



VP.Start Technology Co., Ltd.
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KEY PERFORMANCE OBJECTIVE

Emp. ID VP0082

EMPLOYEE NAME:	Chhun Lymeng	DEPARTMENT:	R&D2
DATE JOINED:	5-Sep-22	POSITION:	Junior Mobile Developer
LENGTH OF SERVICE:	3Month	END OF PROBATION:	30-Nov-22
PERIOD OF KPIs Setting FROM:	05/Sep/2022	TO:	30/Nov/2022

SECTION A: KPIs/PERFORMANCE OBJECTIVES TO BE ASSESSED IN NEXT 6 MONTHS (Total weighting must be 100%)

(To be Agreed and Completed by Line Manager/Evaluator during performance discussion)

Category of Objectives	Weighting	KPIs/Performance Objectives	Sub-Weighting	Performance Targets (Plan)	Comment/conclusion to be execute approved by Line Manager
Category 1	15%	QR Scanner App : Connect USB serial port,Tablet LED,Web-view	5%	To be complete by the end of September 2022	
		QR Scanner App : Delay QR scanner,Detect Internet,Error handle with LED,Alert message with background (animation)	5%	To be complete by the end of September 2022	
		VP. Start app home layout static 50%	5%	To be complete by the end of September 2022	
Category 2	30%	Booth Scanqr App: Get data from server,Setting delay	5%	To be complete by the end of October 2022	
		Booth Scanqr App:scanner,Offline Mode,feature flash, puase camera,rotate camera	5%	To be complete by the end of October 2022	
		VP. Start App: complete custom dialog,tool bar,bottom navigation	5%	To be complete by the end of October 2022	
		VP. Start App: complete home page, swap card, navigation to another page	5%	To be complete by the end of October 2022	
		VP. Start App: complete Dark mode/ light mode	5%	To be complete by the end of October 2022	
		VP. Start App: menu drawer layout, auto scroll card, navigation to another page	5%	To be complete by the end of October 2022	
Category 3	40%	VP. Start App: Support tablet and any size of screen phone	5%	To be complete by the end of October 2022	
		VP. Start App: live chat page, profile page,notification page	5%	To be complete by the end of October 2022	
		VP. Start App: complete vpstart app page,product page, news and events page, vp.start care page,	5%	To be complete by the end of October 2022	
		VP. Start App: complete UI and in progress intergrate with api	25%	To be complete by the end of November 2022	
COMPETENCY BUILDING	10%	Self-development to be in place and implemented	10%	Presented approved plan and implemented	
		COMPETENCY BUILDING			
BEHAVIOR STANDARD	5%	Be a good role model for others by well demonstrating the company's core values - this is not limited to morality, integrity, punctuation, respect others, communication, work commitment, etc.	5%	Be a good role model for others by well demonstrating the Company's core values	
Total	100%	BEHAVIOR STANDARD			

SECTION B: EMPLOYEE FEEDBACK

(Weak and strength point found in team for the last 6 months)

Category	Items Found
Hard Skill Learn	*more knowledge with native android
Soft Skill Learn	Teamwork and collaboration, Critical thinking and problem-solving, Creativity, Communication
What made me happy or unhappy at work	Happy when work good team work and support when face the problems.

SECTION C: DEVELOPMENT AREAS

No.	Competency* to be developed (*Knowledge, ability, skills, or behavior to sufficiently perform the role)	Timeframe	Line Manager Comment (if any)
1	Deep learning about native android	January -2023 - June-2023	
2			
3			

Employee's Comment:	
Line Manager/Assessor's Comment:	Signature, Name & Date
	Signature, Name & Date

Second line manager/Head Department's Comment:	Signature, Name & Date
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