member Evaluation Scores

Content Knowledge and Skills	Communication	Professionalism	Overall Contribution

Students evaluate their peers on 5 key dimensions: content knowledge and skills, communication, prefessionalism, and overall contribution. They also provide a comment to give context to their ratings. For example, one student noted, "Student X's contribution to our group project was proactive. She was in constant communication with the other members about deadlines and did a great job finishing her part."
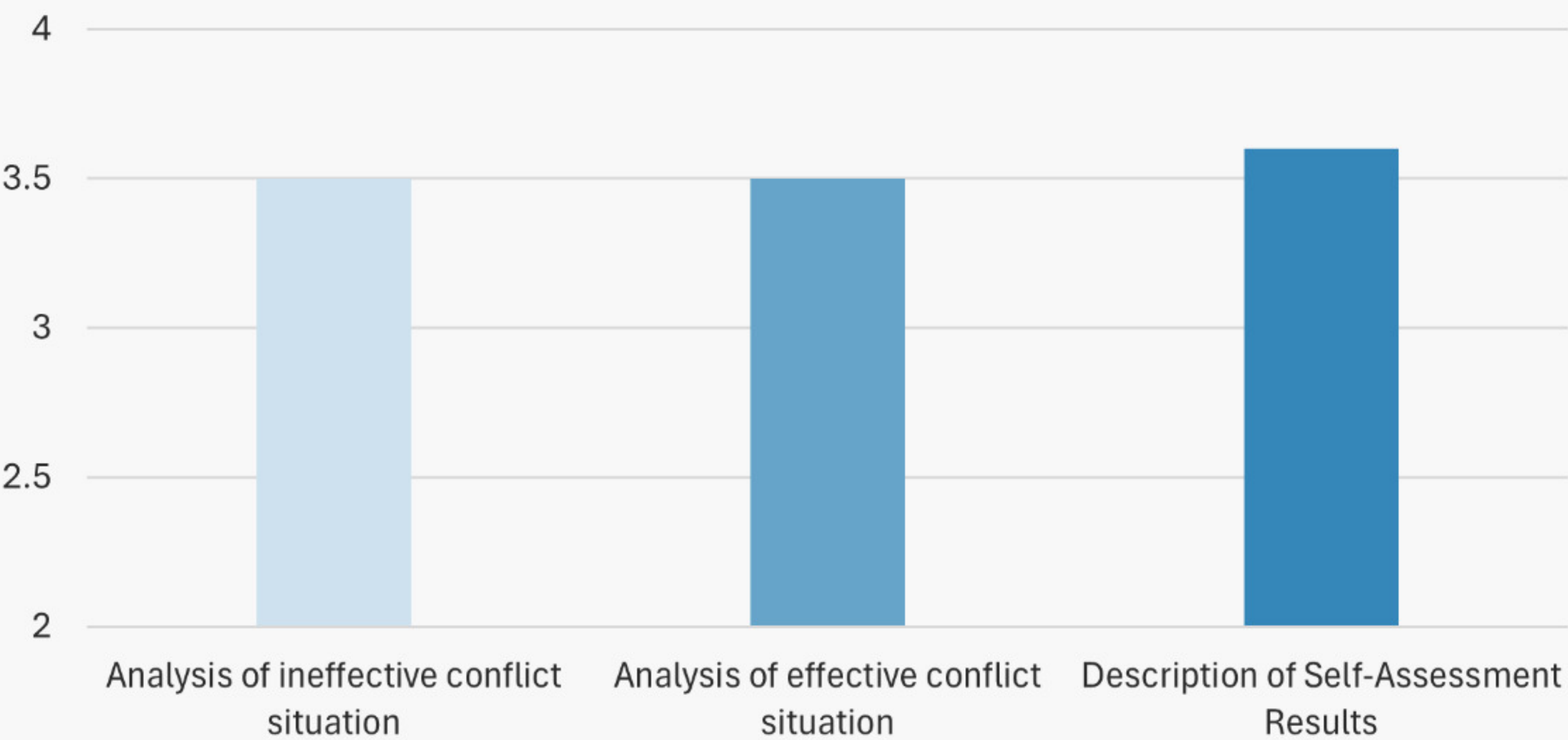
Conflict Reflection & Feedback Assignment

In MGMT 2103, students explore their "Conflict Handling Styles" through a short self-assessment. After reviewing the self-assessment results, students write a reflection on their conflict styles, considering scenarios where their dominant style would be effective and where it might fall short. They submit their reflections in Peerceptiv, where they provide feedback to three peers using Dr. Trainor's rubric. After receiving feedback on their own work, they rate its helpfulness and accuracy, offering suggestions to help peers improve their feedback skills. This process deepens their understanding of conflict-handling styles while also enhancing their ability to give and receive constructive feedback.

Participation:

- 263 individual students
- 97% submitted their work
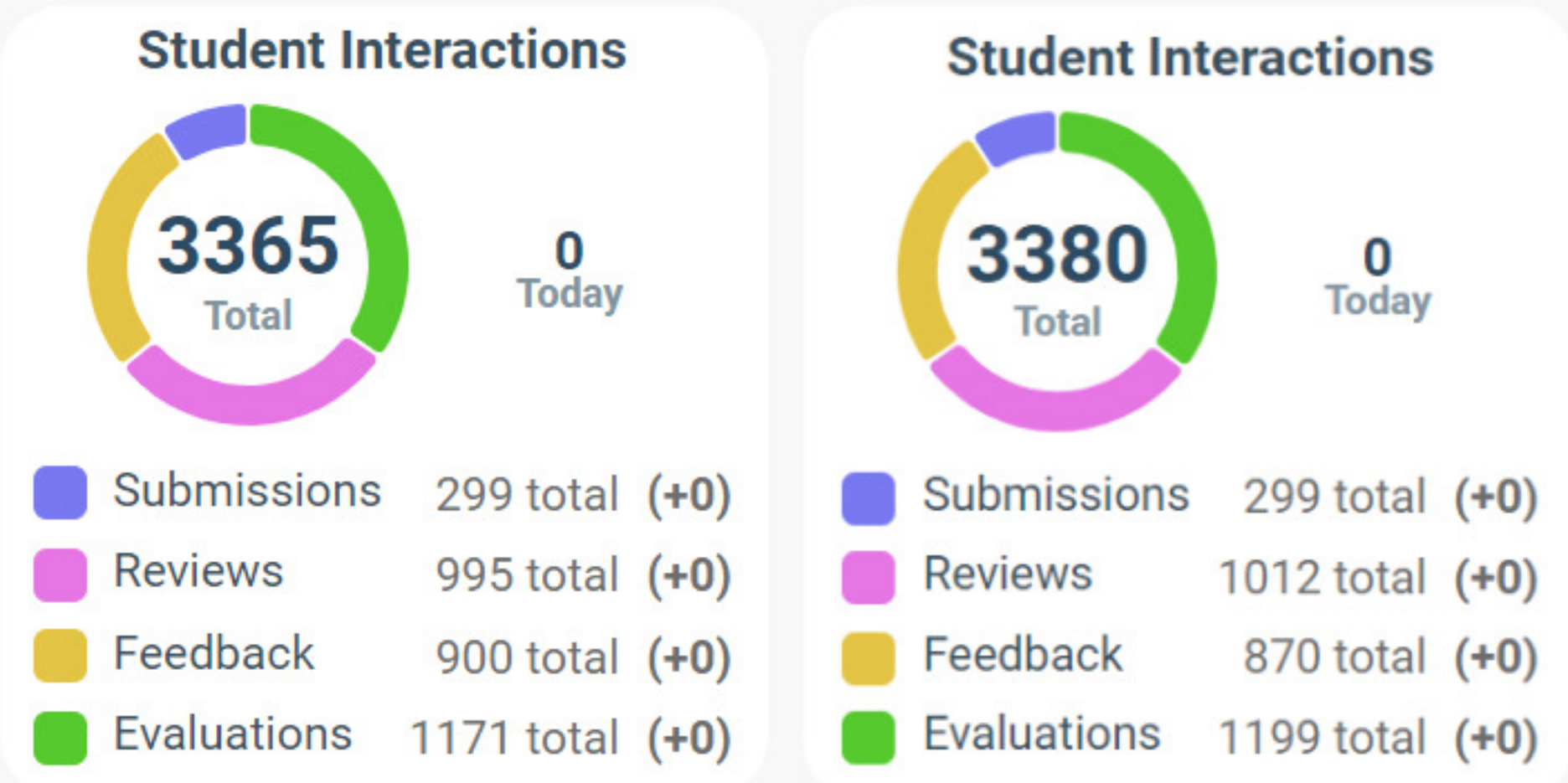- 96% completed reviews
- 78% provided feedback to their reviewers

Review Activity:

Average Scores across Dimensions

Bar chart showing: Analysis of ineffective conflict situation (3.5), Analysis of effective conflict situation (3.5), Description of Self-Assessment Results (3.6). Y-axis from 2 to 4.
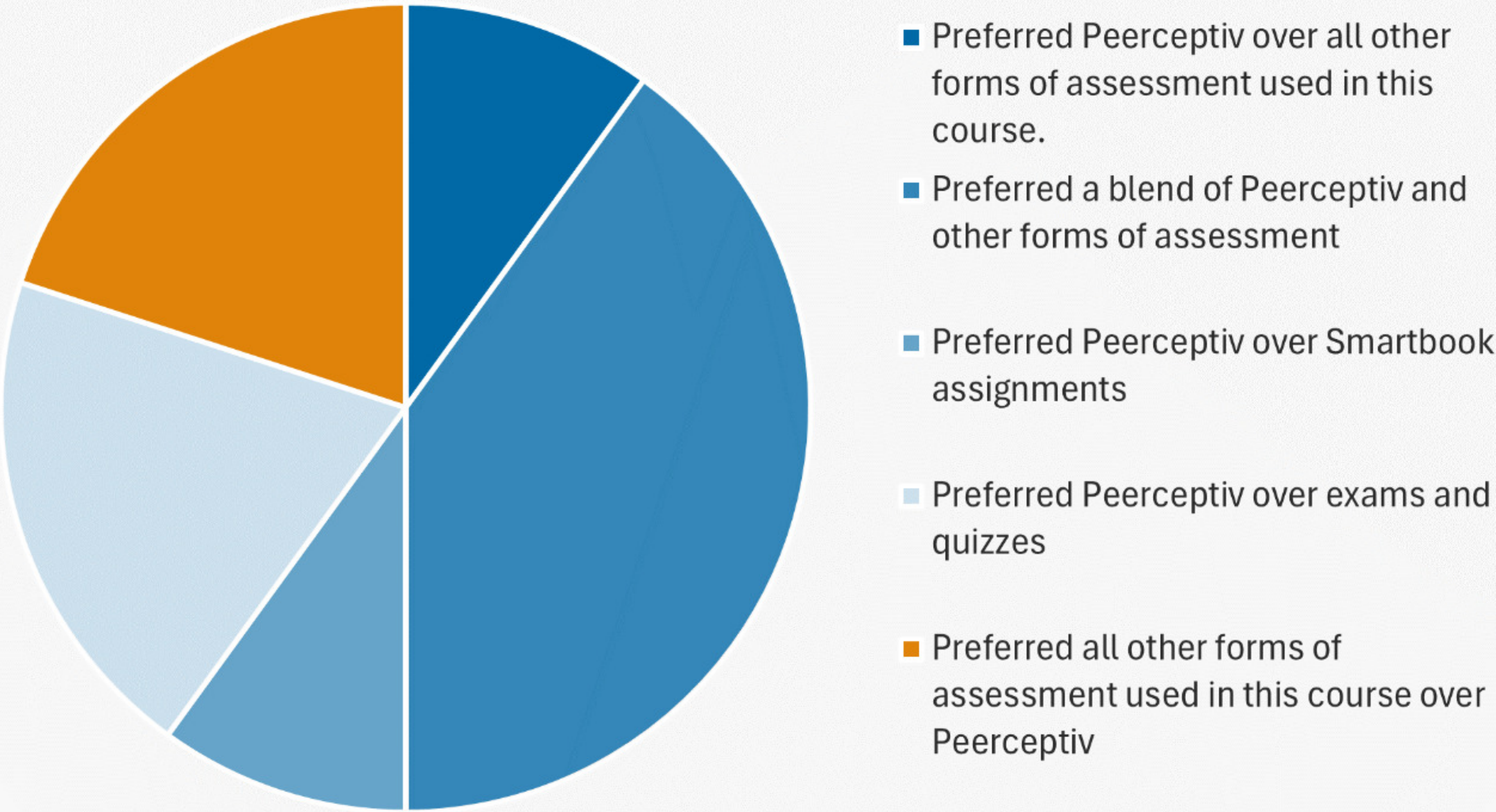
Total Peer Engagement Across Both Sections

After an assignment is complete, Dr. Trainor receives a breakdown of participation metrics for each course.

Student Interactions

3365 Total — 0 Today

- Submissions — 299 total (+0)
- Reviews — 995 total (+0)
- Feedback — 900 total (+0)
- Evaluations — 1171 total (+0)

Student Interactions

3380 Total — 0 Today

- Submissions — 299 total (+0)
- Reviews — 1012 total (+0)
- Feedback — 870 total (+0)
- Evaluations — 1199 total (+0)

End-of-year surveys showed that 80% of students preferred using Peerceptiv, whether or not it was combined with other forms of assessment, compared to not using Peerceptiv at all.

How does your experience using Peerceptiv compare to other forms of assessment used in this course?

Pie chart legend:
- Preferred Peerceptiv over all other forms of assessment used in this course.
- Preferred a blend of Peerceptiv and other forms of assessment
- Preferred Peerceptiv over Smartbook assignments
- Preferred Peerceptiv over exams and quizzes
- Preferred all other forms of assessment used in this course over Peerceptiv

Example Comments:

"This person went into great depth into their reflection and adequately explained how their highest-scored conflict handling style would do in a wide array of situations. This helped my understanding of conflict handling styles and how each one would do in a given situation."

"This student gave good examples on how their leadership component was the best for them, and how it could be used in the real world. Also they gave an example of their dating relationship and how it would be ineffective in that situation. They could have given an alternate style to use in that situation."

"The content was easy to follow and covered the basis at hand. The analysis was in-depth but not too crazy of depth. I like the way the reflection was easy to understand but also had great content. The analysis was very relevant, and the student did a great job describing themselves and their assessment results. The strengths were that they addressed their strength and weaknesses, but I would have liked to have seen more analysis of the compromising style."

on "Content Assessment"

I think that you went above and beyond with your assignment! You went very in-depth with your results, their implications, and showed real-world situations where these results have come into effect. The only recommendation I would have is perhaps try to find ways to explain more concisely what you wish to convey in certain areas. ★★★★★

I like the feedback this student provided. I think that I was definitely vague in specific areas and could've keyed in more to do in depth and truly explain my though process and meaning. I also appreciate this student highlighting what is helpful within my post and what areas of the post that were helpful and effective for them. Overall, this was quite useful and a good post to receive feedback.

on "Connections and Learning"

I thought that your proposition for the trash duties with your roommate was very interesting. This made me think of a similar situation with my roommates, where one roommate uses all the dishes and then leaves them in the sink. It is becoming a problem point, and perhaps I could take a note from your book! ★★★★★

I thought it was cool that this student had a similar problem to mine but a little different context. It was cool to be able to relate to someone else and perhaps take the same approach with the same conflict style to two different situations. This was helpful to see that people are involved in similar situations as I.

After finishing a Peerceptiv assignment, students can review comments they've given and received in a chat-style window. Seeing how peers rated the accuracy and helpfulness of their comments helps them improve their feedback skills. It's also an easy way to access feedback on their own work for revision and reflection.