Archived Performance Nxt Q3 Appraisal
2017-2018

Appraisal WorkFlow Details

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

Additional Supervisor Details

Viresh Kumar

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	
Participation in Readiness & Planning activities	Should take ownership of at least 10% of the stories he/she develops in the quarter
	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

ADDITIONAL SUPERVISOR RATING

Viresh Kumar	CANNOT RATE

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

ADDITIONAL SUPERVISOR RATING

Viresh Kumar	CANNOT RATE

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)

ADDITIONAL SUPERVISOR RATING

Viresh Kumar	CANNOT RATE

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Overall Comments

Employee Comments	Going forward I have done followings as part of Q3: 1. Actively participated in all technical discussion . 2. Mentored junior team members 3. Designed and developed Load script for Squadron analytical report 4.Learned new scripting language python and implemented in the data validation framework
L1 manager Comments	Amit has good design skills and has ability the think through the problems and solutions really well. He is a out-of-the-box thinker & quick learner. He has also started becoming more vocal in front of the team & customer.

Additional Supervisor Overall Comments

Viresh Kumar	Amit is technically strong and hard working data engineer.