



## October 2022 Performance Review - E for Achyut Prasad Ammaladdine

### Introduction

#### Performance Review Form!

Performance management helps the organization achieve desired business results. It helps employees understand how they are contributing to the organization's goals, what's expected of them, how they are doing, and how they can continue to grow, develop, and add value to the business.

Performance management brings all the employees under a single strategic umbrella. Most importantly, it gives managers and team members an equal opportunity to express themselves.  
To save your work, click on the **Save** icon in the toolbar.

### Employee Information

First Name	Achyut Prasad	Last Name	Ammaladdine
Title	SDE1	Department	Delivery (DEL)
Hire Date	25/08/2021	Job Code	
Human Resource	Deepa M S	Employee ID	1006556
Email	achyutpa@maveric-systems.com	Manager	Kunal Ashok Kaskar

### Review Information

Originator	Balasubramaniyan Velmurugan
Review Period	01/10/2021 - 30/09/2022
Due Date	31/10/2022

### Performance Goals

This section is to review and update the goals applicable for the performance year. The weights for the goals in this section must add up to 100.

Project goals

20.0% of total score

#### 1.1 Contribution to BU/Project team

Not  
Started

1. Understanding the growth plan for the BU & helping the current team increase its efficiency & effectiveness with timely contribution to team members success

2. Cross skilling the team members and organising the training sessions



Keeping teams success in mind, should help team members achieve their sprint goals at relevant times & relevant areas

Should have provided/ implemented at least 2 suggestions/ improvements plans to increase effectiveness of the current processed

Should actively participate in the interviewing process to identify the right talent for the team/ BU

I have successfully completed the tasks as

Achievements / Key Learnings (If Any)	per the client requirements on time with the help of team members. As per the client requirements environment changes from GCP to AWS successfully implemented.	Challenges faced / Focus areas (If Any)	Where I have faced challenges while implement environments from one cloud to another cloud for this done the POC.
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<b>Manager Assessment Rating</b>  Select a rating...	<b>Self Assessment Rating</b>  5 - Exceeds expectations consistently
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## Goal Details

Goal Name*	Contribution to BU/Project team	Metric/Outcome	Keeping teams success in mind, should help team members achieve their sprint goals at relevant times & relevant areas
	1. Understanding the growth plan for the BU & helping the current team increase its efficiency & effectiveness with timely contribution to team members success 2. Cross skilling the team members and organising the training sessions		Should have provided/ implemented at least 2 suggestions/ improvements plans to increase effectiveness of the current processed  Should actively participate in the interviewing process to identify the right talent for the team/ BU
Weight	20.0%	Start Date	28/11/2021
Due Date	31/10/2022	Goal Completion Date	
Status	Not Started		



Functional goals 40.0% of total score

### 2.1 Delivery excellence

1. Development of modules as per coding guidelines/standards
2. Timely completion of modules
3. 0 or minimum no of defects in modules
4. Understanding the requirements as user

No of defects, PR's and comments from reviewers  
 Completed work on time  
 From the Bug trackers  
 No of user stories / fewatures worked on

Achievements / Key Learnings (If Any)	Challenges faced / Focus areas (If Any)
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<b>Manager Assessment Rating</b>  Select a rating...	<b>Self Assessment Rating</b>  5 - Exceeds expectations consistently
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## Goal Details

Delivery excellence			
Goal Name*	1. Development of modules as per coding guidelines/standards 2. Timely completion of modules 3. 0 or minimum no of defects in modules 4. Understanding the requirements as user	Metric/Outcome	No of defects, PR's and comments from reviewers Completed work on time From the Bug trackers No of user stories / fewatures worked on
Weight	40.0%	Start Date	28/11/2021
Due Date	31/10/2022	Goal Completion Date	
Status	Not Started		

Functional goals

20.0% of total score

## 2.2 Delivery Impact

1. Documentation of code
2. Writing unit test cases for TDD approach
3. Ensuring project has minimum 75% code coverage

Not Started

1. Engineering excellence
2. Code reviews
3. Code coverage
4. CI/CD pipeline in place
5. Consistent product quality

Achievements / Key Learnings (If Any)	I have provided the complete documentation of project as required for the client and other team members. Successfully created CICD pipelines and implemented in the development process.	Challenges faced / Focus areas (If Any)
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### Manager Assessment Rating



Select a rating...

### Self Assessment Rating



5 - Exceeds expectations consistently

## Goal Details

Delivery Impact			
Goal Name*	1. Documentation of code 2. Writing unit test cases for TDD approach 3. Ensuring project has minimum 75% code coverage	Metric/Outcome	1. Engineering excellence 2. Code reviews 3. Code coverage 4. CI/CD pipeline in place 5. Consistent product quality
Weight	20.0%	Start Date	28/11/2021
Due Date	31/10/2022	Goal Completion Date	
Status	Not Started		

Learning goals

20.0% of total score

## 7.1 Continuous improvement of domain, technology & behavioural skills

1. Learning, Knowing and Working on CI/CD for build machine
2. Learning attitude: Hands on multiple different domains, platforms,

Not Started

technologies and languages

3. Improving communication skills

Relevant training/ action to be identified planned & attended to continuously improve in areas of


- a) Domain
- b)Technology
- c)Behavioural

Should have worked towards improvement of at least 3 skills (at least 1 from each)

You should have developed and demonstrated the skills of leading a min -team of juniors, reviewing their for quality & mentoring them technically


	Maintain and build out our infrastructure and servers currently operating on Google Cloud platform and AWS.	
	I have successfully learned Kubernetes and managed automatic deployment and scaling of application.	
	I have used terraform scripts to manage and provision AWS infrastructure. And developed few terraform templates to create servers, security groups, VPC, Load balancer.	
	Worked with Helm Package manager in creating custom charts for microservices.	
	Troubleshoot Jenkins build related and Deployments failures.	
Achievements / Key Learnings (If Any)	Design, build, manage and operate the continuous delivery framework and tools, and acting as a subject matter expert on CI/CD for developer teams. Set up and automate the steps involved in Continuous Delivery pipeline using Jenkins CI server. Assist with debugging and root-cause analysis of CI build failures.	Challenges faced / Focus areas (If Any)
	Maintain strong expertise and knowledge of current and emerging processes, techniques and tools.	
	Planning to take certification on Amazon solution architect associate.	
	Planning to take certification on Certified Kubernetes Administrator CKA.	

Manager Assessment Rating



Select a rating...

Self Assessment Rating



5 - Exceeds expectations consistently

Goal Details

Relevant training/ action to be identified planned & attended to

Goal Name*	Continuous improvement of domain, technology & behavioural skills	Metric/Outcome	continuously improve in areas of a) Domain b) Technology c) Behavioural
	1. Learning, Knowing and Working on CI/CD for build machine 2. Learning attitude: Hands on multiple different domains, platforms, technologies and languages 3. Improving communication skills		Should have worked towards improvement of at least 3 skills (at least 1 from each) You should have developed and demonstrated the skills of leading a min -team of juniors, reviewing their for quality & mentoring them technically
Weight	20.0%	Start Date	28/11/2021
Due Date	31/12/2022	Goal Completion Date	
Status	Not Started		

## Competencies

This section is for evaluating the accomplishments of Level Specific Competencies

### Adaptability

1. Able to adapt to and work with a variety of situations, individuals and groups
2. Demonstrates willingness to change ideas or perceptions based on new information or contrary evidence
3. Remains focused when faced with competing demands

#### Manager Assessment Rating



Select a rating...

#### Self Assessment Rating



5 - Exceeds expectations consistently

### Employee Comments

I was learning Kubernetes for the New Project as per the Client Requirement as client Required proper understanding over the Kubernetes Architecture to be implemented in Project along with the tools include Terraform and Helm.  
Complete AWS infra structure for the Project Requirement and Assigning the user in the cloud platform  
good Knowledge over the Creating EKS Cluster by using Terraform Manifest files.

### Customer Focus

1. Meets and exceeds client expectations within committed timelines. (Clients are those groups or individuals, internal or external, who use the organization's products and/or services. Client focus links our day-to-day activities to the mission of the organization and encourages us to keep our competence up-to-date)
2. Understands and responds to specific needs of the client
3. Actively supports the interests of the clients and sets priorities to meet their needs.

#### Manager Assessment Rating



Select a rating...

#### Self Assessment Rating



5 - Exceeds expectations consistently

### Employee Comments

I have been the very customer focus and see the success of my customer a success in myself.

## Team work

1. Works collaboratively with others to achieve team goals Supports team decisions
2. Shows collaborative working attitude towards achieving team goals
3. Encourages openness to ask and provide feedback/suggestions

### Manager Assessment Rating



Select a rating...

### Self Assessment Rating



5 - Exceeds expectations  
consistently

## Employee Comments

Focuses on goal achievement and they are able to influence their employees towards the same.

I continually share relevant information and updates with my colleagues and team members.

I ensure clear communication of objectives and targets to my team members.

I promote a team-oriented work environment by remaining collaborative and seeking out opportunities to work with my peers on projects I need assistance on.

## Attention to detail

1. Accomplishes a task through concern for all the areas involved, no matter how small. Monitors and checks work or information and plans and organizes time and resources efficiently
2. Completes all reports and documents according to procedures and standards.

### Manager Assessment Rating



Select a rating...

### Self Assessment Rating



5 - Exceeds expectations  
consistently

## Continuous Learning

1. Identifies and addresses self-learning & developmental needs to enhance performance and growth.
2. Expands own skill sets( E.g. Certifications)
3. Remains current on developments and emerging trends in own area
4. Proactively seeks coaching/mentoring in areas of development/improvement.

### Manager Assessment Rating



Select a rating...

### Self Assessment Rating



5 - Exceeds expectations  
consistently

## Employee Comments

Self Learning and Having Good R&D Skills over the Projects Related learnings that Required on Particular Area to get Expertise and Doing POC over the Requirements.

Looking for always learning new technical skills.

## Overall Manager Assessment

### Performance Assessment Rating

3.0 - Highly valued contributions

### Potential Assessment Rating

3.0 - Highly valued contributions

## Overall Self Assessment

Overall rating: 5 - Exceeds expectations consistently

## Signatures

When your review form reaches the Signature Mode, click on the Send button to sign the document. Your electronic signature will be stored in this section of the form.

Signatures indicate that the Performance Assessment discussion has been held.

Employee: Achyut Prasad Ammaladdine 07/12/2022

## Overall Comments

Employee Comment	<p>I tried my best as to keep a positive attitude towards my job and co-workers and regularly congratulate and encourage others to motivate them.</p> <p>By having the good communication skills understanding the client requirements and learning accordingly to their feedbacks given, and minimizing the bugs in all environments and learning new activities.</p> <p>Always keeping my managers and co-workers well informed of my work progress.</p> <p>Clear communication of projects keeps everyone around me aware of what I am working on.</p> <p>I clearly document all my assignments and projects so that others can easily understand and maybe use the same information and finding in future projects.</p> <p>I always Committed to my Professional growth and have taken training courses specific to the skills in which I recognize a need for improvement.</p> <p>Your overall contribution in Percipient account is appreciated right from understanding the requirements, delivering the tasks with quality and helping team members.</p>
Manager Comment	<p>You are quick learner which really helps you in contributing for any new requirement/technology used in the project</p> <p>As I notice, you need supervision for job to be done, focus on improving your self confidence and upskill to become individual contributor.</p>
HR Comment	Approved