

YAWALE, RITESH

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	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 Provider master and comment master excel bulk upload feature. It had many complications as it was on excel functionality to be developed from JS and dot net Core as backend part on AssurX. 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 selfexplored 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 whic 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 Client DB Mapping screen Implementation 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 complete my task.

2. While implementing Sig Parsing Ticket, priority ticket from operations side. This challenge which took more time than it was expected because this was totally new task from Data base end, but determination of completing it and finally it was done by proper support from team members.

3. Also while resolving QA defects in Data display in protocol, guideline and ambiguity task getting various issues while implementing, but this is also resolve by exploring on google taking help from senior developer and team lead.

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. Optimization of sql stored precedures and indexing check in database tables improved my database knowledge.

2. Learning different query languages required for the particular projects such as learned SQL for the AssurX project and MongoDB for health monitor project.

3. 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.

1. Understanding the customers need and develop a clear picture of what they expect and working towards the objective.
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 Rx Transactional Audit Report.
6. Communication regularly with team members and senior.

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. Gave suggestions during discussions to improve quality of the product or make it more useful.
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.
5. Delivered expected deliverables on time.

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 helps me to find new and creative ways for resolving the hurdles and challenges I come across.

3. 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. 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. 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.

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 conducive environment to learn and grow.

1. Working in an industry that you're passionate about Managing or leading successfully using our talents or skills in a role.

2. Work Harder And Smarter in organization and Associate ourselves With People That Genuinely Have Your Back.

3. 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.

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

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

	Manager
Comments	Ritesh has been working with AssuRx project since more than 1 year and he has been contributing to development as well as maintenance of AssuRx Product. He has been able to work on various functionalities of this years roadmap like Audit trails

	<p>feature, VAPT security fixes, QA Module optimizations, Sig Parsing feature, Slow query optimizations and SP optimizations, Specialty changes in Neurology and fixes in UAT and Production.</p> <p>He has been demonstrating consistently and at many times exceeding expectations in delivering features and in so doing is able to drive towards team objectives.</p> <p>Improvement areas:</p> <ol style="list-style-type: none"> 1. Technical proficiency in C#, .Net core and SQL (advanced features) 2. Functional knowledge of Assurx Product 3. Think out of the box and bring new perspectives with innovative ideas
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01. How do you rate the appraisee on consistently driving team objectives / results?

Weight 8 %

	Manager
Performance Rating	Consistent and at times exceeds in the behavioural indicators at all occasions
Comments	Ritesh has been working with AssuRx project since more

	<p>than 1 year and he has been contributing to development as well as maintenance of AssuRx Product. He has been able to work on various functionalities of this years roadmap like Audit trails feature, QA Module optimizations, Sig Parsing feature, Slow query optimizations and SP optimizations, Specialty changes in Neurology and fixes in UAT and Production.</p> <p>He has been demonstrating consistently and at many times exceeding expectations in delivering features and in so doing is able to drive towards team objectives.</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	Ritesh has showcased positive impact and has been constructively expressing his ideas with team during critical situations. He has also been helping team in critical situations like deployment activities and supporting other team members while working on similar requirements.

03. How well does the appraisee demonstrate financial responsibility?

Weight 8 %

	Manager
Performance Rating	Consistent in meeting the behavioural indicators at all occasions
Comments	Ritesh has been able to demonstrate financial responsibility by delivering most of the user stories on time and meeting the quality goals with minimal issues and many times exceeding expectations from BA and tech lead. He brings in new innovative solutions for implementing complex features like Sig parsing which helps in improved code quality.

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

Weight 8 %

	Manager
Performance Rating	Consistent and at times exceeds in the behavioural indicators at all occasions
Comments	Ritesh has demonstrated good co-ordination with peers during multiple occasions during implementation of various features like Audit trails feature, SP and Slow running query optimizations and other UAT / Prod issues. He is very pro-active, hard working and motivated and helps his peers without hampering his own activities.

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 and at times exceeds in the behavioural indicators at all occasions
Comments	Ritesh has demonstrated and consistently lives by the core values, collaboration and ownership of his assigned activities and is able to perform consistently and many times over and above current expectations.

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	Ritesh has demonstrated excellent co-ordination skills while working on various features and fixing UAT/Prod issues and reached out to multiple stakeholders like BA, QA team, OPs team and team lead.

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	Ritesh has been working with various AssuRx product features and has been able to

	<p>understand about core logic and functionality of the implementation.</p> <p>Although he has been able to grasp quickly, there is scope for improvement in understanding various functional aspects of the Assurx product like prescription renewal process as a whole workflow which would help in motivating him to create newer and easier ways of providing solutions.</p>
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08. How would rate the appraisee on displaying accountability in his/her daily operations?

Weight 8 %

	Manager
Performance Rating	Consistent and at times exceeds in the behavioural indicators at all occasions
Comments	Ritesh has been consistently exceeding expectations in showcasing accountability of his daily operations apart from providing supporting hand to other team members and stills is able to deliver on time with good quality of to complex requirements/scenarios.

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	Ritesh has been able to perform his assigned roles and responsibilities as per the expectation and has been helping his peers with any technical/functional queries in Assurx Product.
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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	Ritesh has been able to perform his assigned roles and responsibilities as per the expectation and has been very pro-active in reaching out to respective stakeholders to make sure all the critical decisions are made with thorough analysis and prior discussion with BA and Tech lead.

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	Ritesh has demonstrated on multiple instances very good analytical thinking abilities like when implementing Sig parsing feature, Slow running query optimizations and QA module optimization features.

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	Ritesh has been very pro-active in approaching relevant stakeholders to understand and implement features and issues in UAT / Production environment which showcases his ability to interact with BA, QA team, Ops team.

Signatures

Worker	_____	Date	_____
Manager	_____	Date	_____