

YAWALE, RITESH

Annual Appraisal 2022
01-Apr-2022 to 31-Mar-2023
Document Status Submitted
Evaluated By Jain, Harish

Employment Details

Position	Job	Product Engineer
Location	Department	Technology
	Manager	Jain, Harish

Performance Narrative

YAWALE, RITESH

1. Look back at your journey over this past year and highlight at least 3 key successes that make you proud of what you do at IKS.

1. Looking back at journey over the past year the first key success I would like to highlight was from the ticket where I was assigned task for development of features in Production Tracker. It had many complications as it was on MVC and I had previously worked on DotNet Core part on AssurX. There was no documentation available to get prior knowledge of the application run. During the learning part I connected with team lead and other team members also to share and gain knowledge from them. As I started working on the project I learned that there are many times paths which are required to be self-explored and leads to a great learning.
2. Completing the project tasks on time gave a great sense of managing time and tickets which were on priority and Resolve various Security point related to Coding Application.
3. Learn different technologies and gave knowledge sharing

sessions to other team members and demo about other projects we are working on.

2. Success doesn't come without some bottlenecks, and as part of your success journey could you highlight at least 3 such examples that tell us what those bottlenecks were and what you did to overcome it.

1. At start creating Crud Operation on Provider Master screen was a bit difficult and new task for me, but getting support from team member which guided me to correct direction which help me to clear my first task.
2. While implementing Outcome Accuracy ticket, priority ticket from operations side. This challenge which took more time than it was expected because this was totally new task in DotNet core, but determination of completing it and finally it was done by proper support from team members.
3. Also while resolving Google cloud logging in Bucket manager task getting various issues while implementing, but this is also resolve by exploring on google taking help from senior developer.

3. IKS has grown leaps and bounds this fiscal, in terms of new logos, the services we offer, the challenges we have overcome highlight what have you done this past year to improve the functional/business knowledge for yourself or the team you manage.

The challenges I have overcome during the past year to improve the functional/business knowledge are :

1. Learning different query languages required for the particular projects such as learned SQL for the AssurX project and MongoDB for health monitor project.
2. Implement new features and difficult task for the DotNet MVC and DotNet Core projects are challenging for me , but with the help of team members and seniors , I have completed task and resolve priority tickets in given sprint.

4. Understanding customer expectations and delivering per those expectations is crucial to our

collective success, can you highlight how you make this possible in your daily life at IKS.

Understanding the customers need and develop a clear picture of what they expect

1. Communication regularly with team members and senior.
2. Set realistic expectations for project
3. Testing of software is crucial to deliver high quality product
4. Embrace agile methodology like scrum methodology help to meet customer expectation on time.
5. Provide reports regularly to operations team regarding our sprint tasks for production tracker.

5. What have you done this past year to be more financially responsible?

Essentially, these things can make you financially responsible:

1. Provide the development task and product features on given time to operations , saved the cost and time of the company.
2. Delivered expected deliverables on time.
3. Always tried to provide much more feasible approach than going on complex side. Gave suggestions during discussions to improve quality of the product or make it more useful.
4. Worked on features which reduced the manual efforts. Evaluate addition of the features according to time or effort within sprint and capacity.

6. Why would you call yourself a good citizen of IKS?

I would call myself as a good citizen of IKS because I had always been completing the daily new challenges may be if it is small or big.

1. AssurX application help me to utilize all a values of

IKS like Customer First, Ownership, Collaboration including innovative ideas to build new functions .

2. Innovative thinking help me to find new and creative ways for resolving the hurdles. Three key highlights as a good citizen Change-driven, advanced level of digital skills and organizational alignment.

7. Could you highlight the top 3 things your appreciate about your career here at IKS and anything you would like to provide as feedback for us to collectively work on and succeed:

Three things that appreciate about our career here at IKS are :

1. Along with the base salary, getting good healthcare and financial benefits is an important part of our career at IKS .
2. Knowing how to be a supportive colleague can be particularly useful for fostering a better workplace culture, improving relations between people and reminding people how to conduct themselves during working hours.
3. Whatever work has been assigned to me and I do my best to make it to completion and to deliver quality work consistently.
4. Good work environment, work ethics, and sufficient time for completing my work and also having supporting Team Lead who help me whenever I stuck in any technical things.

8. Please highlight what are your career aspirations and how are you striving towards achieving it ?

Working with IKS I can use my skill to achieve the organization objective and get conductive environment to learn and grow.

1. To continuously strive for higher work and achievement in life and establish myself as a perfect and all acceptable challenging developer and forward the success of esteem organization by hard work and acquired skill.
2. Working in an industry that you're passionate about Managing

- or leading successfully using our talents or skills in a role.
3. Work Harder And Smarter in organization and Associate ourselves With People That Genuinely Have Your Back.

10. Please provide any additional comments if any in this space:

1. Good work environment, work ethics, and sufficient time for completing my work and also having supporting Team Lead and Team Members help me to achieve organizational tasks.

Appraisal

01. How do you rate the appraisee on consistently driving team objectives / results?

Weight 8 %

02. How easily is the appraisee able to create a positive impact and influence the team during key critical situations?

Weight 8 %

03. How well does the appraisee demonstrate financial responsibility?

Weight 8 %

04. How well does the appraisee develop / support his/her team members / peers?

Weight 8 %

05. The appraisee consistently lives the core values of Care, Collaboration, Learning, Innovation, Ownership and Customer first and goes beyond the basic job requirements?

Weight 12 %

06. How well does the appraisee utilize his/her consultative skills to build solutions on customer challenges and scale our business?

Weight 8 %

07. How well is the appraisee able to apply functional/business knowledge to build strategies?

Weight 8 %

08. How would rate the appraisee on displaying accountability in his/her daily operations?

Weight 8 %

09. How would you rate the appraisee on leading change?

Weight 8 %

10. How would you rate the appraisee's ability to make critical decisions?

Weight 8 %

11. How would you rate the appraisee's analytical thinking ability?

Weight 8 %

12. Is the appraisee smoothly able to build and leverage relationships with customers?

Weight 8 %