Fresher Preliminary Review (FPR) AMJ 2022 - OND

Employee Information

Employee: Boggiti Hima varshitha
Employee PERNR: 46219277
Performance Reviewer: Praveen Kumar Maurya
Validity Period: 01.01.2022 to 31.12.2022
Status: In Process
Substatus: Year-End Assessment (Reviewer)

Additional Employee Data
Job Name: Software Engineer
Preferred Name:
Country: India
SBU: ABL AMERICAS
Local Organization:
Global ID: 46219277
N/A:

Predefined Objectives

Delivery Excellence

Description:

ØOn Time delivery - Quality of deliverables measured by Assignement Appraisal.Mimimum 3 assignment appraisal in a year.
ØDelivery within effort estimation - No stakeholder escalations
ØNo Client escalations - Defect Density
ØDelivering within SLAs - Quality of documentation - Stakeholder feedback

Weighting:
50

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
I have completed all my trainings in time
I have completed CSD mandatory module trainings .
I have completed POC's in certain time with java and angular.
I have completed given Tasks and Assignments in time given by the supervisor and I have given all the efforts to complete the tasks /assignments with in the specified time .

Organizational Initiatives

Description:
•Contribution towards process improvements/Innovation at the project level - 1 idea per person to be implemented

Weighting:
35

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

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Employee Year-End Assessment:
I have participated in innovation program and contributed 2 ideas for the project .
I have Volunteered for Winnovation Challenges from my project .

Self Development

Description:
• Minimum Learning Hours (40 hrs)
• All Group Mandatory Training Compliance
• Agile Aware: Needs to achieve awareness of Agile manifesto, values and principles along with knowledge of basic SCRUM via minimum of 10 hrs of proven learning.e.g.; any industry Agile Certification, having completed the foundational NA ABL Agile learning path

Weighting:
15

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
I have certified as AWS Cloud Practitioner Certification.
I have completed AZ-900: Microsoft Azure Fundamentals Certification.
I have completed AZ-204: Azure Developer Associate certification.
I have completed AWS -Developer Associate level Certification.
I have completed Udemy React native training Certification.
I have completed Agile fundamentals Certificate .

Individual Objectives

Time management

Description:
Wake up one hour earlier every day.
Limit daily social media use.
Leave five minutes earlier than you think you need to in order to be on time.

Weighting:
9

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
Wake up early for productivity and self-improvement.
Limit social media for mental health and meaningful connections.
Punctuality and reduced stress by leaving early and maintaining the project hours as per company's mandate.

Leadership

Description:

Organize a team for a non-profit event.
Serve on a committee at work or in your neighborhood.
Volunteer to lead a team at work.

Weighting:
9

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
 Contributing to a non-profit event can be personally rewarding, providing a sense of purpose and fulfillment.
Serving on a work committee can enhance professional development, offering opportunities to contribute to important decisions and initiatives.
It provides a platform to engage in critical thinking, problem-solving and decision-making skills that are beneficial in both personal and professional career.
This experience can lead to increased job satisfaction, advancement, and personal development, which benefits both you and your organization.

Input Individual Objective Here

Description:

Weighting:
0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:
0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

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Input Individual Objective Here
Description:

Weighting:
0
Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Financial KPI's

Utilization
Description:

KPI Target:

KPI Actual:

Contribution Margin
Description:

KPI Target:

KPI Actual:

Sales
Description:

KPI Target:

KPI Actual:

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Revenue
Description:

KPI Target:

KPI Actual:

Late Timesheets
Description:

KPI Target:

KPI Actual:

Other 1
Description:

KPI Target:

KPI Actual:

Other 2
Description:

KPI Target:

KPI Actual:

Other 3
Description:

KPI Target:

KPI Actual:

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:
self assignments,
self evaluations,
learning new technology like JavaScript , .NET, Oracle, cloud .
learning new technology's through watching videos and in hand practise

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
I have completed doing self assignments and evaluations.
I have completed my training in technologies like javascript, Oracle, Cloud
I have trained in full stack development with the technologies include : spring boot ,microservices, spring security, Angular js .
I have completed training in react native course as per the project requirement .
I would like to learn new technologies which helps me to update according to the requirement .
There by achieving my goals and meet the company's expectations which will   develop my position .

Career Aspirations

Description:
as I love java , I would love to develop my career in java developer or full stack developer ,I want to earn recognition for this positions , become an full stack expert ,I feel passionate to be developer .reach higher positions in my career.

Employee Mid-Year Assessment:

Employee Year-End Assessment:
 I have completed java trainings and assignments and tasks
As I mentioned full stack I have worked on projects in full stack with java and angular .
I have earned certain recognition in the position of full stack developer with angular and 20% of react native .
I'm looking forward to work as a java full stack developer with angular /react native /react .

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:
I'm flexible and willing to accept onsite opportunities .

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:

Reviewer Mid-Year Assessment:

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

Overall Year-End Assessment

Employee Year-End Assessment:
I will always strive to comply with the organization's policies and demonstrate behavior in line with the group's values.
I would also like to improve my technical skills for enhanced outputs that contribute to the company's progress and my personal growth.
I have done poc's/tasks on java with angular and react native. I have build and web application as per supervisor suggestions.
I have completed all the below trainings and certifications :
 1.Udemy React native training .
 2.CSD mandatory trainings.
 3.Subaru academy trainings.
 4.AWS CCP and Associate developer certifications.
 5.Microsoft Azure and Azure Associate developer certifications.
 6.Done the poc's as suggested by the supervisor .
 7.Agile software fundamental training & certification.
I have submitted all the Timesheets without any delay .
I have completed mandatory Generative AI training .

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Ratings