Sison, Joyce Diane

Software Engineer

Manager: Arjay Gallentes

Evaluated By:

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)

Comment:

Goals

Accelerating Banking & Financial Services Mastery & AI Innovation

Position ABC Tech as center of excellence in Banking and Financial Services (BFS), and AI-powered innovation, enabling faster development, cost efficiency, and greater ownership of Axos strategic projects and initiatives.

Due Date: 06/30/2025 **Status:** In Progress **Completion Date:**

Category: Strategic Initiative

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: In our QA Automation work, we use **Testim** to automate test scripts. It offers a variety of predefined actions and validation steps that help speed up the scripting process. However, when I encounter limitations—such as scenarios that aren't supported or are inefficient to implement using Testim's built-in features—I switch to the **JavaScript editor** within Testim to manually code those specific steps. To further enhance productivity, I also leverage **AI tools for code generation**, which allow me to implement complex use cases more efficiently. Some examples of what I've been able to build include:

- **Random Dropdown Selection**: This is essential when dropdown options are dynamic and may change or be removed during data cleanup.
- **Randomized Search Input**: I used randomized search input to simulate real-world user behavior in landing pages with table displays. This approach helps validate that the search functionality can handle dynamic and unpredictable input,
- **Button State Validation**: It verifies whether buttons are correctly enabled or disabled based on form conditions.
- **Data Persistence Checks**: It ensures that values entered into fields are properly saved and accurately displayed in tables or summary views.
- **Custom Wait Actions**: I implement custom wait logic to pause execution until specific elements become visible. This is especially useful when dealing with dynamic or conditionally rendered elements, where predefined wait steps are not sufficient.
- **Custom "When to Run" Conditions**: I define logic to control when certain steps should execute, based on runtime conditions or element states.
- **Custom Repeat Steps**: I create loops to repeat actions dynamically, such as iterating through table rows or repeating validations across multiple elements.

I also use Microsoft Copilot to generate test cases based on PBI acceptance criteria, as well as generate realistic test data. Additionally, I've used this AI tool to create "How-To" documentation for bulk task creation in Azure DevOps (ADO). And since I understand that my team lead and other team members are busy with their own tasks, I do my best to work independently—and I can confidently say that AI has been a great help in enabling me to complete all my tasks within each sprint.

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

Due Date: 06/30/2025 **Status:** Completed **Completion Date:** 06/30/2025

Category: Strategic Initiative, Operational Initiative, Cost Reduction/Mitigation

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

To **accelerate the development of automated test scripts**, I reused previously generated use case code and leveraged AI tools to efficiently debug and resolve errors. As a result, over the past three months, I successfully developed 78 automated test scripts—48 of which were dedicated to UAT regression.

At the end of each sprint, I participated in demo sessions where I showcased the functionality and value of my automated test scripts. These sessions also served as opportunities to gather feedback and suggestions for improvement. Additionally, I initiated test script reviews with team members by reaching out directly—either through messages or in person—to learn how they approached specific use cases. I reviewed their scripts to gather insights and techniques, particularly those that could help reduce the runtime of my own scripts.

When our team lead began integrating all regression test scripts, I encountered failures in some of my scripts due to UI updates that affected element IDs. Since then, I've adopted the practice of conducting local executions of my UAT regression scripts to proactively identify and address such changes. Minor issues are resolved immediately, while more significant ones are logged as QA activities for tracking and resolution. Regular execution of my scripts has also enabled me to **catch bugs**, which I promptly report to the team lead or developers.

Despite having no prior experience in QA automation or JavaScript, I took the initiative to enhance my skills by enrolling in a JavaScript course on Udemy and consistently studying Testim documentation. This self-driven learning has helped me **deliver high-quality automated test scripts** that align with our team's standards.

Empowered & Accountable Teams

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Due Date: 06/30/2025 Status: Completed Completion Date: 06/30/2025

Category: Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

Increase Visibility

During the first week of each sprint, we provide a progress update on the test scripts and address any blockers encountered. This helps the team stay aligned and ensures that any issues are surfaced early. In an instance where our team lead is unavailable due to scheduling conflicts with the scrum meeting, I step in to deliver the QA Automation team update.

Increase Cross-Functional Collaboration

To better understand the test cases written by Ma'am Sharon and her team—and to enhance the quality of the automated test scripts I develop—I completed a Udemy course titled *Fundamentals of Quality Assurance Engineer*. I also worked closely with their team to clarify any unclear test steps that needed to be automated, ensuring that my scripts accurately reflected the intended test coverage. Additionally, during Sprint 12, I took on a Manual QA task, which gave me hands-on experience in preparing and executing test cases based on PBI acceptance criteria. I also participated in the internal demo of the OS team, where I gained valuable exposure to exploratory testing and test case validation.

Create and Maintain a Centralized Knowledge Base

Our team lead prepared a document titled *AUC - QA Automation Guideline*, which outlines our team's standard practices and processes for automating test scripts. I contributed to this documentation by sharing a reusable code snippet I developed for validating dropdowns and randomly selecting options—making it easier for others to apply similar logic in their own scripts.
At the start of each sprint, creating QA activities and tasks can be time-consuming. To address this, I explored ways to automate the process. I initially drafted a script in Testim to streamline task creation. Later, when Sir Christian introduced the bulk import feature in Azure DevOps (ADO), I tested it myself, confirmed its effectiveness, and documented the process. I then shared this documentation with the team to help simplify and standardize our workflow.
Additionally, I was assigned—alongside Joshua—to prepare an automated test script for a technical knowledge-sharing session. The script focused on validating form submissions, specifically on forms that the Save button only becomes active when all required fields are populated. We collaborated to develop this script, this task support shared learning and promoting reusable automation patterns.

Section Summary

Employee Evaluation

Calculated Rating: **4**
Rating: **Exceeds Expectations (EE)**

Competencies

Dependability

Consistently demonstrates the Five Pillars of Character: trustworthiness, respect, responsibility, fairness, and caring. Meets commitments, works independently, accepts accountability, handles change, sets personal standards, stays focused under pressure, and meets attendance/punctuality requirements. Genuinely emotionally invested in work and creates an uplifting

environment for self and others.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I always strive to conduct myself with integrity and mindfulness. Each day, before work begins, I take time to pray, for me to be able to ask for Jehovah's God's guidance in being thoughtful in my words and actions, and to always consider others' feelings. While I know I'm not perfect, I make a conscious effort to avoid causing harm, even unintentionally.
In creating uplifting environment, as an introvert, it takes extra effort for me to open up, but I've made it a point to be friendly and approachable. I believe that building genuine connections with my teammates makes collaboration smoother and more enjoyable. I'm happy to say that I now consider my colleagues from the automation, manual QA, and data teams as friends. They've been incredibly supportive, and I do my best to reciprocate that kindness.
When it comes to my work, I'm fully committed to delivering quality results and adapting to changes in direction from our team leads, knowing that these changes are made with the team's best interest in mind.
Regarding attendance and punctuality, I really tried my best to meet the 3-day RTO (Return to Office) requirement, however, there have been a few weeks where I only managed 2 days or 1 day—due to illness or holidays falling on my scheduled RTO days. But then, I made sure that it didn't affect my performance. I remained focused and productive, ensuring that my responsibilities were met regardless of where I was working, although I know that I still have to always do my best to comply in this attendance requirement.

Problem Solving/ Analysis

Makes decisions based on facts. Breaks down problems into smaller components, understands underlying issues, can simplify and process complex issues, and understands the difference between critical details and unimportant facts. Utilizes and builds upon the strengths of team members to optimize problem solving.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: In every automation task, I start by analyzing the test cases and breaking them down into smaller, manageable components. I collaborate with QA colleagues—especially those who authored the test cases—to clarify any unclear steps and ensure my automation strategy aligns with the intended coverage. I also observe the application's UI behavior and consider all of the edge cases to design a solution that fits the scenario effectively. Meanwhile, during script development, I often encounter unexpected behaviors. I use debugging tools and AI to isolate the issue and determine whether it stems from the script or the application itself. This process involves testing assumptions, simplifying the problem, and validating each step. Through this approach, I've been able to resolve issues efficiently and improve the reliability of my scripts.

Productivity

Manages a fair workload, volunteers for additional work, prioritizes tasks, develops clear and comprehensive work procedures, manages time well, and promotes the sharing of knowledge. Seeks new experiences that expand knowledge in one or more areas of work.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Our team lead has given us the flexibility to choose which test cases to automate. I take this responsibility seriously by carefully selecting test cases each sprint that I can confidently complete on time. This approach helps me manage my workload effectively while ensuring consistent delivery.
I also been able to participate in technical sharing and enjoy collaborating with my teammate. In addition, I engage in conversation about how my other team members approach automation for different use cases, which has helped me expand my knowledge and refine my own methods. Whenever I discover something useful, I make it a point to share it with the team to promote collective learning.
Additionally, when given the opportunity to work on PBI involving manual QA, I collaborate closely with my QA colleagues. These experiences have allowed me to understand their processes better and broaden my

perspective on quality assurance practices.

Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: In my first automation task, I underestimated the effort required, which led to it being carried over to the next sprint. This experience taught me the importance of accurate estimation and proactive planning. Since then, I've made it a priority to complete all my assigned automation tasks within each sprint. Over the past few sprints, I've consistently closed all my tasks before the sprint ends, demonstrating improved time management and focus.
I also take full responsibility for the quality and reliability of my work. I ensure that all my automated test scripts are regularly updated to reflect the latest UI changes. This diligence helps prevent failures during execution, especially when our team leads integrate our tasks. Having previously encountered issues due to outdated scripts, I've learned to be proactive in maintaining script accuracy to support smooth and successful test runs.

Team Leadership

Knowledge of leadership practices and processes; ability to use strategies and skills to enlist others in setting, embracing and achieving objectives while having a long-term perspective of the future state of things and how to get there.

Employee Evaluation

Rating: **N/A (Only use for Competency Rating)**

Comment: During my college years, I was frequently appointed as a project leader, which gave me early exposure to leadership practices such as team coordination, task delegation, and goal setting. While I understand that leadership in a professional setting is more complex, those experiences laid a strong foundation for how I approach team dynamics today.
Although I'm not currently in a formal leadership role, I've had opportunities to demonstrate leadership in various ways. For example, during a technical sharing session, I took the initiative to have a meeting with Josh to tackle on how we could structure and deliver the automated script effectively. I also stepped up when our team lead mentioned that he might not be able to attend our retrospective meeting—I reached out to Erika to coordinate how we could still complete our team's 4Ls. While our team lead was ultimately able to attend, I was ready to help ensure the team's continuity and contribution.
These experiences reflect my willingness to take initiative, support team objectives, and think ahead to ensure smooth execution.

Section Summary

Employee Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)