

Employment Details

Location - Brillio - Hyderabad
Job - Software Development Engineer

Department - Vertical
Manager - Siva kumar B

Overall Summary

	Worker	Manager
Overall Assessment	Significantly Exceeds Goals	Achieves Goal
Comments	In my overall performance, I consistently strive for excellence by combining strong technical skills, effective communication, and a proactive approach to problem solving. I am dedicated to continuous learning and development, contributing to a team's success.	Preethi quickly understood the framework of ESAP and was able to deliver the task assigned .However more focus needed on estimation , meeting the deadlines

Goal Setting

- 5.Organizational Development Inititatives :

Description	1.New Business & Technical Contributions 2.Org Wide initiatives 3.Brillio Core Values
Success Criteria	1.Referrals and Brillio Branding 2.Instances of participation in initiatives, Cultural & Fun Clubs etc.. 3.Understanding & Adhering to Brillio Values
Start Date	01/01/23
Status	
Target Completion Date	12/31/23
Weight	10%
Manager Assessment	Achieves Goal
Manager Comment	Achieves goal

- 3.Team Work & Communication :

Description	1.Prompt Response 2.Timesheet 3.Work as Team
Success Criteria	1.Responds to email in timely manner. Understands urgency of issues Concise and assertive communication – Written and Verbal 2.Weekly timesheet compliance 3.Attend meetings on time, work with team to achieve target
Start Date	01/01/23
Status	
Target Completion Date	12/31/23
Weight	15%
Manager Assessment	Exceeds Goal
Manager Comment	Good Team worker

- 2. Technical Excellence :

Description	1.Learning New Skills 2.Adhering to standards 3.Reverse Engineering
Success Criteria	1.Learning new skills and coming up to speed on newer tools/technologies 2.Adhere to development standards with minimal review comments on deviations Awareness and implementation of software development processes, best practices 3.Understanding / reverse engineering code written by others.

Start Date	01/01/23
Status	
Target Completion Date	12/31/23
Weight	25%
Manager Assessment	Achieves Goal
Manager Comment	Need to focus on Technical knowledge improvement

- 1.Delivery Excellence :

Description	1.Quality Deliverables 2.Timely Delivery 3.Automation
Success Criteria	1.Development of solution/software as per the Brillio/client norms. Individual work product quality should be first time right. Measured by defect leakages. 2.Proactiveness to ensure on time delivery 3.Automation & continuous improvement.
Start Date	01/01/23
Status	
Target Completion Date	12/31/23
Weight	40%
Manager Assessment	Achieves Goal
Manager Comment	Need improvement on delivering within timelines

- 4.Personal Development :

Description	1.Certifications 2.Soft Skills 3.Becoming SME 4.Participation in Trainings 5.Self Learning
Success Criteria	1.Min of 1 Certification in emerging technology / areas of Brillio Growth 2.Visible improvement in soft skills / reporting, documenting competencies related to project 3.Self development and become expert in your chosen area of work 4.Attendance and participation in necessary trainings 5.Participation in self learning forums
Start Date	01/01/23
Status	
Target Completion Date	12/31/23
Weight	10%
Manager Assessment	Achieves Goal