Archived Performance Nxt Q2 Appraisal
2017-2018

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

ADDITIONAL SUPERVISOR RATING

Jayadeep Cheripparakkal	NA

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

Jayadeep Cheripparakkal	NA

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

Jayadeep Cheripparakkal	NA

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Overall Comments

Employee Comments	Going forward with Q2, followings are tasks I have done : 1.Designed bulk upload workflow json application . Assisted Urvashi and Chittaranjan to complete the task on time. 2.Developed cloud formation scripts for the deployment of Symphony UI (workflow and JM) in desired vpc. 3.In symphony core engine I have done research and development on adding 3 readers (XML , XLSX, GZIP). Assisted Ketan and Nitish to integrate with symphony components. 4.Assisted Chirag in making performance metrics visualizer. 5.Groomed urvashi and chittaranjan and helped them to scale up their skills to meet business challenges.
L1 manager Comments	Comments on behalf of Sudipta ====================== Was able to deliver as per expectation and played a key role in many of Symphony implementations. Technical has always shown improvement and ready to help others. Ready to take up new challenges.