

PADHYE, ROHINI

Annual Appraisal 2022

01-Apr-2022 to 31-Mar-2023

Document Status Completed

Evaluated By Peddanaboina, Nagaraj

Employment Details

Position	Job	Product Engineer
Location	Department	Technology
	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.

Looking back to when I started working in this project , I was a total novice in this field. The key Success Points are:

1. The first key success comes from the very first ticket that was assigned after I started working in AssurX. It was a challenging task for me, as the code level part or the project understanding part was very less. Worked hard with understanding over the ticket and it led to timely completion of ticket covering all the acceptance criteria points. Story ticket when it was assigned lacked some of the details so got those covered after connecting to BA. After getting an understanding over the ticket what it requires, gave extra efforts to get things added from user perspective after sharing/ discussing opinions with BA and Lead.
2. The second key success was from QA Module. It was completely a new feature addition in the existing project. It gave an idea on how the project was built earlier with other already made similar pages. QA Module was in itself a bigger task to achieve in time, it required code level additions/modifications as well as Database. Many new learnings got done in process, while working on creating SPs for QA Module. New Database structure as well as

modifications were also done in between QA module building process which gave idea how to incorporate changes coming in while working on new feature as well as checking whether that is impacting the old modules or not.

3. The third key success includes working on Bucket Manager Utility. This Utility required some more feature development so completed those feature with much accuracy. This feature had different tickets which were dependent on each other which gave opportunity of working/learning closely with other team members. This ticket had code in MVC, so it also helped in learning from MVC front as well. This ticket gave opportunity to work with DevOps team members as well, as it required different server creation to get this Utility launched on that server as independent application.
4. Other key success points includes learning and working with Agile Methodology. It was new experience to work with Agile, as it defines work stack to be done within stipulated time. It helped in directing focus towards a particular task at time and completing it with accuracy. Other learning includes working on debugging defect. Bug fixing was another challenging task as to applying breakpoints and reaching to exact error location was a new learning. Prioritizing tickets between defects and user stories was another learning.

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. First one being on code understanding part. Being new to project and code there was very less understanding about the working of project. While working on new features many times there were blockers being from development end or the bug fixing part. Team members who were senior in the project helped in getting through the bottlenecks. Asked for help and guidance whenever wherever required. If there were some challenging activities which were proving to be an obstacle, connected to BA and Team Lead for discussion and got that sorted. This was during first ticket Disclaimer Addition part.
2. Always tried approach to check and try everything from 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. This was during Bucket Manager Utility feature development part and other while incorporating it in AssruX.
3. No documentation related to project was available to understand the project flow or understand a particular feature. Followed

approach of learning while developing. Unavailability of documentation paved path of self exploration which at times threw blockers which got solved while working further. This was for overall project work done till now.

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. Being an IKS employee/member always thought about customer first. Understanding of the requirements to the best of capability and implementing them was always the first concern.
2. Kept an eye of always looking at product feature development customer perspective to give a good user experience.
3. Whenever there was room for improvement or addition of extra features along with current ones to enhance product working, suggested those and got those implemented.
4. Connected with team members whenever help was required from both ends to finish of work in timely manner.
5. Gained understanding of how HealthCare Sector works, learning still continues.
6. Looking from the first day to this current day , everyday has been a learning day , be it from ticket completion, skill upgradation, bandwidth management.

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. Always try to focus on problems users might face or are facing and think about the solution which can be implemented to eradicate the problem on a permanent basis. No temporary solutions.
2. Always try to use best industrial approach towards bug fixing or development.
3. Get expectations clear to provide proper expected solutions to customer problems.

4. Always try to give extra and think beyond the current problem, so as to avoid visiting same issue again in future and investing time on that.
5. Always there to help others and seek help whenever required.
6. Sharing knowledge/ new development whenever possible with team members so as to remain updated of untouched part of projects as well.
7. Always keeping space open for improvements and suggestions on work done or in progress to provide best results.
8. Ready to learn approach to grow as an individual, team and organization.
9. 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. Always tried to provide much more feasible approach than going on complex side.
3. Active participation in discussions to improve quality of the product or make it more useful.
4. Worked on features which reduced the manual efforts.
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. Keeping customer first approach.
2. Adhering to timelines drawn for work stack.
3. Always giving extra effort and giving best possible solutions in one go.
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. Learning Environment. Every task worked upon has given some or other learning. Always getting opportunity to explore and learn new things.
2. Giving freshers opportunity to implement and make addons to assigned activity of it helps in product growth. Always giving chances to give suggestions and get involved in discussions for business growth.
3. Providing no hesitation environment for seeking guidance on any task, be it expectations, coding, approach finalization etc. Providing more time to particular activity whenever it demands and work on it in best possible manner. It provides great flexibility.

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

Career Aspirations include:

1. Learning technology, skills required to grow as skillful person and to contribute same in project work.
2. Implementing learned part to wherever possible in project if it best suits the expectations.
3. Aspiring to learn about user interface and user experience working. Checking videos available online and tutorials available.
4. Tracking process using Learning Tracker created.

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

1. If possible, there must be facility to direct access for courses on learning portals like udemy, coursera etc. for upskilling and gaining certifications.

Appraisal

	Manager
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Comments	<p>Rohini has been working with Assurx product since last 10 months and has contributed to various features like bucket manager utility, QA module, WA page optimization and few other functionalities. Although she has prior experience in IT industry, she is completely new to ASP .net core and MVC. She has been continuously improving and learning as the time passes and has been performing as per the expectations.</p> <p>Overall, code quality has been satisfactory but needs to improve on technical front and strive to provide best solutions for the problems in hand. Also, she needs to focus on completing all assigned activities within the same sprint and adhere to all the processes like JIRA updates, Tasky timesheet updates and all the coding guidelines and standards defined in the project for compliance to processes.</p>
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01. How do you rate the appraisee on consistently driving team objectives / results?

Weight 8 %

	Manager
Performance Rating	Inconsistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been working with Assurx product since

	<p>last 10 months and has contributed to various features like bucket manager utility, QA module, WA page optimization and few other functionalities. Although she has prior experience in IT industry, she is completely new to ASP .net core and MVC. She has been continuously improving and learning as the time passes and has been performing as per the expectations.</p>
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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 made a positive impact in the team and is reliable team member who has been coordinating with other development and QA team members positively.

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 joined 10 months back and has improved a lot during his tenure and is adapting well to deliver multiple features which add

	value to business. Overall, code quality has been satisfactory (needs to improve upon current level of technical knowhow) which impacts in a positive way for financially for the organization by reducing the amount of rework.
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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 been coordinating with other developers and often they work together to find solutions and help each other in their development activities. She is a good team player and currently taking ownership of the work assigned to her and strives to deliver them with good quality and on time.

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 core values of Care, Collaboration, learning, Innovation, Ownership and Customer

	<p>first values of IKS Health.</p> <p>Although there is scope for improvement in learning on technological front.</p>
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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	Inconsistent in meeting the behavioural indicators at all occasions
Comments	<p>Rohini has been proactive in helping other team members on the feature which she has worked on earlier and also seeks help from other team members wherever necessary.</p>

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

Weight 8 %

	Manager
Performance Rating	Inconsistent in meeting the behavioural indicators at all occasions
Comments	<p>Over the period of 9 to 10 months, Rohini has gained a lot of functional and technical knowledge in Assurx product which is very useful in the future projects or enhancements. Her functional and technical knowhow of the Assurx product has been satisfactory and meets with the expectations of the project needs.</p>

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	Satisfactory but she needs improvement in taking ownership of the tasks assigned and strive to complete the assigned activities in the same sprint.

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

Weight 8 %

	Manager
Performance Rating	Consistent in not meeting the behavioural indicators at all occasions shows derailers
Comments	There is scope for improvement in leading an initiative of the work which has been assigned by providing best solutions as well as proactively take ownership and find ways to improve any areas of improvement functionally or technically in Assurx and related components. Making sure that unit testing which covers all test case scenarios, adherence to processes, coding standards, integration with other components and innovative solutions to problems in hand which are assigned is also needed.

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

Weight 8 %

	Manager
Performance Rating	Inconsistent in meeting the behavioural indicators at all occasions
Comments	Satisfactory but needs to take complete ownership of the task in hand and strive to provide best solution by reaching out to all the stakeholders.

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	Overall, satisfactory to the needs of the project and as per the expectations. Need to improve in striving to find best possible solution for the problem in hand.

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

Weight 8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Rohini has been interacting with BA and operations team wherever needed to know their requirements and is implementing as per the needs in the Assurx product.

Signatures

Worker	_____	Date	_____
Manager	_____	Date	_____