Performance Management Evaluation Concerns.  Paper details Assume that an Internal Compliance Auditor issued a report to your organization about irregularities in performance appraisal ratings. Due to these irregularities, compensation increases were inconsistently calculated. As the HR Manager, you must provide a response to the Internal Compliance Auditor, specifically focusing on what you will do, moving forward, to ensure stronger performance appraisal processes. In at least 3 full pages, address the following topics, which are listed below in bold font. Please note that your paper should include a cover page, introduction, the required sections, a conclusion, and a reference page. Cover Page Introduction Section 1 – Evaluating Performance- In this section, describe the purpose and value of performance management processes. Then, explain what might have occurred in regard to past rating irregularities. Section 2 – Effective Performance Appraisals- In this section, suggest ways the organization can increase the effectiveness of performance appraisals (think about the role of raters and the HR Department in ensuring performance appraisal success). Section 3 – My Recommended Evaluation Standards. In this section, select performance evaluation standards that can be used in your organization. Then, explain the frequency and importance of these evaluation standards in regard to organizational success. Conclusion