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Performance and Development Objectives Form

Name	Md. Mostafijur Rahman	Date	31-10-2023
Job Title	Software Engineer		
Reviewer Name	Md. Helal Mahmud		
Starting point			
What is the employee's current level or standard in relation to their job role?	<u>To pursue a highly challenging career as a computer programmer, where I can apply my academic knowledge and professional experience and acquire new skills and contribute effectively to the development of the organization.</u>		
Objectives			
What objectives or goals does the employee need to achieve?	The employee needs to achieve goals like collaboration, professional development, self-management, people management, creativity & innovation, communication etc.		

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Timescale	
When will progress against objectives be reviewed? What is the timescale for reaching these goals?	<p>To measure progress effectively, we can consider the following steps:</p> <p>To develop long-term and short-term goals, it's important to identify what action I want to accomplish and what type of outcome I'm seeking</p> <p>Creating a deadline for achieving long-term goals can help</p>
Actions	
What actions does the employee need to undertake to be able to fulfil the objectives? This could include their regular responsibilities and the standards expected.	<p>Our regular responsibilities</p> <p>Work with a team or alone under pressure and communicate with customer</p> <p>Coding, Problem solving, knowledge transfer and technical support with <i>colleagues</i>.</p> <p><i>Multi-task and change from one task to another without loss of efficiency</i></p>
Methods of measurement	
How will progress be reviewed? How will you measure when the goals have been reached?	<p>We recommend utilizing milestones to show how much work has gone into your goals. Milestones are steps or achievements necessary to make progress toward goals.</p> <p>Even if your goal is not 100% complete, your manager will be able to evaluate your progress and give performance feedback.</p>
Support/Training	

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What training and/or support will be offered or needed to attain the goals set?	Need to training for Aws server security training and Big data maintaining		
General comments: Yearly picnic			
Date of next review:	01-12-2023	Employee Signature:	
Manage:		Manager Signature:	