Hello Stacy,

 The underlying facts you have presented about appraisal problems depicts a true understanding of the issues. It is undeniable that a lack of coherent mission and vision statements often inhibits the process. This is true in the sense that lack of a clear mission and vision bring about confusion in the appraisal process. A mission is a critical ingredient in the appraisal process because it offers a direction towards achieving the intended objective of the appraisal. As you have clearly put it, bringing in experts or adding more employees to support the appraisal process is essential because it enhances information sharing (Tziner & Rabenu, 2018). Having experts help in ensuring that the laid down process is followed keenly. What is the correlation between encouraging employees participating and improving the appraisal process? In other words, what are the benefits of encouraging employees’ participation in the appraisal process?

References

Tziner, A., & Rabenu, E. (2018). Performance appraisal and beyond: Directions for future research and application. In Improving Performance Appraisal at Work. Edward Elgar Publishing.