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H2 - Performance Review FY'24 For Bikash Sahoo

Employee Information

First Name : Bikash Sahoo

Last Name :

Designation : Software Engineer

Department : Delivery

Manager : Santhosh Thatipelli

Overall Rating

Overall Rating: Partially Meets Expectation (Partially Meets Expectation)

Self Overall Rating: Exceeded Expectation

OBJECTIVE Review

OBJECTIVE Review	Actual Achievement %	Weightage	% Achievement
Delivery Efficiency	100	20	20%

Key Result Name	Type	Target Achieved	Achievement %
Volume and accuracy of task completion within timeline	PERCENTAGE	100 100	100

Self Rating : 4 - Exceeded Expectation

Self Comments : consistently, I have managed the task volume and accuracy within the timeline I have worked on one CR "IDFC JWT sendMail API Implementation". I have also worked on ACS FIME Certification with my team. Every task that has assigned to me,I have completed those within timeline.Also the CR is properly implemented in

production without any issues.

L1 Manager Comments : ok

OBJECTIVE Review	Actual Achievement %	Weightage	% Achievement
Codify "Knowledge"	100	10	10%

Key Result Name	Type	Target Achieved	Achievement %
Understanding Documents and Unit Test cases and execution report	METRIC	10 10	100

Self Rating : 4 - Exceeded Expectation

Self Comments : Understood the documents and unit test cases properly which are given to me and implemented the requirements based on the documents . Executed test cases and showed my proficiency in producing comprehensive execution reports, contributing significantly to project quality and success.

L1 Manager Comments : ok

OBJECTIVE Review	Actual Achievement %	Weightage	% Achievement
Designing and Building	100	30	30%

Key Result Name	Type	Target Achieved	Achievement %
Understanding Technical Documentation-LLD, DFD, API & Quality Coding as per coding standard process.	PERCENTAGE	100 100	100

Self Rating : 4 - Exceeded Expectation

Self Comments : I have understood and showed my proficiency in interpreting complex technical documentation including LLDs, DFDs, and APIs, while consistently delivering high-quality code adhering to coding standards.

L1 Manager Comments : ok

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OBJECTIVE Review	Actual Achievement %	Weightage	% Achievement
Learning and Unlearning	100	25	25%

Key Result Name	Type	Target Achieved	Achievement %
Spend time going through user manuals, existing application, learning & raising queries with leads and observe reverse presentation	PERCENTAGE	100 100	100
Old technology, tools and techniques to be systematically overridden with new skill set by learning at least one in every quarter	PERCENTAGE	100 100	100

Self Rating : 4 - Exceeded Expectation

Self Comments : I dedicatedly spent my time by investing time in studying user manuals, exploring existing applications, and actively engaging with leads to raise my queries. I also enhanced my understanding by questioning to my leads in reverse presentations regarding project tasks. Have learnt new technologies and frameworks to override old technology, tools and techniques. This proactive approach ensures adaptability to evolving industry standards and enhances overall team capability.

L1 Manager Comments : ok.

OBJECTIVE Review	Actual Achievement %	Weightage	% Achievement
Behavioural and Communication	100	15	15%

Key Result Name	Type	Target Achieved	Achievement %
Team Player, Good Listener and complete ownership of assignments	PERCENTAGE	100 100	100
Regular Task status updation & attend Daily Standup with Mentor	PERCENTAGE	100 100	100

Self Rating : 4 - Exceeded Expectation

Self Comments : I prioritize active listening to understand the needs and perspectives of my team members. I have attended all the training and KT sessions and gained practical knowledge regarding the work. Regularly, I give updates regarding my tasks, activities to my seniors and attend stand up meetings daily. By actively participating in these meetings, I not only stay aligned with project objectives but also get solutions wherever I get stucked.

L1 Manager Comments : ok