Archived Performance Nxt Q1 Appraisal
2017-2018

Appraisal WorkFlow Details

Amit Prasad	**Sudipta Kumar Das**	**Amit Prasad**
EMPLOYEE	L1 MANAGER	DISCUSSION FEEDBACK
BFS Americas	BFS Americas	BFS Americas

Objective Details

Objective 1: INDIVIDUAL OBJECTIVES

OBJECTIVE	MEASUREMENT CRITERIA
Quality of Product	100% compliance to DoD of stories owned by the individual
	% of defects due to code changes should be restricted to 10%
Story ownership	Should take ownership of at least 10% of the stories he/she develops in the quarter
Participation in Readiness & Planning activities	Participation in Sprint 0, Release planning, XP adoption (can be customised based on account strategy)
Process Adherence	As defined in G & O - attendance of all Scrum ceremonies and mandatory ALM tool updation
Competency	Multiskilling/Cross skilling as per Quarterly plan

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Objective 2: TEAM OBJECTIVE

OBJECTIVE	MEASUREMENT CRITERIA
Productivity - Achievement of Stable Velocity	Velocity of all Sprints in the Quarter
Commitment Adherence	Commitment Adherence
Pulse/PCSAT/ACSAT/Account Specific Metrics **	Pulse/PCSAT/ACSAT Rating
Production Defects & Post Sprint Defects	Defect Slippage

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Objective 3: feedback

OBJECTIVE	MEASUREMENT CRITERIA
Participation	Does the team member engage effectively with Product Owner in Backlog grooming, identify gaps & participation in Agile Ceremonies

Communication	Does this team member communicate Effectively and Assertively with PO/Teams/Other Stakeholders? Does not hesistate to speak up, puts across a different POV confidently.
Collaboration	Is the team member a good team player? (Actively work towards meeting Sprint/Release goals, Supports / Mentors new team members, shares knowledge/supports resolution of problems)

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Overall Comments

Employee Comments	Going forward with the first quarter following are the work done: 1.Involved in mock testing for the symphony D4 Rest APIs. 2.Involved in mock testing of INSIGHT 3.Involved in creating cloudformation scripts for creating the environment for symphony D4. 4.Involved in creating the JEDIC3 driver for evaluating C3 capabilities

L1 manager Comments	Agreed.