



Appraiser : Saket Tewary Grade-Desg : G1-ASE Appraisal : H1-2020 Status : Stage 6 - Manager - Pending Approval

Employee History

One On One

Image Not Available

Summary

Objectives

Competencies

Development Plan

Activity Log



Effective And Efficient Outcom....

Appraise Rating : 3

Objective* (Max 200 Chars.) Effective and Efficient Outcomes from Project & POC Engagements

Projects 1stAvailable-Myhealth1st ,Privia HealthRPA

Details*

- 1.Create and adhere to burn down plans (single day deliverable).
- 2.Manage client communication and shall be owning up discussing requirement, solutions and updating status and risk.
- 3.Estimates shall be accurate and cover all aspects of project execution (analysis, design & development, fault tolerance & performance), process (artifact creation, review of artifacts, code & design), unit testing / quality assurance (performance, functional) and other SDLC process as desired.
4. Complete ownership for all aspects of SDLC processes and deliverables in the spear of influence (self and reporting if any)
- 5.Ensure all artifacts are documented, versionized, organized, easily traceable and self explanatory.

SuccessCriteria*

1. Efficient delivery with surplus time to invest on all assigned objectives
2. Quality and Completeness of all artifacts related to projects (Design with details, FRD, Requirement document, Unit Test execution, Review and Deployment checklist, Flowchart / Sequential diagrams, Retrospective inputs)

Target Completion Date (dd-mm-yyyy) 30-06-2020

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*

->Created automation solutions for clients as per requirements which involves feasibility study, development, testing and deployment.
->I have carried out the processes assigned to me successfully and have ensured to follow and implement the standards across the projects.

What went well ?

Appraise Comments*

- >Process design and documentation
- >Validating test cases and Testing the projects against various unit test cases
- >Feasibility requirement & Project Estimation

What could have gone better ?

Appraise Comments*

-I could improve on implementing solutions that could help to increase the performance of the bots.

Appraise Rating* 3 - Successfully Meets Requirements. ▾

Building Assigned Project / Cl....

Appraise Rating : 3

Objective* (Max 200 Chars.) Building Assigned Project / Client Artifacts (Future Readiness initiatives) Expectations

Projects Privia HealthRPA

Details*



-> Shall own up building and maintaining artifacts as assigned by the team.
 -> As a whole team should - Identify , Build and Maintain Artifacts needed for being future ready.

- onBoarding documents
 - Domain Artifacts in scope for the project
 - Data and event flow for Systems in scope
 - Entity Lists with purpose
 - Data patterns
 - Issues and Resolution
 - Systems and Components with purpose
 - Standards and Design patterns employed in the project.
 - Document Metrics , KPIs, Analytic use cases
- Client Future readiness : Expand a,b,c and h above to systems not in scope for project

SuccessCriteria* 1. Easy to understand, up-to-date and complete artifacts
 2. All the documents presented in Audits

Target Completion Date (dd-mm-yyyy) 30-06-2020

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*

->Created custom activity for HLookup & VLookup operations in Excel.
 ->Worked on Automating Privia Health Processes and helped lead to speed up processes.
 ->I have ensured to follow and implement the standards across all the projects and have organized and documented in an efficient manner.

What went well ?

Appraise Comments* ->Maintaining and updating project documentation.
 ->Ensuring the Project standards using Workflow Analyzer.

What could have gone better ?

Appraise Comments* ->I could help in creating general purpose custom activities and re-usable templets in RPA.

Appraise Rating* 3 - Successfully Meets Requirements. ▾

[Contribution To GGK Branding,](#)

Appraise Rating : 4

Objective* (Max 200 Chars.) Contribution to GGK Branding, Sustaining and Improving relationship with the clients

Projects Privia HealthRPA

Details* -> Thought Leadership:
 -> Shall have Monthly internal team meeting to brainstorm on opportunities to Add value to client and present at least one solution which could address below

- Client pain points
- Solution for new features or systems that client is wishing to incorporate/ build in future.
- Solutions that could help client in cutting cost, gaining new revenue streams, saving resource & time, improvement of performance, Automation of processes, Standardizing reusable processes etc..

SuccessCriteria* 1.Proactive efforts / Initiatives from Team
 2.Value Add & Delivery beyond our scope

Target Completion Date (dd-mm-yyyy) 30-06-2020

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*



->Worked on Demo processes for presenting to the client
->Attended Webinars on UiPath new enhancements and features
->Published Excel Lookup - UiPath custom activity to the repository.

What went well ?**Appraise****Comments***

->Creating Demo workflows
->Actively participated in technical webinars organized by UiPath.

What could have gone better ?**Appraise****Comments***

->I could come up with innovative solutions that could help cut costs, save resources and time.

Appraise Rating* 4 - Exceeds Requirements.

[Improve Overall Coding Quality](#)

Appraise Rating : 3

Objective*

(Max 200 Chars.)

Improve overall coding quality

Projects

Privia HealthRPA

Details*

- 1.Ensure your code conforms to standards and best practices.
- 2.Need to factor in the following: performance, modularity, reusability, scalability
- 3.Need to add appropriate coding comments.
- 4.Able to catch design and coding bugs during code review.

SuccessCriteria*

- 1.Code should be easy to understand, interpret and review.
- 2.Deliverables should have minimal bugs, no P0 P1 issues.
3. Code with better performance.
- 4.In case of web applications request and response payload should be minimal.
- 5.Code should be Modular and reusable

Target Completion Date (dd-mm-yyyy) 30-06-2020

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*

->I have ensured to Organize, Document and Versioned the Projects and keep track of the change requests in an efficient manner.
->Ensured Code quality using workflow inspector and added annotations and comments for easy understandability.

What went well ?**Appraise****Comments***

->Ensured Code quality using workflow inspector

What could have gone better ?**Appraise****Comments***

->I could work on optimizing the code for better functioning of bots

Appraise Rating* 3 - Successfully Meets Requirements.

[Demonstrate Good Planning, Des....](#)

Appraise Rating : 3

Objective*

(Max 200 Chars.)

Demonstrate good planning, designing and analysis skills

Projects

Privia HealthRPA

Details*

- 1.Should be able to provide solutions for problems with support
- 2.Should be able to understand relationship between solution and business needs
- 3.Should be able to capture trends and data anomalies, analyze dependencies and build the solutions accordingly.
- 4.Should be able to do impact analysis of change Request and build solutions with minimal effort.
- 5.Should be able to identify requirement Gaps, Design anomalies and take appropriate actions.
- 6.Should have good understanding of design patterns pertaining to your domain /technology.

- SuccessCriteria***
- 1.Simple to implement, cost effective and Scalable designs.
 - 2.Demonstrate design expertise through proactive suggestions or questions & views

Target Completion Date (dd-mm-yyyy)

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*

->Analyzed change requests and provided optimal solutions
->worked on designing processes while keeping in mind the re-usability and extensibility of projects.

What went well ?

Appraise Comments* ->Process Design

What could have gone better ?

Appraise Comments* ->I could come up with reusable projects that could help upon change requests with minimal changes to the code.

Appraise Rating*

[Explore And Implement Latest F...](#)

Appraise Rating : 3

Objective*
(Max 200 Chars.) Explore and implement latest features with respect to RPA tool(s)

Projects

- Details***
- 1.Should be updated with latest features from every release
 - 2.Should explore and recommend use cases for utilizing the new features for existing projects.
 - 3.Should conduct sessions or document the new features for the team.

- SuccessCriteria***
- 1.Consistently sharing updates and application guidelines related to new features
 - 2.At least one comprehensive document/session detailing the applicability of new features.

Target Completion Date (dd-mm-yyyy)

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*

->Followed up with the UiPath webinars on the latest product updates and features.
->Explored various new features of UiPath and working on implementing them in upcoming projects.

What went well ?

Appraise Comments*



->Keeping track of the latest updates in RPA tools.

What could have gone better ?**Appraise
Comments***

->I could work upon creating new activities in UiPath that could help cut down some regular work.

Appraise Rating* 3 - Successfully Meets Requirements. ▾

[Learn Assigned Technology/Skil...](#)

Appraise Rating : 4

**Objective*
(Max 200 Chars.)**

Learn assigned technology/skill as part of RPA COE.

Projects

Privia HealthRPA

Details*

- 1.Should be able to learn ML/AI, SQL basics and complete the expected tasks/assignments.
- 2.Should be able to apply the knowledge gained to improve the quality of the existing products.

SuccessCriteria*

- 1.Timely completion of the assigned learning.
- 2.Should be able to recognize and deliver use cases for improving the overall quality of the project.

Target Completion Date (dd-mm-yyyy) 30-06-2020

Evaluating Performance (This has to be filled at the end of the review period)

Achievement Date (dd-mm-yyyy)

How did you achieve the Objective? What did you do in the Project?*

- >Completed the newly updated courses required for certification in UiPath.
- >Completed Blue Prism Foundation training.
- >Learned and Explored various new features of Power automate.

What went well ?**Appraise
Comments***

- >Blue Prism & Power automate Trainings went well.
- >Completed the updated UiPath courses.

What could have gone better ?**Appraise
Comments***

->I could learn on improving my skills in AI and ML.

Appraise Rating* 4 - Exceeds Requirements. ▾

