



## Bayot, Jude Marco

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By:

## July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

### Questions

**What do you do? How do you describe your role, duties, and responsibilities? Please be specific.**

#### Employee Evaluation

**Response:** As a backend developer on the AAS team, I work primarily with UniVerse/UniData using BASIC in AccuTerm. My responsibilities include:

- Developing and maintaining backend logic to support core application workflows
- Ensuring system performance, reliability, and data integrity
- Collaborating with other teams to deliver features and troubleshoot issues

**What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".**

#### Employee Evaluation

**Response:** We follow an Agile process documented in Azure DevOps. Every two weeks, PBIs are assigned during sprint planning. After development, tickets are sent to QA for testing, and I handle any required fixes.

**What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).**

#### Employee Evaluation

**Response:** We use two main metrics to manage my performance:

**Task Completion in Azure DevOps** – I track the number of PBIs or tickets I complete each sprint. This helps measure my contribution to the team's overall velocity and delivery goals.

**OKRs (Objectives and Key Results)** – Our team sets semi-annual goals, and I monitor my progress against these to ensure I'm aligned with team and company priorities.

**How do you report progress to your supervisor? (What reports, meetings, etc?)**

#### Employee Evaluation

**Response:** I report progress to my supervisor through semi-annual performance evaluations, where we review our goals and results based on our OKRs. Progress is also visible in Azure DevOps, where completed tasks and sprint contributions are tracked. Additionally, we provide updates during regular sprint meetings such as planning, reviews, and retrospectives.

**Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please**

describe it. b. If suggested, please outline action steps to implement, include dependencies.

Employee Evaluation

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**Response:** I developed a PowerShell-based automation tool to streamline the retrieval of detailed history of work items in Azure DevOps. This tool significantly enhances visibility into ticket lifecycle changes, supporting better tracking, auditing, and reporting.

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Employee Evaluation

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**Response:** I explored and implemented Accuterm's macro feature to automate the process of capturing screenshots from a list of report pages. This reduced manual work, ensured consistent output, and sped up documentation tasks.

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Employee Evaluation

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**Response:** **Improvement Opportunity:**  
I was tasked with taking screenshots of multiple report pages in Accuterm. To make this more efficient, I explored Accuterm's macro feature and found it could be integrated with PowerShell.  
**Solution:**  
I created a macro that automates the screenshot process using a list of report pages, reducing manual work and improving consistency.  
**Action Steps:**  
Explored Accuterm macros Built and tested the macro Integrated it with PowerShell.  
**Result:**  
Saved time, reduced errors, and streamlined a repetitive task.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Employee Evaluation

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**Response:** **Improvements Made:**  
I developed a tool to automate repetitive tasks, aiming to reduce manual work and improve efficiency within the team.  
**Positive Influence:**  
By sharing this solution, I encouraged a mindset of continuous improvement and inspired teammates to explore automation in their own tasks. This helped promote a more proactive and innovative team culture.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Employee Evaluation

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**Response:** **Goal:**  
Expand technical skills and contribute more effectively to the team through certifications and tool development.

**SMART Breakdown:**

**Specific:** Complete at least one technical certification and develop at least one new automation tool to support team workflows.

**Measurable:**

- 1 certification completed
- 1 new tool implemented and shared with the team

**Attainable:** Allocate 2–3 hours per week for study and development, balancing with regular ticket work.

**Relevant:** Enhances team efficiency and aligns with current responsibilities.

**Time-Sensitive:** Achieve both goals within the next 6 months.

**What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.**

**Employee Evaluation**

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**Response:** Over the next two years, I aim to become a well-rounded full-stack developer. Currently, I've been working primarily on the backend side using BASIC, and I want to deepen my expertise there while also gaining hands-on experience with frontend technologies. I'm looking forward to learning the tools and frameworks used in our project, contributing to both backend and frontend tasks, and eventually being able to build and maintain features end-to-end. This will help me grow technically and contribute more broadly to the team.

**Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which have yet to be created, so that you get credit for these as well.**

**Employee Evaluation**

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**Response:** Currently, I do not have access to the iGrafx platform. However, as a backend engineer, I contribute to processes involving system integration and automation. Additionally, I've worked on automating repetitive tasks (e.g., using PowerShell and AccuTerm macros), which could be documented in future process maps to support knowledge sharing and efficiency improvements within the team.

**Additional Feedback**

**Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.**

**Employee Evaluation**

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**Response:**