Ullah, Asad

Sr. Quality Assurance Analyst

Manager: Ashima Garg
Evaluated By: Ashima Garg

Exempt Annual Appraisal

Organization: ADESA Quality Engineering (Ashima Garg)

Location: KAR World Headquarters

01/01/2017 - 12/31/2017

SECTION IV: OVERALL COMMENTS AND RATING

Manager Overall Evaluation

Rating: S - Successful

Comment:

Employee Overall Evaluation

Rating: E - Exceptional

Comment: January:
- Setup users for KAR Automation team
- Setup database for KAR Automation team to run TCI
- Create ASG Automation Dashboard
- Help ASG Automation team with Scripts

February:
- Help eBiz and ADIS with Automation database logging
- Fix ASG Automation scripts
- Install AMS on Automation servers
- Help KAR Automation team with AMS

March:
- Setup Apple Computer
- Work on Appium POC
- Help QA Teams
- QA Support

April:
- Work on Appium POC
- Help QA teams with Environments

May:
- Work on Appium POC
- Help QA teams with Environments
- Fix ASG Automation scripts
- New Laptop Setup

June:
- Test ITSS NTLM project
- Setup Canadian databases for Automation
- Help QA teams with Environments
- Improve Automation Process
- Review Automation Scripts

July:
- UFT Automation
- Appium Automation

August:
- UFT Automation
- Improve UFT Automation performance
- Appium Automation POC
- Automation Environment support

September:

- UFT Automation
- Update Automation Environments, update databases
- Help other teams with environment issues
- Appium Automation for Skynet team
- Update environments for IOS updates

October:
- Write automation scripts for IOS testing
- Review API testing
- QE Transformation
- Setup AMP code on Laptop

November:
- API testing with Real Data Solution
- Showed API testing to developer lead and Architects and they like it
- Help PAR automation QE
- Help ASG automation team

December:
- Resolve Automation servers issue
- Get Resolution for VSTS Install issue for Automation servers
- Help developer with UAT user security setup issue
- Help Automation team with questions

Acknowledgement

Manager

Entered by:	Ashima Garg	**Date:**	03/16/2018
Status:	Acknowledged		
Comment:			

Employee

Entered by:	Asad Ullah	**Date:**	03/15/2018
Status:	Acknowledged – do not agree		

Comment: Asad worked in Physical Auction Team but was not part of any scrum team and each time I tried to access other team members they said they are not allowed to discuss things out side scrum team members and I need Willie's permission before they can participate in a discussion. Asad worked with offshore team for test automation which was throw away testing from first day and management at that time decided to continue as AMS is not going to be replaced in next five years and Asad was assigned to start this project, make it work and it was success because of me. Otherwise it would have been shut down 2 years ago. We had to shut down this project when it was decided that Asad will not be part of Physical Auction Team. This project is still available for any test automation person to work on this AMS test automation project. We worked on this project for more than 2 years and it was not issue in last year's review. New management came and change direction and cannot be blamed on me. About collaborative and team work skills, the physical auction outside contacts was my manager and when I left him team he has been against me and did not like me after I left his team. I have not worked with David for more than 6 years and he should not affect my review. I worked great with all other team member like BA, Dev, QA and DevOps.

SECTION I: PERFORMANCE GOALS

1) Ensure thorough requirements analysis, test case design, test case reuse, and execution approach for assignments, eliminating the occurrences of escapes to UAT and Severity 1 defects attributed to a test phase miss.

2) Provide test planning and execution services for ITSS key projects as appropriate to ensure success. These project are, but not limited to: Storage Redesign, Desktop Refresh, SQL Server Virtualization, Disaster Recovery, OpenLane Data Center Move, and KAR Exchange Upgrade.

3) Ensure assignments are completed on time and with an estimated hours to actual hours target accuracy of ±10%. .

4) Ensure compliance with QA department and team procedures, including bug logging, updating lessons

learned logs, timely and accurate completion and communication of administrative tasks, Time Entry, PTO, test planning and execution progress, etc.

5) Improve knowledge of SAFE.

6) Increase participation and leadership within SAFe scrum team.

7) Complete POC for Selenium Web Test Automation

8) Complete POC for Appium Mobile test automation

| Due Date: | 12/31/2017 | Status: | Completed | Completion Date: | 12/22/2017 |

Category: Performance Goals

Manager Evaluation	Employee Evaluation
Rating: **S - Successful**	Rating: **E - Exceptional**
Comment: Asad has completed tasks asked by his manager however being a Senior QA and long term employee Asad is encouraged to speak up proactively on the projects he is leading. For example, Offshore Automation project was not adding value in 2017 and Asad was spending his daily time to the offshore resources. Asad should have proactively evaluated the need and value for the offshore automation and saved company money.	Comment: Completed all tasks assigned without any issues.

--- Section Summary ---

Manager Evaluation	Employee Evaluation
Rating: S - Successful	Rating: E - Exceptional

SECTION II : PERFORMANCE ATTRIBUTES

Communication

Demonstrates the ability to exchange information with others in effective, timely, clear, concise, logical, and organized manner.

Manager Evaluation	Employee Evaluation
Proficiency Rating: **I - Needs Improvement**	Proficiency Rating: **E - Exceptional**
Comment: Asad only communicates when asked. Asad works well with one to one settings rather than in team settings, Asad is encouraged to increase his presentation skills.	Comment: Always demonstrates well above expectations and exchange information with others in effective, timely, clear, concise, logical, and organized manner.

Customer Service

Exhibits the ability to maintain excellent, dependable, and competent service to internal and external customers.

Manager Evaluation	Employee Evaluation
Proficiency Rating: **A - Above Expectations**	Proficiency Rating: **E - Exceptional**
Comment: Asad is customer oriented and always keeps customer in mind. Asad has business knowledge which helps him to keep his customers in mind. Feedback Received: Asad has deep knowledge on most of the application which is his greatest Strength.	Comment: Always exhibits the ability to maintain excellent, dependable, and competent service to internal and external customers.

Initiative/Innovation

Ability to be self-directed, resourceful, and creative in performing job duties while identifying and modifying ideas or methods to provide improved customer service and/or redesign business processes or develop new business processes.

Manager Evaluation	Employee Evaluation
Proficiency Rating: **S - Successful**	Proficiency Rating: **A - Above Expectations**
Comment: Asad needs to show his innovation skills to others. Asad has worked on Scaled Agile Framework Team. Feedback received: Can be improve more on working in Scaled Agile Framework	Comment: Always display ability to be self-directed, resourceful, and creative in performing job duties while identifying and modifying ideas or methods to provide improved customer service and/or redesign business processes or develop new business processes.

Integrity/Professionalism

Takes responsibility and conducts self in an ethical manner which demonstrates respect, confidentiality, and ability to earn and fulfill others' trust.

Manager Evaluation	Employee Evaluation
Proficiency Rating: **S - Successful**	Proficiency Rating: **E - Exceptional**
Comment: Asad takes responsibility and conducts himself in an ethical manner which demonstrates respect, confidentiality, and ability to earn and fulfill others' trust.	Comment: Always takes responsibility and conducts self in an ethical manner which demonstrates respect, confidentiality, and ability to earn and fulfill others' trust.

Leadership

the ability to influence the behavior of others to create a result that would not have happened otherwise.

Manager Evaluation	Employee Evaluation
Proficiency Rating: **I - Needs Improvement**	Proficiency Rating: **E - Exceptional**
Comment: Asad did not had the ability to influence the behavior of others to create a result that would not have happened otherwise. For example: Asad was part of the Physical Auction Team and could have provided his knowledge and skills to the benefit for the train testing however Asad was working with offshore which was throw away testing and not adding any value. Asad is encouraged to	Comment: Always demonstrates the ability to influence the behavior of others to create a result that would not have happened otherwise.

use his experience and knowledge so that he should be able to influence the behavior of others to create a result that would not have happened otherwise.

Interpersonal Relationships / Collaboration / Teamwork

Willingness and demonstrated ability to cooperate, work and communicate with co-workers, supervisors, subordinates or outside contacts

Manager Evaluation		Employee Evaluation	
Proficiency Rating:	I - Needs Improvement	Proficiency Rating:	E - Exceptional
Comment:	Asad communicates well with his supervisor however for physical auction outside contacts provided negative feedback on his collaborative and team work skills. Asad worked in silo without including all the train QA, DevOps and Developer. Asad is encouraged to cooperate with others his peers and outside contacts.	Comment:	Always keep good relationships with other and collaborate with other and work in a team environment. Always shows willingness and demonstrated ability to cooperate, work and communicate with co-workers, supervisors, subordinates or outside contacts.

--- Section Summary ---

Manager Evaluation		Employee Evaluation	
Proficiency Rating:	S - Successful	Proficiency Rating:	E - Exceptional

SECTION III: PERFORMANCE OVERVIEW

Major strengths or new abilities demonstrated since last review:

Manager Evaluation		Employee Evaluation	
Response:	Since the last review Asad has learned API Testing Asad also learned Selenium Asad has learned Appium for Mobile Automation	Response:	Demonstrated ability to learn and showed technical strengths and completed POC for Selenium Web Test Automation. Completed POC for Appium Mobile test automation, additional tasks demonstrated API automation testing for modernization teams. completed all the goals set and some more as requested by leadership.

Specific areas of improvement needed:

Manager Evaluation		Employee Evaluation	
Response:	Asad should be more strategic and understand strategy for the work he is doing. Asad should be able to speak up if the ideas he is working on is not aligned with the strategy.	Response:	Need to be assigned to scrum team so I can show some more collaboration and help scrum teams. Currently helping without been part of any scrum teams.