CDP | Midterm/Anniversary Performance Feedback | Annual/Anniversary Performance | Interim Rating | Performance Diary | Manager Change Feedback | PIP

Appraisee Details | Fill Your Performance Feedback | Preview Performance Feedback | PRD | Performance Feedback Status

Midterm Performance Feedback - Appraisee

Performance Summary

Midterm Performance Feedback Overall Rating :   **X - Exceeds most or all expectations**

Your Midterm (Year 2025) details.

Performance Feedback Details	
Joining Type(Officer Code) :	I (Initial Training Program)
IBU/Function :	NWS-D-4001
Band :	U1
Role :	Associate Software Engineer
Primary Job Selected :	LCCB6
Primary JobArea Selected :	Generic
Review Period :	01-Jan-2025 - 30-Sep-2025
Last Promoted Date:	NA

Experience Details	
Previous Exp :	0 Years 0 Months
TechM Exp :	1 Years 6 Months
Total Exp :	1 Years 6 Months

(Note: All experiences are as on Sep 30 2025)

OwnerShip Details	
Appraiser :	Ahir Nirav
Owner :	Biswajit Mishra
BHR :	Ankita Singh; Mukta Pant; Prachi Bhadauria; Gunjan Joshi; Mrunal Shridhar Jadhav; Aishee Saha;
BHR EMAIL ID :	AnkitaSingh1@TechMahindra.com; MP00769962@TechMahindra.com; PB00938505@TechMahindra.com; GJ00586392@TechMahindra.com; MrunalShridhar.Jadhav@TechMahindra.com; Aishee.Saha@TechMahindra.com;

Awards Details		
#	Award	Quarter
1	AI White Belts	Jul25-Sep25 Q3

Section - Goal Rating

Customer

Goal Manager : Ahir Nirav   Period : Complete Year   IBU Function : NWS-D-4001   Job : Associate Software Engineer
Standard KRA Goals : Adherence to deliverable schedule = "_"   Goal : Ensure timely delivery of all project milestones and deliverables as per the agreed schedule, maintaining consistency, transparency, and accountability to meet customer expectations and avoid delays.

Achievement Details
We elevated our application to the next level of performance and control by migrating the entire end-to-end infrastructure to an on-premises environment. Leveraging Intel s hardware and platform features, we achieved enhanced security through built-in silicon-level protections and ensured faster application availability and lower latency for our users, offering us complete ownership and optimization

Challenges Faced
It was a process of continuous iteration. We constantly learned through trial and review, treating every attempt as a valuable experiment with trial and review.

Weightage	30	Unit	%	Direction	>=	Targets	95	Actuals	100	System Rating	4.50-Exceeds most expe

Self Rating   5-Exceeds all expect

Appraiser

Weightage *	30	Appraiser Remarks *	Good work.	Appraiser Rating *	4.5-Meets all expectations & exce

Goal Manager : Ahir Nirav   Period : Complete Year   IBU Function : NWS-D-4001   Job : Associate Software Engineer
IBU Function Goals :Others   Goal : Ensure the successful deployment of the GenAI RAG-based chatbot by delivering a robust, scalable, and user-friendly solution. Prioritize quality through thorough testing, continuous bug resolution, and performance optimization. Proactively manage risks and maintain clear communication to ensure a smooth, disruption-free implementation that meets user expectations.

Achievement Details
The application was deployed on Intel hardware and underwent rigorous testing against our problem statement of generating test cases for the 5G 3GPP specification. We have achieved a considerable response from our system and are now working to make that response a more ready-to-use format by introducing agents into our application flow to enable better decision-making strategies.

Challenges Faced
It was a process of continuous iteration. We constantly learned through trial and review, treating every attempt as a valuable experiment with trial and review.

Weightage	35	Unit	%	Direction	>=	Targets	95	Actuals	98	System Rating	4.50-Exceeds most expe

Self Rating   5-Exceeds all expect

Appraiser

Weightage *	35	Appraiser Remarks *	Good work.	Appraiser Rating *	4.5-Meets all expectations & exce

Process

Goal Manager : Ahir Nirav   Period : Complete Year   IBU Function : NWS-D-4001   Job : Associate Software Engineer
IBU Function Goals :Others   Goal : Ensure a transparent, efficient, and scalable post-development process for the GenAI RAG-based chatbot by adhering to best practices in workflow management, agile iteration, and progress tracking. Maintain clear documentation, enable collaborative cross-functional engagement, and proactively address customer feedback and risks to support successful deployments and continuous improvement.   Goal Priority :

Achievement Details
We previously utilized the Grok Model as a service for LLM inferencing. We then transitioned to Hugging Face CTransformers, which unfortunately underperformed on our existing hardware. Next, we migrated to the Intel Enterprise Inferencing Engine, which runs on top of VLLM. However, the best results were ultimately achieved with Intel s OpenVINO, an inferencing engine that specifically supports quantized models capable of delivering superior performance with fewer hardware resources.

Challenges Faced
This process required extensive technology migration and rigorous testing to ensure optimal performance and compatibility with our specific use case.

Weightage	20	Unit	%	Direction	>=	Targets	95	Actuals	100	System Rating	4.50-Exceeds most expe

Self Rating   5-Exceeds all expect

Appraiser

Weightage *	20	Appraiser Remarks *	Good work.	Appraiser Rating *	4.5-Meets all expectations & exce

Finance

People

Goal Manager : Ahir Nirav   Period : Complete Year   IBU Function : NWS-D-4001   Job : Associate Software Engineer
IBU Function Goals :Others   Goal : Foster a collaborative and knowledge-driven team environment to support the successful rollout and customer adoption of the GenAI RAG-based chatbot. Encourage cross-functional learning, effective communication, and continuous skill development to ensure the team remains aligned, responsive, and equipped to address customer needs and evolving use cases.   Goal Priority :

Achievement Details
The success of our application stems entirely from our team s collaborative spirit and shared commitment. We maintained a bedrock principle of equal contribution, recognizing that every single effort was essential to the final product. This intense, hands-on development journey served as a powerful learning experience, driving our team members to actively pursue and obtain numerous certifications to deepen their expertise in both core AI methodologies and cutting-edge cloud infrastructure.

Challenges Faced

Weightage	10	Unit	%	Direction	>=	Targets	95	Actuals	100	System Rating	4.50-Exceeds most expe

Self Rating   5-Exceeds all expect

Appraiser

Weightage *	10	Appraiser Remarks *	Good work.	Appraiser Rating *	4.5-Meets all expectations & exce

Other Activity

Achievement Details
Certifications completed:
AI White belt
Azure AI Fundamentals
Oracle GenAI professional, Vector Search
Oracle OCI Architect Associate
Oracle Data Scientist

Challenges Faced

*Rating :   5-Exceeds all expectations   Weightage :   5

APPRAISER

Appraiser Remarks
Good work.

Appraiser Weightage   5   **Appraiser Rating**   5-Exceeds all expectations

Performance Feedback Remarks

Customer Feedback - Positive feedback received for the Demos presented.

Strengths - Good technical skills, quick learner, hardworking, team player

Areas of Improvement - To be bit more proactive and continue building tech skills further

Names of Individuals Consulted - .

END OF PREVIEW PERFORMANCE FEEDBACK