Swagnik Chakraborty

Competency Assessment FY23
01-Apr-2022 to 31-Mar-2023
Document Status Completed
Evaluated By Chandan Kumar

Employment Details

Position:		Job:	Software Engineer
Location:	Hinjawadi, Pune, India	Department:	HLS_SIMD_DU_2
		Manager:	Shital Kulkarni

Overall Summary

	Manager
Comments	Overall good progress. All the best and may the force be with you :)

Competencies

	Manager
Section Rating	Beginner

Accountability

Target Proficiency Level   Beginner

	Manager
Proficiency Level	Beginner
Comments	Swagnik has shown good

	progress regarding task deliveries. With little help he is able to accomplish the task and present the solution. Also for the analysis of issues, he should start taking the task independently now.

Analytical and Logical Thinking

Target Proficiency Level   Proficient

	Manager
Proficiency Level	Practitioner
Comments	Swagnik has the ability to think critically. He needs to focus more on this and make sure he uses its analytical capabilities to provide a quality solution.

Customer Focus

Target Proficiency Level   Beginner

	Manager
Proficiency Level	Beginner
Comments	Swagnik has shown great attitude on understanding the logic and relating the same with the solution. He is yet to explore on real time experience on customer's and client's requirement.

Effective Communication

Target Proficiency Level   Beginner

	Manager
Proficiency Level	Beginner
Comments	Swagnik has got good communication skill. He is capable of putting is point clearly and effectively. His written communication has improved, which is apparent in his emails and presentation. He should concentrate and enhance verbal communication.

Innovation

Target Proficiency Level   Beginner

	Manager
Proficiency Level	Beginner
Comments	Swagnik should try to put his analytical abilities and think towards the problem as a whole. He should try to proactively think through and suggest the process improvements wherever applicable.

SME - Engineering - Development

Target Proficiency Level   Beginner

	Manager
Proficiency Level	Beginner
Comments	Being a fresh, Swagnik has a lot to explore and get the real time experience of managing the project, working in team and understanding the process.

Self Management

Target Proficiency Level   Beginner

	Manager
Proficiency Level	Practitioner
Comments	Swagnik has shown positive attitude towards his work. He is cheerful and easy going person and has maintained great relationship with colleague. He needs to show more confidence in his work and should concentrate more on skills development.

Development Goals

	Manager
Comments	

Learn new technology and framework.

	Description	Learn new technology and clear assessment(for company training).
	Success Criteria	1 per quarter (tool/framework)

Start Date	01-Oct-2022	Priority	Medium
Status	In progress	Completion Percentage	100
Target Completion Date			
Level		Category	Short-term
Related Link			
Comments			

	Manager
Comments	

Signatures

Employee   Date
Manager   Date