

Performance Review 2018

Employee Information

Employee: Hemant Radheshyam Bissa
Employee PERNR: 50157615
Performance Reviewer: Raghavendra Rao Kamalapur
Validity Period: 01.01.2018 to 31.12.2018
Status: Completed
Substatus:

Additional Employee Data

Job Name: Test Engineer
Preferred Name:
Country: India
SBU: AA_ABL
Local Organization:
Global ID: 1069087
N/A:

Predefined Objectives

Individual Objectives

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Delivery Excellence

Description:

- a) Successful project delivery with no customer escalation and with an aim to get an appreciation.
- b) Ensure quality deliverables (Script design, Debug and fix coding issues, Keep Regression suite up to date, no hard coding)
- c) Perform in unmonitored Runs in regular intervals

Weighting:

35

Employee Mid-Year Assessment:

1. Developed a good understanding and knowledge of all the aspects, Applications and flow of the Project and worked on almost every flow and Application.
2. Currently working on Siebel America Automation and Siebel International Release simultaneously, stretching the working hours to 11 to 12 hours so that the deliverables and the timelines are not impacted.
3. Accomplished all the tasks within the given timelines without any Client Escalation which makes delivery completion/delivery 100% within planned date.
4. Worked on these projects:
 1. Siebel Americas
 2. Siebel International
 3. Siebel PRM Manager
 4. Siebel PRM Portal
5. Supported multiple activities on the project
 1. Creation of test data and handled object Repositories
 2. Designed reusable application functions
 3. Created functions for test data automation
6. Have worked on Impact Analysis for every release for Siebel INTL as well as Siebel Americas.
7. Consolidated overview of the Test Artifacts Delivered
8. Gained Functional knowledge by myself in order to decrease dependency of manual team.
9. Helped all team members for queries they had and helped them while executing the scripts.
10. Given KT to the new GT#s (resources) in the team who were new to Application, UFT tool and VB Scripting.
11. Worked on Selenium POC(Proof Of Concept) for Siebel International.
12. Handled team in graceful manner to achieve target on time.
13. Followed all guidelines successfully while executing the test cases in different projects to meet overall quality of the scripts/test execution.
14. Attended all US's KT from development team and worked on impact analysis.
15. Helped all team members in setup part required for Selenium.
16. Motivated team to achieve the target within the timelines.
17. Test Cases Designed in Siebel America and Siebel International: 110+Scripts .

Reviewer Mid-Year Assessment:

1. NexGen Design - Performance was not as expected. Productivity was less.
2. NexGen - CRP1 - Doing good now
3. Leading Siebel automation team and sharing inputs since last 2 months
Need to perform consistently

Employee Year-End Assessment:

1. Developed a good understanding and knowledge of all the aspects, Applications and flow of the Project and worked on almost every flow and Application.
2. Currently working on Siebel America Automation and Siebel International Release simultaneously, stretching the working hours to 11 to 12 hours so that the deliverables and the timelines are not impacted.
3. Accomplished all the tasks within the given timelines without any Client Escalation which makes delivery completion/delivery 100% within planned date.
4. Worked on these projects:
 1. Siebel Americas
 2. Siebel International
 3. Siebel PRM Manager
 4. Siebel PRM Portal
 5. AST

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6. PLM
5. Supported multiple activities on the project
 1. Creation of test data and handled object Repositories
 2. Designed reusable application functions
 3. Created functions for test data automation
6. Have worked on Impact Analysis for every release for Siebel INTL as well as Siebel Americas.
7. Consolidated overview of the Test Artifacts Delivered
8. Gained Functional knowledge by myself in order to decrease dependency of manual team for Siebel AM and INTL.
9. Helped all team members for queries they had and helped them while executing the scripts.
10. Given KT to the new GT#s (resources) in the team who were new to Application, UFT tool and VB Scripting.
11. Given KT to new GT's regarding framework, how to find out and create the reusable functions.
11. Worked on Selenium POC(Proof Of Concept) for Siebel International.
12. Handled team in graceful manner to achieve target on time.
13. Followed all guidelines successfully while executing the test cases in different projects to meet overall quality of the scripts/test execution.
14. Attended all US's KT from development team and worked on impact analysis.
15. Helped all team members in setup part required for Selenium.
16. Motivated team to achieve the target within the timelines.
17. Test Cases Designed in Siebel America and Siebel International: 110+Scripts .
18. Recently was nominated for Project Star Award and was winner for the same. "
19. Took KT from resource regarding New framework and New applications like PQM, AST, QIs and PLM.
20. Working closely with client to understand the requirement.
21. Bringing into notice about the issue faced by team to client as well as development team to find the root cause.
22. Involved in the weekly automation sync with client to track each activity

Reviewer Year-End Assessment:

Hemant has contributed in the areas of Siebel and AST over the year of 2018. He has met his expectations from a deliverables perspective, and there are a few areas that are to improve, as below. We will work with Hemant to help him improve in these areas

1. Productivity per day could be higher, with utilization of a more multi-tasking approach. We can mentor Hemant to achieve this
2. When sharing data for reporting purposes, additional checks are required from Hemant for data in his area, to avoid rework due to inconsistencies
3. Hemant should be more involved in activities related to design etc., as a team, and this would help the team as well as his own personal growth. We could have used his involvement in INTL design activities to further enhance delivery quality and turnaround time

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Innovation

Description:

- a) Minimum 3 small step implementation
- b) Ensure Re-usability of existing small steps and track the savings

Weighting:

20

Employee Mid-Year Assessment:

Worked on Selenium POC(Proof Of Concept) for Siebel International.

Tried to create Macro for Project Trackers.

Created Tracker for Resource Wise Tracker.

Worked on the task for capturing all the objects from Siebel Application.

Worked on the task for capturing all reusable functions designed in UFT.

Tried to reduce

the manual task with the help of automation.

Reviewer Mid-Year Assessment:

Need to increase per day productivity # Need to do smart work

Target to complete at least 3 best practices\ small steps in a year which are useful for project

Employee Year-End Assessment:

1. Developed a script to create Test data for Manual team of AST application.
2. Worked on the task for capturing all the objects from Siebel Application.
3. Worked on the task for capturing all reusable functions designed in UFT.

Reviewer Year-End Assessment:

AST:

- Hemant did a good job particularly by creating a script to create Test Data for Manual team, and has achieved what the customer wanted in this space. Well done.

And recommend to come-up with 2 small steps per year which helps reduce manual effort\ improve deliverables quality

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Process Compliance

Description:

- * Submission of time sheets on time
- * Avail only planned leaves
- * Let TL know for coming late/ leaving early
- * Spend 9.5 hours in office

- *Zero escalation from the team/manager related to non-adherence of the project processes
- *Daily, Weekly reporting of work accomplished without fail (ManageMe time entry)
- *Timely escalation of issues or hindrances

Weighting:

10

Employee Mid-Year Assessment:

1. Adhered to the process defined as per GE team
2. Submitted Personal as well as Client DSR on daily basis.
3. Kept lead as well as Manager informed of work progress.
4. No unscheduled leaves.
5. Worked as project demanded.
6. Was responsible for Planning, Designing and Executing the Automation tasks.
7. Constantly searched for new ideas and ways to improve efficiency.
8. Developed the reusable functions for reducing the effort of development.
9. Worked on the weekend to improve quality and efficiency of the tasks completed to avoid conflict in present and future release.
10. Shared the task of the team and supported them in all the way possible to improve the quality and efficiency of the tasks performed and to complete the task within timeline.

Reviewer Mid-Year Assessment:

OK

Employee Year-End Assessment:

1. Adhered to the process defined as per GE team
2. Submitted Personal as well as Client DSR on daily basis.
3. Kept lead as well as Manager informed of work progress.
4. No unscheduled leaves.
5. Worked as project demanded.
6. Was responsible for Planning, Designing and Executing the Automation tasks.
7. Constantly searched for new ideas and ways to improve efficiency.
8. Developed the reusable functions for reducing the effort of development.
9. Worked on the weekend for Siebel project to improve quality and efficiency of the tasks completed to avoid conflict in present and future release.
10. Shared the task of the team and supported them in all the way possible to improve the quality and efficiency of the tasks performed and to complete the task within timeline.

Reviewer Year-End Assessment:

Avoid taking lengthy breaks and submit time-cards on time with least follow-up.

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Quality

Description:

- *Rework Index should be less than 5%
- *Zero Critical Review Comments on Deliverables
- *Zero "Reject"/"Rework" in defect reports
- *Zero defect slippage reported which can be attributed to defective test execution
- *Review effectiveness should be within norms

Weighting:

10

Employee Mid-Year Assessment:

- *Rework Index was less than 5%
- *There is zero Critical Review Comments on Deliverables
- *There is zero "Reject"/"Rework" in defect reports
- *There is zero defect slippage reported which can be attributed to defective test execution

Reviewer Mid-Year Assessment:

OK

Involve in peer review and ensure scripts quality

Employee Year-End Assessment:

1. Rework Index is less than 5%.
2. There is zero Critical Review Comments on deliverables.
3. There is zero "Reject"/"Rework" in defect reports.
4. There is zero defect slippage reported which can be attributed to defective test execution.

Reviewer Year-End Assessment:

I#m OK with the deliverables quality, but there is scope to improve scripts quality

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Customer Management & Team Leadership

Description:

*Zero escalation related to project responsibilities owned

*Handling Business communication effectively

*Zero escalation from team member and/or onsite counterpart as appropriate.

*Mentorship of at least 1 team member in 2 projects or 50% of the year.

* Participation in recruitment related activities. (1 recruitment drive or 4-5 interviews in a quarter.

Weighting:

15

Employee Mid-Year Assessment:

There was Zero escalation related to project responsibilities owned.

Handled Business communication effectively

1. Currently working on Siebel INTL Upgrade project and continuously in the contact with the Client for any help or updates.
2. Working with client for Planning, Designing and Executing the Selenium Automation tasks on Siebel Upgrade Project.
3. Communicated with client through mail for daily status of both Siebel INTL and Americas.
4. Attending daily meetings with the client and scheduled meeting for team as well for gaining knowledge.
5. Communicated to client regarding estimations as well.
6. Worked on the Productivity Tracker for each team member to track the progress of team as well.
7. Maintained leave tracker for every month.

Reviewer Mid-Year Assessment:

Doing good since last 2 months specially in CRP phase 1

Employee Year-End Assessment:

1. There is no escalation related to project responsibilities owned.
2. Was the first point of contact for client and communicated effectively with the client as per business standard.
3. Communicated to client regarding estimations as well.
4. Worked on the Productivity Tracker for each team member to track the progress of team as well.
5. Maintained leave tracker for every month.
6. There is no escalation from team member.
7. Worked as mentor for around 9 team members and helped each on of them in every possible way for almost 8 months.
8. Was a part of recruitment drive and have taken Face to face as well as Telephonic interviews for almost around 25 candidates.

Reviewer Year-End Assessment:

He has shared data as per project needs. But please review the data before you share to avoid mistakes.

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Personal Development

Description:

- *Successful participation in at least 2 days of softskills training and Technical/Domain Training
- *Complete relevant Certifications as per superior directives
- * Participation and contribution towards Test Management COP

Demonstrable improvement in technical and domain competency:

- * Recognition as having made critical technical contribution to 1 project of duration of at least 4 months
- * At least 1 suggestion on improvement to the team/organization every six months
- * At least 1 voluntary participation in organizational initiatives every year

Weighting:

5

Employee Mid-Year Assessment:

- *Participated in softskills training and Technical/Domain Training
 - *Completed relevant Certifications as per superior directives
 - * Participated and contributed towards Test Management COP
- Demonstrable improvement in technical and domain competency:
- * Recognized as having made critical technical contribution to 1 project of duration of at least 4 months
 - * Gave suggestions on improvement to the team/organization every six months

Reviewer Mid-Year Assessment:

Improve technical skills

Employee Year-End Assessment:

1. Participated in 2 days of virtual soft skills training and Technical/Domain Training.
2. Completed certifications as per superior directives.
3. Suggested many ideas for the improvement of the team/organization every six months.

Reviewer Year-End Assessment:

Learn RPA & improve technical skills

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Knowledge Management

Description:

- * Preparation & Publication of Knowledge artifacts for the respective applications/projects
- * At least 2 presentations to the team every year
- * Participation in external forums to represent the organization

Weighting:

5

Employee Mid-Year Assessment:

1. Given KT on Automation Testing Tool#Selenium
2. Given KT on Siebel Americas and Siebel International applications to all the team members including all new GT#s regarding scripts designing, debugging, execution etc. of the script.
3. Worked on Test Data creation.
4. Recently working on Basics of Macro.
5. Solved doubts, helped other team members regarding any logic or any code while scripting.
6. Learned all the skills required for Selenium as well as worked on Selenium POC to develop feasibility understanding for application related to Selenium.
7. Working with team to exchange the knowledge required for quality deliverables.
8. Gained knowledge about Maven, Jenkins, Rally, TestNG and Selenium.

Reviewer Mid-Year Assessment:

Agree

Employee Year-End Assessment:

1. Given KT on Automation Testing Tool#UFT as well as Selenium (Java).
2. Given KT on Siebel Americas and Siebel International applications to all the team members including all new GT#s regarding UFT designing, debugging, execution etc. of the script.
3. Given KT to new resources regarding framework, how to find out and create the reusable functions.
4. Worked on Test Data creation.
5. Solved doubts, helped other team members regarding any logic or any code while scripting.
6. Working with team to exchange the knowledge required for quality deliverables.

Reviewer Year-End Assessment:

Knowledge management is more to artifacts of the project, and not individual accomplishments. No case studies, or best practices have been documented in this area.
KM documentation / Value adds is also other area he needs to work on.

Financial KPI's

Utilization

Description:

KPI Target:

KPI Actual:

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Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

Late Timesheets

Description:

KPI Target:

KPI Actual:

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Other 1

Description:

KPI Target:

KPI Actual:

Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

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Competency & Career Development Plan

Click here to review and assess the competencies for your current role: "Talent Review Profile".
In the field below, indicate your training objectives (for competency and career development) for current and future potential roles.

Competency & Career Development Plan

Description:

*To seek challenging software assignments and responsibility with an opportunity for growth and career advancement as well as organization development as a successful achievement.

*Open for all the upcoming challenges and will strive for excellence which may include working and coordinating with the Client and the Team, will give the best out of me.

*Will bring a high level of enthusiasm to my job and try to always set a good example for the team and be here when they need a lift at the same time delivery that exceeds the client's expectations.

*Looking forward for a challenging software assignments and responsibility with an opportunity for growth and career advancement as I believe I can strive, be more productive and be more satisfied in a work environment where my passion for creativity and need for autonomy could be utilized.

Employee Mid-Year Assessment:

To seek challenging software assignments and responsibility with an opportunity for growth and career advancement as well as organization development as a successful achievement.

Open for all the upcoming challenges and will strive for excellence which may include working and coordinating with the Client and the Team, will give the best out of me

Will bring a high level of enthusiasm to my job and try to always set a good example for the team and be here when they need a lift at the same time delivery that exceeds the client's expectations.

Reviewer Mid-Year Assessment:

OK

Employee Year-End Assessment:

1. Looking forward for challenging software assignments and responsibility with an opportunity for growth and career advancement as well as organization development as a successful achievement.

2. Always ready for all the upcoming challenges and will strive for excellence which may include working and coordinating with the Client and the Team, will give the best out of me with quality deliverables.

3. As a lead will bring a high level of enthusiasm to my job and will motivate all the team members.

Will set a good example for the team and always be here when they need a lift at the same time delivery that exceeds the client's expectations.

Reviewer Year-End Assessment:

All required help from the organization will be provided to Hemant to help him grow in his career and in the direction of his career aspiration.

Career Aspirations

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

1. Looking forward to work on the advanced automation testing technologies which in fact will be helpful for all the other team members as well.

2. Looking forward for the opportunity to work as Project Lead to handle team in the best way possible to meet client expectations.

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International Mobility

Please indicate if you are interested in working on international projects, should the opportunity arise. If you are, please indicate if you would be willing to work abroad on either a temporary or permanent basis, and the maximum length of assignment you would consider.

Expressing an International interest will not guarantee an International project.

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

Looking forward for the onsite opportunity if it is there.

Overall Mid-Year Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

Overall Mid-Year Assessment

Employee Mid-Year Assessment:

Got the admirable knowledge of Testing Life Cycle, Test Automation Cycle and various applications & activities in it.

Involved in the various activities starting from the requirement analysis till the signoff, gave the best possible from my end, coming out of the comfort zone took up challenges and working with Manual and Development team simultaneously to achieve target on time and till now there is no impact on the deliverables will keep up the spirit.

Looking forward for a challenging software assignments and responsibility with an opportunity for growth and career advancement as I believe I can strive, be more productive and be more satisfied in a work environment where my passion for creativity and need for autonomy could be utilized.

Reviewer Mid-Year Assessment:

Overall he is a good resource. But need to perform consistently
Managing Siebel automation team since CRP Phase 1

Overall Year-End Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

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Overall Year-End Assessment

Employee Year-End Assessment:

Got the admirable knowledge about automation testing tools.

Got the admirable knowledge of Testing Life Cycle, Test Automation Cycle and various applications & activities in it.

Involved in the various activities starting from the requirement analysis till the sign off, gave the best possible from my end, coming out of the comfort zone took up challenges and working with Manual and Development team simultaneously to achieve target on time and till now there is no impact on the deliverables will keep up the spirit.

Looking forward for a challenging software assignments and responsibility with an opportunity for growth and career advancement as I believe I can strive, be more productive and be more satisfied in a work environment where my passion for creativity and need for autonomy could be utilized.

Reviewer Year-End Assessment:

Overall, Hemant has done well in Siebel and AST projects in 2018 and shared required input on time. We will work with Hemant to help him improve in the below areas

1. Productivity per day - We can mentor Hemant to achieve this and utilize time efficiently\ smartly
2. Involve in productive tasks which helps the team as well as for personal growth.

Work/Life Balance Discussion Held?:

Yes

Current RO will take-up

Employee Signoff comments:

Ratings

Calibrated Ratings

Performance Rating:

3

Career Track:

Experience in role: