****

**员工年度总结表**

**（review流程：入职每满一年当月填写总结表，发次月薪资前出review结果）**

**填表时间： 年 月 日**

|  |  |  |  |
| --- | --- | --- | --- |
| **基本信息** | | | |
| 姓 名 | 兰杨能 | 入职时间 | 2020.04.22 |
| 项 目 | RemarkableFoods QA Automation | 岗 位 | JAVA Engineer |
| **员工年度总结** | | | |
| **尊敬的领导：**  感谢在公司度过的四年时光。回顾2023年，非常感激领导们和同事们对我工作的支持和帮助，以下是我对2023年以来年度总结： **在过去的一年中，我的主要工作职责包括：**   1. 编写高质量的Java代码，包括设计、开发、测试和维护。 2. 解决技术问题和缺陷，确保系统的稳定性和可靠性。 3. 系统架构设计和优化，提高系统的性能和扩展性。 4. 与团队成员紧密合作，参与需求分析、系统设计、代码评审等工作。 5. 学习和研究新技术，为团队提供技术支持和建议。   **在过去的一年中，我取得了以下工作成果：**   1. 完成”APP自动化测试“可视化数字平台的上线，服务于Wonder APP & Courier APP 两条业务线。 2. 完成”Mobile WEB自动化测试”可视化平台的上线，服务于Consumer mobile web业务线。 3. 完成 “AppCenter集成测试“的上线，服务于Wonder APP业务线，人工触发测试时长10min提升到1min。 4. 完成并行测试，自动化测试速率提升300%。 5. 完成自动化测试用例的解析，解析速率从2min提升到1s，减少服务器内存和性能的消耗。 6. 完成设备利用率的提升，设备型号包括：iPhone simulator，iPhone real device，Android emulator，Android Real Device。 7. 提早发现的APP缺陷，在测试平台进行测试，可以保证每次都以系统中最新的APP包进行测试，完成测试结果准确性的提升。   **在过去的一年中，我负责的重要项目：**  **项目：**自动化测试平台（JAVA后台开发 &  架构助理）  **项目贡献：**   1. 完成需求的收集和分析：需求阶段，与测试团队深入了解&沟通，收集&发现测试开发团队的难点和痛点。 2. 完成系统结构设计：完成测试平台相关原型&系统架构图&程序流程图&时序图的设计和落地，保证系统可扩展、可维护和高性能。 3. 完成测试速率的提升：因为每个迭代留给测试开发团队的测试时间只有2天，随着测试用例的增多，测试时间就会延长，采用并行测试（多台不同类型的设备并行 & 同类型多台设备的并行），提升测试效率300%。 4. 完成可视化数字平台的搭建，提升自动化程度：因为测试过程手工参与度过高，容易出现操作失误，如接收测试报告地址选错、测试设备选错等因素导致测试需要重新执行，提供可视化UI操作，完成杜绝手工操作失误带来的影响。 5. 完成测试结果准确性的提升：通过提早发现APP的缺陷，在以往的测试过程中，测试开发人员需要手动到打包服务器下载APP包到本地，再放到测试脚本中进行测试，在测试平台进行测试，可以保证每次都以系统中最新的APP包进行测试，完成测试结果准确性的提升。 6. 完成测试用例的解析速率从2min到1s：原先使用类加载的方式，耗费内存资源和性能，需要花费至少2分钟，到现在通过asm字节码解析class文件获取测试用例，达到秒级别完成解析。 7. 完成的核心功能：配置测试对象，解析测试用例，发现测试设备，监控测试设备，创建测试计划，运行测试任务，管理测试执行器的生命周期，监控测试进度，管理测试结果。 8. 完成设备资源的利用率的提升：对于接入测试平台的操作系统，平台会主动去发现该操作系统上已安装或已连接的iphone和android设备，包括虚拟机和真机，完成测试设备种类的可扩展性和设备的可插拔性。 9. 完成测试报告系统的维护：包括allure、UI difference、MParticle Event测试报告。   **在过去的一年中，我表现出了以下优点：**   1. 成果导向：在工作中，我始终注重实现结果和达成目标。我设定清晰的目标，并制定详细的计划来实现它们。我善于分解任务，设定关键里程碑，并持续跟踪进展，确保按时交付高质量的成果。 2. 系统架构设计：参与系统架构的设计和规划，评估业务需求、选择适当的技术栈和组件，以及设计可扩展、可维护和高性能的后台系统架构。 3. 故障排除和性能优化：出现系统故障或性能问题时，能够快速定位问题，并采取适当的措施进行修复和优化，以确保系统的稳定性和性能。 4. 协作与沟通：有效地与他人沟通和协调工作，共同推动项目的进展。 5. 持续学习和技术更新：作为后台开发人员，保持对新技术和行业趋势的学习和关注。持续学习并掌握新的开发工具、框架和技术，以提高自己的技术水平和开发效率。 6. 在基建沉淀方面，具备自驱力、执行力。   **在过去的一年中，我存在以下不足：**   1. 可能存在的时间管理或任务优先级安排上的不足。   **对团队建议：**   1. 建议定期举行技术分享会或代码评审会，促进团队成员之间的交流和合作。 2. 建议定期组织RCA，发现和纠正潜在的问题和瓶颈，改进工作流程和实践，提高效率和质量。 3. 项目部分需求落地受人员资源调配影响，导致落地进度受阻。   **对公司建议：**  无  **Dear leaders:**  Thank you for the four years I spent with the company. Looking back on 2023, I am very grateful to my leaders and colleagues for their support and help in my work. The following is my annual summary since 2023.  **In the past year, my main job responsibilities include:**  1. Write high-quality Java code, including design, development, testing and maintenance.  2. Solve technical problems and defects to ensure the stability and reliability of the system.  3. System architecture design and optimization to improve system performance and scalability.  4. Work closely with team members and participate in requirements analysis, system design, code review, etc.  5. Learn and research new technologies and provide technical support and suggestions to the team.  **In the past year, I have achieved the following results:**  1. Complete the launch of the "APP Automated Testing" visual digital platform to serve the two business lines of Wonder APP & Courier APP.  2. Complete the launch of the "Mobile WEB Automated Testing" visualization platform to serve the Consumer mobile web business line.  3. Complete the launch of "AppCenter Integration Test" to serve the Wonder APP business line. The manually triggered test duration is increased from 10 minutes to 1 minute.  4. Complete parallel testing and increase the automated testing rate by 300%.  5. Complete the parsing of automated test cases, increasing the parsing speed from 2 minutes to 1 second, reducing server memory and performance consumption.  6. Complete the improvement of device utilization. Device models include: iPhone simulator, iPhone real device, Android emulator, and Android Real Device.  7. If APP defects discovered early are tested on the test platform, it can ensure that the latest APP package in the system is tested every time, thereby improving the accuracy of the test results.  In the past year, important projects I have been responsible for:  Project: Automated testing platform (JAVA backend development & architecture assistant)  **Project contribution:**  1. Complete the collection and analysis of requirements: In the requirements stage, have an in-depth understanding and communication with the testing team, and collect and discover the difficulties and pain points of the test development team.  2. Complete the system structure design: Complete the design and implementation of the test platform-related prototypes & system architecture diagrams & program flow diagrams & timing diagrams to ensure system scalability, maintainability and high performance.  3. Improvement of test completion rate: Because the test time left for the test development team for each iteration is only 2 days, as the number of test cases increases, the test time will be extended, and parallel testing (multiple different types of equipment in parallel & at the same time) will be used. Types of parallel devices), improving test efficiency by 300%.  4. Complete the construction of the visual digital platform and improve the degree of automation: Because the manual participation in the testing process is too high, operational errors are prone to occur. For example, factors such as incorrect selection of the address for receiving the test report, incorrect selection of the test equipment, etc. cause the test to be re-executed. Provide a visual UI The operation is completed to eliminate the impact of manual operation errors.  5. Improve the accuracy of test results: By discovering APP defects early, in the previous testing process, test developers needed to manually go to the packaging server to download the APP package locally, and then put it into the test script for testing. On the test platform When testing, you can ensure that the latest APP package in the system is used for testing every time, thereby improving the accuracy of the test results.  6. The parsing speed of completing test cases is from 2 minutes to 1 second: the original method of class loading consumes memory resources and performance and takes at least 2 minutes. Now, the test cases are obtained through asm bytecode parsing class files and can be completed in seconds. parse.  7. Completed core functions: configure test objects, parse test cases, discover test equipment, monitor test equipment, create test plans, run test tasks, manage the life cycle of test executors, monitor test progress, and manage test results.  8. Complete the improvement of device resource utilization: For operating systems connected to the test platform, the platform will actively discover the iPhone and Android devices installed or connected to the operating system, including virtual machines and real machines, to complete the test equipment Type scalability and device pluggability.  9. Complete the maintenance of the test report system: including allure, UI difference, MParticle Event test reports.  **In the past year, I have demonstrated the following strengths:**  1. Result-oriented: In my work, I always focus on achieving results and achieving goals. I set clear goals and develop detailed plans to achieve them. I am good at breaking down tasks, setting key milestones, and continuously tracking progress to ensure high-quality results are delivered on time.  2. System architecture design: Participate in the design and planning of system architecture, assess business needs, select appropriate technology stacks and components, and design a scalable, maintainable and high-performance back-end system architecture.  3. Troubleshooting and performance optimization: When a system failure or performance problem occurs, you can quickly locate the problem and take appropriate measures to repair and optimize it to ensure system stability and performance.  4. Collaboration and communication: Effectively communicate and coordinate work with others to jointly promote the progress of the project.  5. Continuous learning and technology updates: As a back-end developer, keep learning and paying attention to new technologies and industry trends. Continuously learn and master new development tools, frameworks and technologies to improve your technical level and development efficiency.  6. In terms of infrastructure accumulation, have self-driving force and execution ability.  **In the past year, I had the following shortcomings:**  1. Possible deficiencies in time management or task prioritization.  **Suggestions for the team:**  1. It is recommended to hold regular technology sharing meetings or code review meetings to promote communication and cooperation among team members.  2. It is recommended to organize RCA regularly to identify and correct potential problems and bottlenecks, improve work processes and practices, and improve efficiency and quality.  3. The implementation of part of the project's requirements is affected by the deployment of personnel resources, causing the implementation progress to be hindered.  **Suggestions for the company:**  none | | | |