| **Performance and Development Objectives Form** | | | | |
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| **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?** | | *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.* | | |
| **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. | | |
| **Timescale** | | | | |
| **When will progress against objectives be reviewed? What is the timescale for reaching these goals?** | | To measure progress effectively,we can consider the following steps:  To develop long-term and short-term goals, it's important to identify what action i want to accomplish and what type of outcome my seeking  Creating a deadline for achieving long-term goals can help | | |
| **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.** | | Our regular responsibilities  Work with a team or alone under pressure and communicate with customer  Coding, Problem solving, knowledge  transfer and technical support wit*h colleagues.*  *Multi-task and change from one task to another without loss of efficiency.* | | |
| **Methods of measurement** | | | | |
| **How will progress be reviewed? How will you measure when the goals have been reached?** | | 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.  Even if your goal is not 100% complete, your manager  will be able to evaluate your progress and give performance feedba*ck.* | | |
| **Support/Training** | | | | |
| **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:** | Md. Mostafijur RahmanM |
| **Manage:** |  | | **Manager Signature:** |  |