



Performance Appraisal: State of the Art in Practice

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A research-based guide to performance appraisal written for real-world practitioners

A timely, useful and practical collection of chapters confronting and posing solutions to some of the more thorny performance management problems and dilemmas facing HR practitioners today. Practitioners would be wise to acquire this informative volume and to use it as a tool for developing leading-edge performance management systems.

—**Edward M. Mone**, HR division manager/strategic planning and development, AT&T

Part of the successful **SIOP (Society of Industrial and Organizational Psychology)** series, this book fulfills the practitioner's long-standing need for a research-based guide to the best performance appraisal practices currently in use. Addressing an issue vital to all organizations, it introduces readers to thought and theories on the cutting-edge of their profession. Plus, it provides nuts-and-bolts guidance to a broad spectrum of timely issues such as legality, fairness, team settings, and incentive programs. A seamless fusion of state-of-the-art research and practical application, it will prove of great interest to both academics and practitioners in the field looking for ways to elevate and refine their craft.

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