

Performance Appraisal Feedback



Appraisal Feedback for Anilkumar Veerabhadre Gowda

Cycle Name	Annual Review - 2019	Primary Manager	Namdev Shenoy
Organization Unit	EVERY India/V_Independent software vendor/B11 ISV 1	Designation	Senior Software Engineer
WorkRole	General	Function	Role A

Goals

100%

Coding and Testing Skills

35%

Anilkumar(Self)	Outstanding	Reengineered multiple systems(Kinvey) that fueled improvements to productivity, efficiency, uptime and accuracy for global business operations. Developed code for Service Request(SR), Article, Building services, Food and Beverage, Customer, Venue, Elastic Search, Bulk Upload Space device and sensor, Query search engine.Led, architected and participated in the design, testing and deployment of client/server, multitier applications, elastic search and related components.Developed new procedures for requirements gathering, needs analysis, testing, scripting and documentation to strengthen quality and functionality of business-critical applications.Developed large-scale, portable, thread-safe and high performance application's micro services.Developed and implemented cross-platform, Java-based POS system. Completed project within deadline.Coded new solutions that increased availability and scalability of the application. I have learned latest cutting-edge technologies like Java (1.8,11),Spring Boot, Spring Data JPA, Spring Data Mongo, MongoDB, cosmos DB, elastic search, Web Services and Angular 4
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Commitment

5%

Anilkumar(Self)	Outstanding	Comes in early and works in flexible timings in order to complete a project or task on time. Takes pride in one's work and strives to deliver the best possible results Constantly shares best practices and industry trends. Avoids wasting time, quickly finds another way to be productive even after finishing a big project. Anticipates company's needs and possible problems, and comes up with suggestions to address those needs. Trains and takes online courses in order to improve one's own skills in a way that best serves the company. Takes initiative to complete tasks and does not need to be reminded what is next on the agenda. Abides by company's policies, rules, and procedures and helps ensure other colleagues do the same.
Communication		10%
Anilkumar(Self)	Exceeds Expectation	I'm good at listening and understanding other people's point of view without judging. I effectively articulate myself clearly and accurately. I do a self study on process, functionality and agenda of any meeting so that I'm well prepared beforehand to ask questions that are well thought out. I maintain a clear attitude towards everyone around me and try to keep a healthy smile.
Competency Development		15%
Anilkumar(Self)	Outstanding	I have undergone training on Docker, Kubernetes and Elastic Search to add on to my skills. I'm an effective learner and tries to build my competency with knowledge on essential and trending coding practices. I try to scale up my skills on usage of latest tools and languages. I ensure myself that I learn one new topic in general or related to application to boost up my knowledge. I'm keen at involving in discussions on latest technologies.
Configuration Mgmt		5%
Anilkumar(Self)	Outstanding	I'm have good experience in using configuration management tool Jenkins, Docker, Kubernetes and Microservices. I have worked on configuring environments using Docker. I have a good grip on commands for doing a build and install of the application in dev environments. I possess good practice in cosmos MongoDB configuring for testing application functionality.

Designing skills		10%
Anilkumar(Self)	Outstanding	I have developed complete microservice for deferent service in host application and used many java design pattern to make robust microservice application. optimization of code wherever needed, and designed code so compatible with all browsers with different versions Collaboration Platform for API Development
Mentoring and Training Skill		5%
Anilkumar(Self)	Outstanding	I have given training and given satisfiable answers to all the doubts and questionnaires for freshers on Java, Spring, Spring boot, Hibernate, Spring JPA , SQL and ensured that they are ready to kick off with the project work.I have given a good knowledge transfer on the application's critical functionality areas to the co-team members. Listened actively to the questionnaires and have successfully clarified them with accurate and satiable answers. With this, the team members were able to quickly grasp the functionality and had an ease to work on the application.
Requirement Analysis		10%
Anilkumar(Self)	Outstanding	I focused on the tasks that determine the conditions to meet the new or altered requirements in project.Taking account of the possibly conflicting requirements of the various customer/client and analyzing, documenting, validating and managing software requirements.Determining whether the stated requirements are clear, complete, consistent and unambiguous, and resolving any apparent conflicts.
Team Participativeness		5%
Anilkumar(Self)	Outstanding	Have been a good team player. Have given creative ideas on team building activity, shared the opportunities for self and team growth, and have come up with good problem-solving approaches. I'm an active member of ISV fun team where I have involved in coming up with effective ideas to involve the team members in motivating each other towards achieving organizational goals. Also I have voluntarily taken tasks in regards to the fun team activities.
Resume		

Performance Appraisal Feedback



RESUME

The resume must be uploaded only in MS word format

Anilkumar(Self) resume attached

Training Recommendation

Training

Anilkumar(Self) I'm ready to learn and take up trainings on latest technologies.

Overall comments

Summary

Anilkumar(Self) I focus on delivering high-quality output in every aspect of my work, I have worked to the best of my efforts and proved myself by achieving the set goals and responsibilities ahead of time. I'm expecting a promotion with a good hike.

Meeting Summary

Employee Score: 4.90 Manager Score: NA

Employee Signature _____ Date _____

I have reviewed this document and discussed the contents with my Manager.

Manager Signature _____ Date _____

I have provided my evaluation of this employee's job performance.