



Fernandez, Nymar

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.

Manager Evaluation

Response:

Employee Evaluation

- Response:
- Develop Applications: Build web and mobile apps using the OutSystems low-code platform.
  - Analyze Requirements: Understand business needs and translate them into technical solutions.
  - Design UI/UX: Create responsive, user-friendly interfaces.
  - Integrate Systems: Connect apps with external APIs and databases.
  - Test & Debug: Ensure quality through testing and troubleshooting.
  - Deploy & Maintain: Manage app lifecycle and provide ongoing support.
  - Collaborate: Work with teams using Agile methodologies.
  - Document Work: Maintain clear technical documentation.

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".

Manager Evaluation

Response:

Employee Evaluation

- Response:
- Sprint Planning – Plan what to deliver and how to do it.
  - Daily Scrum – Daily check-in to sync and spot blockers.
  - Backlog Refinement – Regularly review and update the product backlog to ensure items are clear, estimated, and prioritized.
  - Sprint Review – Show completed work and get feedback.
  - Sprint Retrospective – Reflect and improve team processes.

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).

| Manager Evaluation | Employee Evaluation   |
|--------------------|---|
| Response:          | Response: <ul style="list-style-type: none"><li>• Bug Rate – Tracks how many bugs are found; lower is better.</li><li>• On-Time Delivery – Measures if work is completed as scheduled.</li><li>• Code Review – Ensures code quality through peer reviews.</li><li>• Stakeholder &amp; QA Feedback – Gathers input to align with expectations and improve quality.</li></ul> |

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

| Manager Evaluation | Employee Evaluation  |
|--------------------|--|
| Response:          | Response: <ul style="list-style-type: none"><li>• Bug/Issue Report: Lists critical bugs, their status, and resolution timelines.</li><li>• Metrics Dashboard: Visualizes KPIs like bug rate, on-time delivery, and code review stats.</li><li>• Daily Stand-ups: Quick updates on progress, plans, and blockers.</li><li>• Sprint Reviews: Demonstrate completed work to stakeholders and gather feedback.</li><li>• Retrospectives: Reflect on team performance and suggest improvements.</li></ul> |

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.

| Manager Evaluation | Employee Evaluation  |
|--------------------|--|
| Response:          | Response: <ul style="list-style-type: none"><li>• Code Review Workflow: Introduced a checklist to improve consistency and reduce review time.</li><li>• Reusable Components: Built a shared UI library to reduce duplication and speed up development.</li><li>• Backlog Refinement: Set up regular grooming sessions with clear story readiness criteria.</li></ul> |

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

#### Manager Evaluation

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Response:

#### Employee Evaluation

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Response: N/A

**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?**

#### Manager Evaluation

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Response:

#### Employee Evaluation

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Response:

- Improvement Opportunities: Automate tasks, enhance reusable components, refine backlog grooming, and streamline communication.
- Ideas to Reduce Waste: Avoid over-engineering, minimize context switching, improve documentation, and use pair programming.
- Action Steps: Identify automation areas, refactor components, hold regular backlog sessions, set clear communication rules, and promote continuous improvement.

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

#### Manager Evaluation

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Response:

#### Employee Evaluation

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Response:

- Improvements Suggested: Code review checklist, reusable components, efficient meetings, and knowledge-sharing sessions.
- Positive Influence: Fostered collaboration, boosted morale, encouraged learning, and created a more inclusive and productive team environment.

**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.**

#### Manager Evaluation

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Response:

#### Employee Evaluation

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Response:

- Be certified as an Expert ODC Developer by OutSystems
- Reduce Bug Rate by 20% through better testing and code reviews.
- Lead Knowledge-Sharing Sessions to boost team collaboration.

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

can be more aspirational.

| Manager Evaluation | Employee Evaluation  |
|--------------------|--|
| Response:          | Response: <ul style="list-style-type: none"><li>• Advance to Senior Developer – Deepen technical expertise and mentor others.</li><li>• Lead a Cross-Functional Project – Gain leadership and project ownership experience.</li><li>• Drive Process Improvements – Implement impactful workflow enhancements.</li><li>• Expand Technical Skills – Learn new tools and earn certifications.</li><li>• Boost Communication &amp; Visibility – Share knowledge through talks or internal contributions.</li></ul> |

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.

| Manager Evaluation | Employee Evaluation |
|--------------------|---------------------|
| Response:          | Response: N/A       |

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.

| Manager Evaluation | Employee Evaluation   |
|--------------------|---|
| Response:          | Response: I'm proud of the contributions I've made in improving development processes, promoting collaboration, and delivering quality work. My role has allowed me to grow technically and contribute to team efficiency through reusable components, structured code reviews, and process enhancements. I'm eager to continue learning, take on more leadership responsibilities, and support the team in achieving even greater results. |