



Welcome Nagmani

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Reviews 360 Feedback

Performance Review

Employee Pavan Gupta
Job Title QA Engineer
Reviewer Nagmani, Salil Khedkar, Vinod Doshi
Review Period Tue, 01 Oct 2013-Mon, 31 Mar 2014
Status Being Reviewed
360 Feedback [Tue, 01 Oct 2013 - Mon, 31 Mar 2014](#)
Last Performace Cycle [Mon, 01 Apr 2013 - Mon, 30 Sep 2013](#)

[Self Review](#) **[Nagmani *](#)** [Salil Khedkar](#) [Vinod Doshi](#)

NA - Not Applicable

Key Performance Indicator Title	Key Performance Indicator Description	Rating	Self Rating	Self Review Comments	Reviewer Rating	Reviewer Comments
Team Player	Interactions with other team members Participation in team Scrum updates	<u>1 - 5</u>	5	Actively participating in daily scrums Adapting Agile Methodologies quickly, gained good amount of domain and product knowledge in few months I believe still there is way to go.	<input type="text" value="5"/>	You have been a very good team player. You worked well with others and participated in any of group testing activities. You also worked with other team members to help them debug issues and implement the tools they were working on.
Attention and punctuality	- Time overlap with other team members. - Punctuality in attending client calls, team meetings, sending status report. - Follow upon assigned action items - Quality of participation in team meeting or technical discussions - Participation in Scrum	<u>1 - 5</u>	5	I have been punctual in daily scrums. Technical discussion with team like- discussion about Performance tool, Jenkins.	<input type="text" value="5"/>	You Have been attended scrum and team meeting regulary. Took the ownership of the key task as Bamboo admin, python knowledge sharing, C2C performance tool and delivered on time with excellent quality.

Tech Savvyness		<u>1 - 5</u>	5	<p>Quick Learner: I always being a self-starter for learning new things –</p> <ul style="list-style-type: none"> • Did internal training on Python • Delivered bamboo KT to Devs • Gained good amount of knowledge in Linux, Mac • Good understanding of Scoons, GIT, Test Rail • Attended Agile training • AWS Training * Gained extensive knowledge on Jenkins while preparing for TechNext 	5	<p>You demonstrated excellent aptitude in picking up technologies\languages. You worked on automation tasks, Bamboo administrator, scons migration and delivered the tools\scripts in timely manner. you debugged issues quickly when required. You also worked and helped other team members in debugging issues and helping them in their automation tasks..</p>
Documentation and communication Hygiene		<u>1 - 5</u>	4	<ul style="list-style-type: none"> • I have been writing documentation for the code developed. • Documented Bamboo related process like tracking of e2e, agents • Created presentation and exercises for python training • Created Presentation for Bamboo * Had frequent communication with folks to finding solution of many build stuffs like e2e, build job failure. * Learn a many things in Effective Communication training. 	4	<p>Your communication is good, you logged the defect with adequate amount of details.</p>
Estimation & Planning	- Puts value points on stories (diff from story	<u>1 - 5</u>	5	Usually I was involve estimating tasks assign to	4	

	point)			me like Bamboo failure investigation, Writing some small scripts, measuring performance of our tool. All of the above are delivered without delay		You have been always performed better planning and estimation for the task that are assigned to you.
Product Requirements and domain knowledge	- Need to have structured conversations with product owner/customer that throws up multiple options which can be narrowed down by the PO by evaluating them.	<u>1 - 5</u>	4	Did feature how to know. MTBC activity on timely basis. Did Exploratory Testing and most importantly find good amount of bug.	3	You did very well in the FeatureHowKnow activity to improved the domain knowledge about the product, but still there is some room for improvement. As a team we have to do some more progress to gain the product and domain knowledge.
Aptitude		<u>1 - 5</u>	5	I have shown remarkable aptitude for learning new technologies- (i.e. I learned in last few months) 1. Python 2. CI (Continues Integration) Bamboo, Jenkins 3. Scoons 4. Linux 5. Agile 6. Amazon AWS Attended many Lunch & Learn, TechNext and some external events since I joined Synerzip	5	You have demonstrated good aptitude in testing and automation, you shown good aptitude while working on some automation task, giving training(specially on Bamboo and python)

Major Accomplishments [To be filled by Employee only]	Strong Points of Employee [To be filled by Reviewer only]	Noticed improvement [To be filled by Reviewer only]

<p>1 Always being a team player like for improving team productivity did trainings.</p> <ul style="list-style-type: none"> • Did internal QA training on Python • Delivered bamboo KT to Devs 	<p># Excellent Technical skills, specially in python - shown in development of c2c Performance script and in python training</p> <p># Good Team player, always ready to help other team members. Good to have in team.</p> <p># Good problem solving skill, if we can give any task to him, he will never say no, always eager to solve them.</p> <p># Had shown good technical skill in Bamboo server activity task.</p> <p># Also did excellent job during python training</p>	
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Final Grade	4.43
<p>Performance Summary -</p> <p>Against last 6 month objectives [To be filled by Reviewer only]</p> <p>Last 6 month Objective:</p> <p>Goals -</p> <p>#1 Contribute to automation tasks and help build efficient frameworks and tools for QA team</p> <p>#2 The code quality of the scripts\tools\frameworks we develop should be high. You should deliver developer quality code that can pass code review by dev's and dev managers.</p> <p>#3 Apart from automation, understand the importance and impact of improving quality for a product. Work towards being a more effective tester</p> <p>#4 Contribute to some of the org activities -</p> <p>Participate in presales, give a lunch and learn talk, take an internal training in any language\tool\technology you know well, participate and contribute to TechNext events, participate and contribute to a learning group etc.</p> <p>#5 Help the team improve by voicing TE tools and work practices/processes related suggestions regularly</p> <p>#6 Gain thorough domain knowledge about our product.</p> <p>#7 Participate in manual testing , help find bugs and improve product quality</p> <p>#8 Improve knowhow on continuous integration using Bamboo. Be conversant in configuring and setting up plans. Be a Bamboo admin and become a go-to person in</p>	<p>#1 You did well in automation task.</p> <p>#2 You did well in code quality front.</p> <p>#3 Your testing concept is good,</p> <p>#4 You gave a python training.</p> <p>#5 You did well</p> <p>#6 You improved a lot to gain the product knowledge by group activity</p> <p>#7 You participated well in manual testing and logged good defect.</p> <p>#8 You did well in the Bamboo monitoring.</p> <p>Areas of improvement -</p> <p># Need to have more proactive in term of communicating to concerns people about any issue as Build failure or any other automation work.</p> <p># Need to improve on product knowledge</p>

QA team for anything related to Bamboo setup and configurations #9 Suggest team events/excursions/activities and get these done	
Objectives for Next 6 months [To be filled by Reviewer only]	<div> <p>Specific goals</p> <ul style="list-style-type: none"> • Contribute to automation tasks and help build efficient frameworks and tools for QA team. Deliver good quality automation code. The code should be developer quality code and should be peer reviewed. • Mentor junior team members (applies only the senior guys) • Understand and be well conversant in using the build system that we will use (waterfall, bamboo) • Suggest some tools, frameworks that we can use for end to end testing. Work with your leads to create bandwidth to build POC's for these concepts • Gain domain knowledge : 1) Gain feature knowhow for our product in depth for word, point, sheet 2) Understand ECMA spec 2) Understand the featyure parity of our product with respect to Microsoft Office 4) Know the pain points, risk areas etc for word, point and sheet • Test feature set that you have been assigned to test thoroughly and log issues. <p>Participate in manual testing activities , help find bugs and improve product quality</p> <ul style="list-style-type: none"> • Help the team improve by voicing TE tools and work practices/processes related suggestions regularly <p>Team goals</p> <ul style="list-style-type: none"> - Strive to have concise and meaningful information in documents and defect tracking system. - Conduct atleast one knowledge sharing activity (L&L, TechNext, Internal session, participation in a learning group etc.) - Cross following hurdles one by one: Have ALL code checked-in a scratch repo, have ALL code peer reviewed, have ALL code dev reviewed, have ALL code NY reviewed <p>Defaulter goals</p> <ul style="list-style-type: none"> - In next appraisal window, list atleast one thing you did which can be labelled under "initiative, creativity or innovation". One bit you suggested or implemented, to make this team deliver better. - Add an id photo to you Skype, Google+, JIRA and HRMS profiles. This helps the remote teams to associate names with faces. <p>Organisational goals</p> <ul style="list-style-type: none"> - Refer atleast one candidate - Participate in non-work Synerzip events (sports, picnic, party etc.) when you can. better yet, suggest or help organising new events. </div>
Employee Feedback (aspirations, grievances etc.) [To be filled by Employee only]	<div></div>
Notes [Reviewer & Admin can add multiple notes.	

These notes not visible to employee]

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