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| Name & ECN: Vinod Bhim Gavali **(100494)** | DOJ: 19-Apr-2021 |
| Department: Digital Marketing | Position: Sr. PHP Developer |
| Period Cover: | Location: Pune |

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| PART A: Appraise to complete before the interview and return to the appraiser. | DATE: 22-05-2023 |

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| 1. What are your most significant accomplishments and contributions since your last performance evaluation?   1. Timely Project Completion: I consistently delivered projects on time. This involved developing multiple promotional websites and landing pages that met client requirements and satisfaction. 2. Improved Technical Skills: I actively worked on enhancing my technical skills by learning new technologies like Node.js and expanding my proficiency in PHP. This knowledge allowed me to contribute to a wider range of projects, including CRM (Customer Relationship Management) projects. 3. Streamlined Processes and Tools Development: I took the initiative to optimize our development process by creating custom tools and solutions. These tools were designed to automate repetitive tasks, increase productivity, and reduce the need for additional workforce, and saved valuable time and resources. 4. Collaborative Approach: I actively collaborated with team members, offering support and sharing my knowledge and experience. Working closely with designers, project managers, I ensured seamless coordination and successful delivery of various projects, including CRM implementations. 5. Problem-solving Abilities: I demonstrated strong problem-solving skills, efficiently resolving technical challenges specific to promotional websites, landing pages, and CRM projects. This enabled me to provide smooth user experiences and meet customer needs. 6. Continuous Learning: I dedicated time to continuous learning by exploring new technologies and staying updated with industry trends. This included self-study, online courses. My current focus is on CRM projects, expanding my expertise in this area to deliver effective solutions. 7. Recognition and Appreciation: I received consistent appreciation and recognition for my contributions and the quality of my work. This positive feedback from clients, team members. 8. Junior Training and Knowledge Transfer: I played a key role in training and mentoring junior developers, sharing my expertise and best practices. This helped them grow professionally and contributed to the overall success of the team and projects. |

2. What professional support will help you improve or develop your performance in your current job?

1. Advanced Training: Access to specialized training programs focusing on PHP, Node.js, MySQL, and frontend technologies. These programs would help me deepen my understanding, stay updated with the latest trends, and learn advanced techniques to further enhance my skills.
2. Mentorship and Technical Guidance: Having a seasoned mentor or technical expert to provide guidance and support would be immensely beneficial. Their insights, industry experience, and feedback would help me refine my skills, tackle complex challenges, and improve my overall performance.
3. Leadership and Project Management Skills: Developing leadership and project management skills would enhance my effectiveness as a Senior PHP Developer. Access to leadership training and project management workshops would help me lead development teams, manage timelines, and ensure successful project delivery.
4. Feedback and Performance Evaluation: Regular feedback sessions and performance evaluations are vital for growth and improvement. Constructive feedback on my technical skills, collaboration, and overall performance would enable me to identify areas for improvement and refine my approach to deliver high-quality work.

3. What do you think your goals should be for the next assessment year?

1. Improve Code Quality: Focus on enhancing code quality by following coding standards, conducting code reviews, and implementing automated testing practices. By writing clean, modular, and maintainable code, we can enhance the overall stability, performance, and readability of our applications.
2. Enhancing Technical Expertise: My goal for the next assessment year is to deepen my knowledge and expertise in PHP & NODE.JS development. I aim to stay updated with the latest PHP frameworks, tools, and best practices to ensure that I can deliver high-quality and efficient solutions.
3. Exploring New Technologies: I would like to expand my skill set by exploring complementary technologies such as Node.js, MySQL, and frontend frameworks. By gaining proficiency in these areas, I can contribute to a broader range of projects and strengthen my overall development capabilities.
4. Leadership and Mentorship: I aspire to take on more leadership responsibilities by guiding and mentoring junior developers. By sharing my knowledge and experience.
5. Improve collaboration and cross-functional skills to work effectively with diverse teams.
6. Deliver impactful solutions that meet or exceed client expectations.

4. What do you like and dislike about working for this organization?

Likes: -

1. Best-in-class Standards: The organization maintains high standards in all aspects of its operations, ensuring excellence in work quality, processes, and outcomes.
2. Supportive Senior Members: The senior members of the organization are incredibly supportive, providing guidance, mentorship, and valuable insights whenever needed.
3. Team Collaboration: A collaborative work environment that promotes teamwork and knowledge sharing.
4. Employee Recognition: Recognition and rewards for employee contributions.
5. Supportive Leadership: Effective and supportive leadership that provides guidance, mentorship, and opportunities for career development.
6. Opportunities for Skill Expansion: Encouragement and support for learning new skills, exploring different technologies, and expanding professional expertise.

Signature of Supervisor

Signature of Employee