PADHYE, ROHINI

Annual Appraisal 2023
01-Apr-2023 to 31-Mar-2024
Document Status Completed
Evaluated By Peddanaboina, Nagaraj

Employment Details

Position		Job	Engineer
Location	Mumbai - Unit 204	Department	Tech Engineering
		Manager	Peddanaboina, Nagaraj

Performance Narrative

PADHYE, ROHINI

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.

   Key Success Include:

   1. Completion of tasks on time in an expected manner.
   2. Accepting challenging tasks, working on them with utmost sincerity and making it working more user centric.
   3. From learning aspect there were workflows, processes learned for a successful project flow.
   4. Sharing ideas, collaboration with team members, proper communication on work front for successful task completion.

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. Always tried approach to check and try everything from my end first. Tried and tested all the possibilities and solutions available to make things work from my end first and then if not, seek help. Sharing ideas amongst team members and getting them included as

a part of stories to make product better

2. Completion of tasks on time always remains a top-tier challenge. Incorporating ideas after review call and making changes in built-in part was challenging.
3. Out-of-box thinking to make product more user friendly and work efficiently. It helps in growth of knowledge but time constraint played major role. Prioritizing between planned/unplanned tickets.
4. While working on tasks it was observed that requirements were unclear so getting them fulfilled and completing them in stipulated time.

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.

1. Involved more in the application front to gain more information.A lways looked at product feature development customer perspective to give a good user experience.
2. Actively participated in production and other deployments.
3. Followed all the protocols defined for story or tasks completion.
4. Documenting important results to be shared and to be reviewed in future.
5. Applied best possible approaches to solve issues.
6. Learned more on team working part.

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.

1. No temporary solutions.Always try to focus on problems users might face or are facing and think about the solution which can be implemented to remove it on a permanent basis.
2. Getting requiremnets clear to provide proper expected solutions to customer problems.
3. Always there to help others and seek help whenever required.
4. Sharing knowledge/ new development whenever possible with team members so as to remain updated of all part of projects as well.
5. Listening and implementing suggestions for work done or in progress to provide best results.
6. Ready to learn approach to grow as an individual, team and organization.

7. Following the workflows designed for tasks to keep track of work completion on individual and team level.

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

1. Delivered expected deliverables on time.
2. Utilizing industry standard new approaches for better quality and UI of project.
3. Active participation in discussions to improve quality of the product or make it more useful.
4. Working on feature requirements before starting to work upon it to calculate the actual bandwidth.
5. 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?

1. Following Values of IKS, keeping customer first approach.
2. Adhering to timelines given over a particular work stack.
3. Utilize best approaches for bug fixing and other for new feature development.
4. Ready to accept change, whenever required to make product better.
5. Working with good co-ordination within own team and other teams as well, for providing best results.
6. Completion of tasks assigned on organization level within timelines.
7. Open for discussion on tasks assigned to improve/enhance the quality of the product

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:

1. Opportunity to work on new things, learning new ways to implement requirements or figure out alternatives.
2. Open discussion for betterment of project as well as personal groeth in understanding project.
3. Helping environment for seeking guidance on any task, be it expectations, coding, approach finalization etc.

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

1. Learning on every day basis from and for project work to grow as skillful person and to contribute same in project work.
2. Learning on demonstrating work done , basically presentation skills to make others understand given details on their own.
3. Designing course structure to learn automation testing.
4. Proactively working and accepting tasks involving brainstorming and share peer skill development.

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

More external certifications as per industry standard must be arranged from educational portals.

Appraisal

	Manager
Comments	Rohini has been working with AssuRx project since more than 1 year and she has been contributing to development as well as maintenance of AssuRx Product. She has been able to work on various functionalities of this years

	roadmap like Audit trails feature, QA page optimizations, About screen, User master and drug class mapping screens apart from fixes in UAT and Production issues. She has been able to showcase consistent efforts in driving towards team objectives while implementing above features and also showcased good co-ordination skills. Improvement Areas: 1. Technical competency in SQL, C# and .Net core 2. Functional knowledge of Assurx Product 3. Think out of the box and bring new perspectives with innovative ideas

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions

Comments	Rohini has been working with AssuRx project since more than 1 year and she has been contributing to development as well as maintenance of AssuRx Product. She has been able to work on various functionalities of this years roadmap like Audit trails feature, QA page optimizations, About screen, User master and drug class mapping screens apart from fixes in UAT and Production issues. She has been consistently able to drive team objectives.

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has showcased positive impact and is able to influence team during critical situations. She has also been helping team in critical situations supporting other team members while working on similar requirements.

03. How well does the appraisee demonstrate financial responsibility?

Weight   8 %

	Manager
Performance Rating	Inconsistent in meeting the behavioural indicators at all

	occasions
Comments	Rohini has been able to demonstrate financial responsibility by delivering most of the user stories on time except few stories.

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has demonstrated good co-ordination with peers during multiple occasions during implementation of various features like Audit trails feature, QA module optimization and SP optimizations and other UAT / Prod issues.

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 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has demonstrated except few instances she has been consistently living by the core values, collaboration and ownership of his assigned activities and is able to perform consistently as required. She has to take complete ownership and

	strive to deliver on time.
	She has to improve on increasing his competency in key features of C# and also bring new perspectives of implementing new features by bringing in innovative solutions rather than just implementing what has been asked for.

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has demonstrated good co-ordination and consultation skills while working on new enhancements and fixing UAT/Prod issues and reached out to multiple stakeholders like BA, OPs team and team lead to implement/fix issues.

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been working with various AssuRx product features and has been able to

	perform overall well. There is scope for improvement in understanding various functional aspects of the Assurx product apart from what he is currently working on as he has been mostly working on features related to technical stories.

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been consistently showcasing accountability of his daily operations and is delivering on time with acceptable quality of the user stories excluding few instances due to complex requirements/scenarios. She has to keep up with the commitments of the sprint and strive to complete as per the agreed commitments to win as a team.

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

Weight   8 %

	Manager
Performance Rating	Inconsistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been able to perform as per the expectation

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been able to perform as per the expectation

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

Weight   8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been able to demonstrate good analytical thinking abilities while working on Drug mapping screen.

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

Weight   8 %

	Manager
Performance Rating	Inconsistent in meeting the behavioural indicators at all occasions
Comments	Rohini is able to complete her assigned activities with acceptable quality and is able to co-ordinate well with other stakeholders like BA, QA, Ops team, wherever required, although there is scope for improvement in making sure all the acceptance criteria of

	the user story are implemented with unit testing so that there are minimal to no issues.

Signatures

Worker

Date

Manager

Date