

INTEGRATED SUMMATIVE TASK 4

PERFORMANCE APPRAISALS, PERFORMANCE IMPROVEMENT PLANS (PIP) AND

SKILLS GAP ANALYSIS





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| Title | Performance Improvement Plan |
| Author | Nivash Singh |
| Submission Date | 15th February 2022 |

# Summary

BET Software is one of the most diverse betting software providers in Sub-Saharan Africa. We provide reliable, and user-friendly betting software on a global scale, whilst supporting incredibly large transactional volumes in a fast-paced industry.

# Introduction

The company requires performance reviews to be done every six months. The information in this report was gathered over time by the team lead and tech lead of the Titans team. This report was requested by the Software Development Manager to examine the performance of the selected team member who will undergo an improvement plan. In this report, recommendations are made to improve the quality of code and time keeping for the team member working in the Titans team.

# Findings

The team member is lacking knowledge in both domain and skill. Time management issues were also identified by missing deadlines. Team member is struggling to understand domain specific requirements of an intermediate developer. Team member also is known for going of on a tangent sometimes instead of sticking to the architecture design that has been agreed upon by management. The team member also takes long to resolve support issues both on weekdays and weekends even though support weekends are fully paid for by the company.

# Conclusions

The main issues that was identified were as follows:

1. Lack of domain knowledge regarding our software.
2. Lack of C# knowledge.
3. Poor time management.

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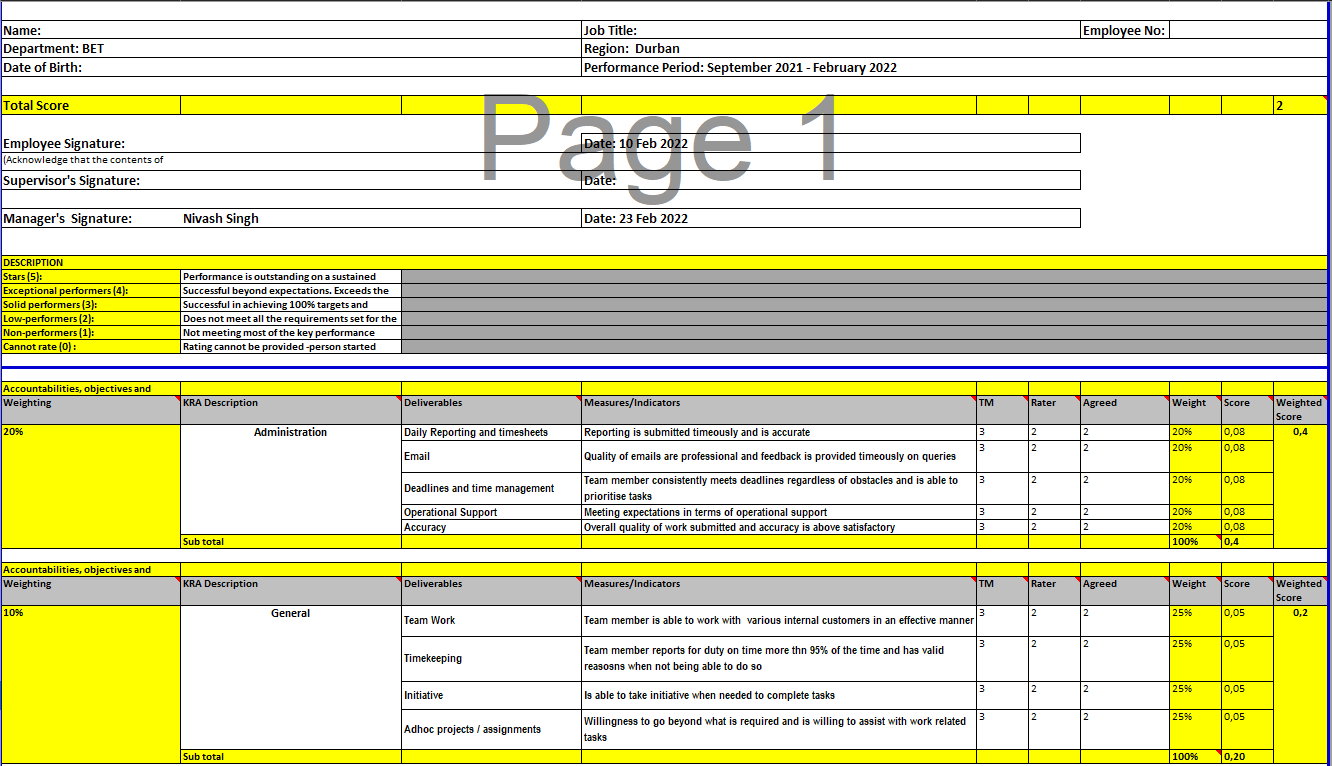
# Recommendations

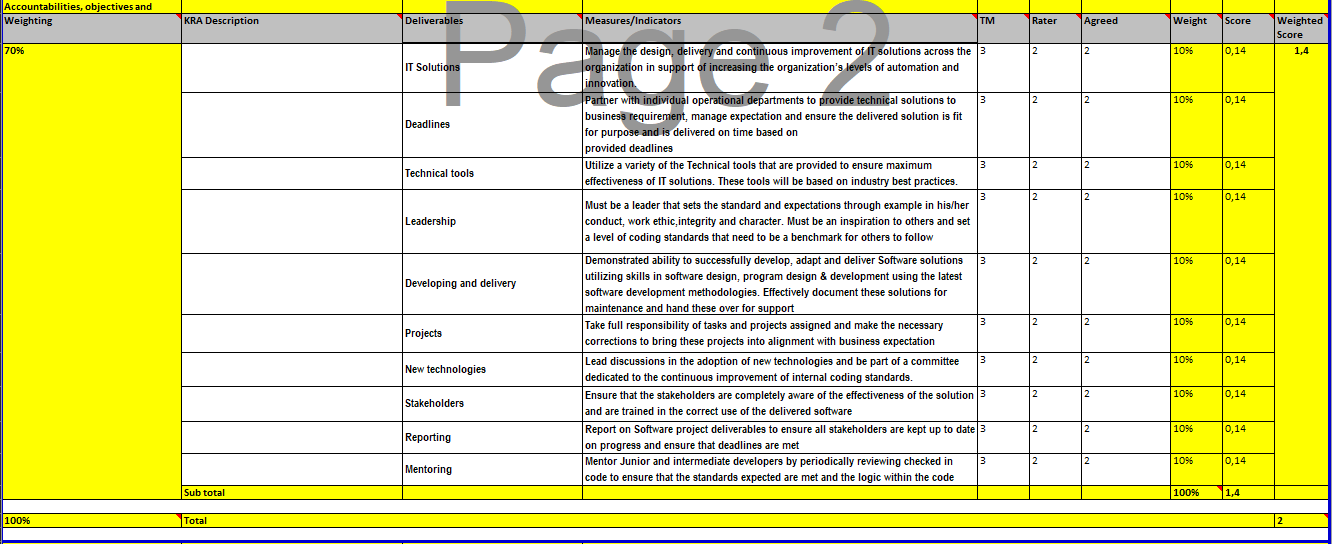
To address the issues identified above, the SDM and team lead recommend the following:

1. The team member will undergo training on betting and the main application.
2. Team member will also be asked to provide a write up on design session discussions on their understanding on the work that needs to be done.
3. The team member will be given specific Pluralsight courses to watch to expand their knowledge on C#.
4. Team member will have to provide more information in the daily timesheet based on hourly reporting.

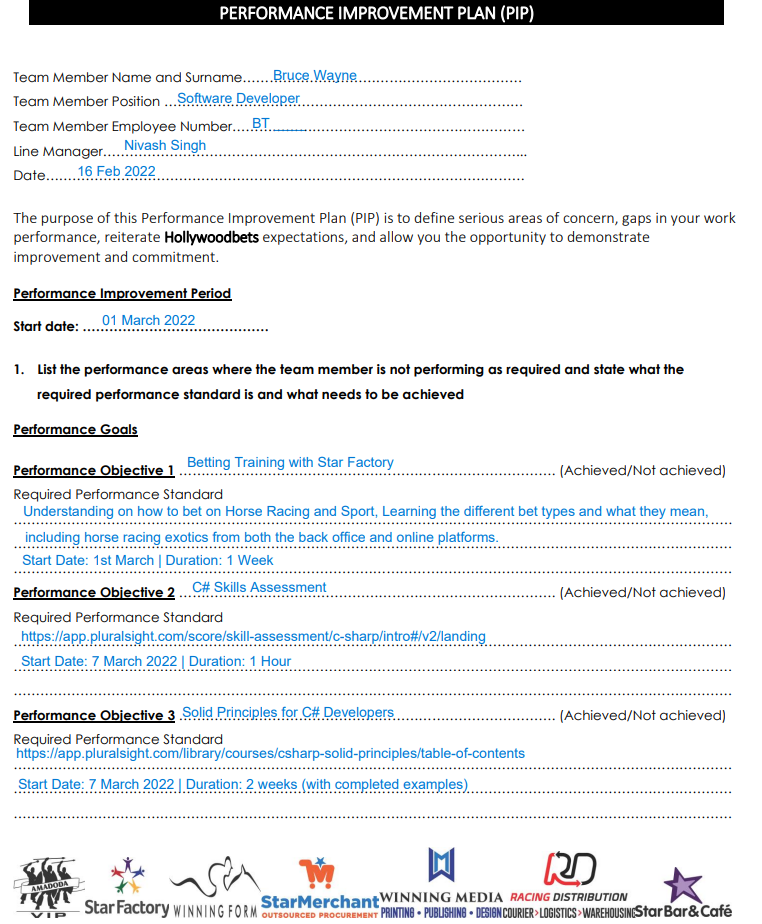


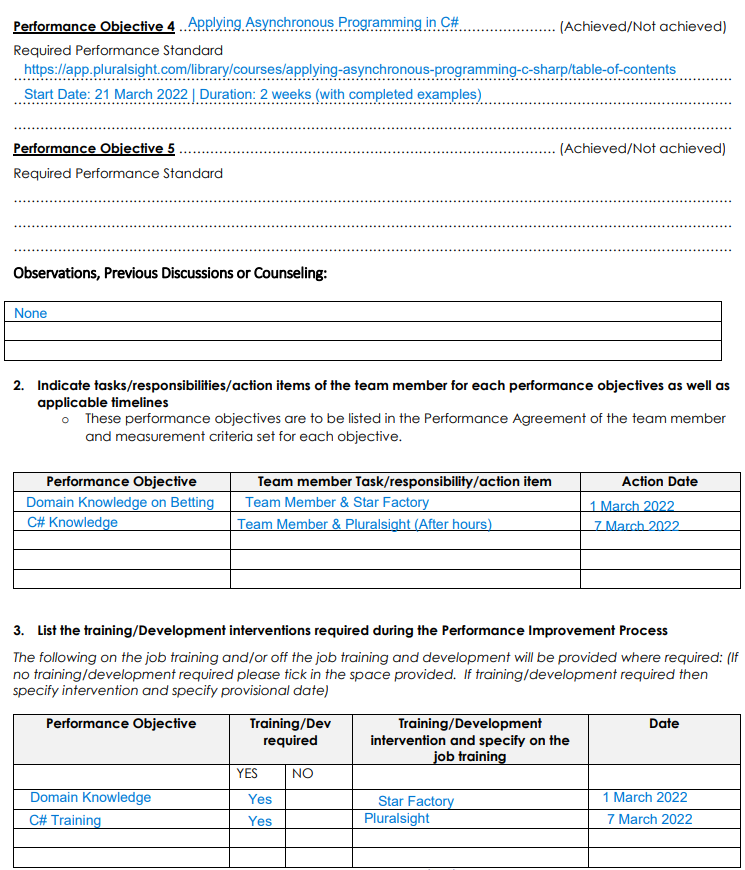
# Performance Review



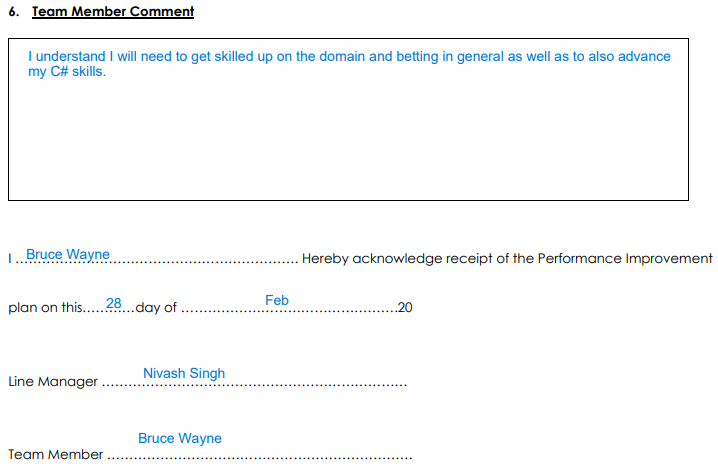
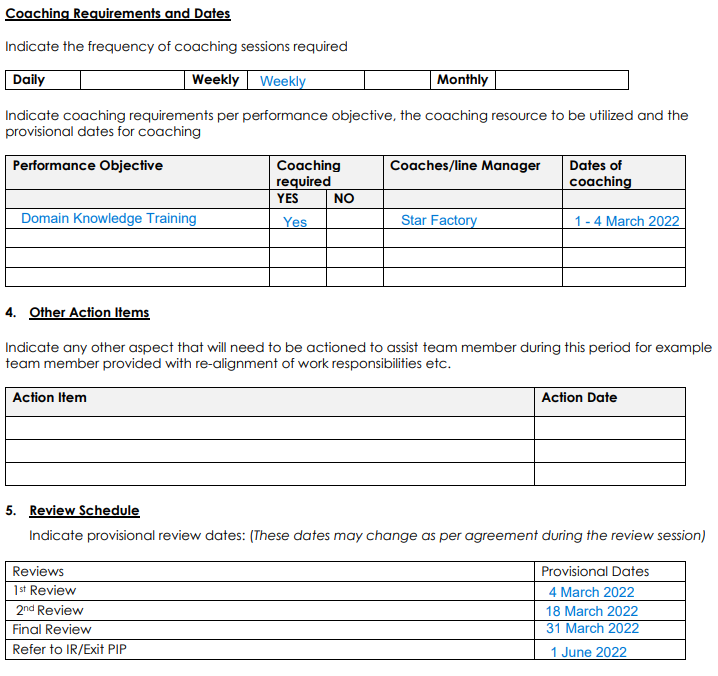


# Performance Improvement Plan (PIP)









# Skills Gap Analysis

Please note I have removed names and just left the initials of team members

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| --- | --- |
| Team | Titans |
| Period | 3 March 2021 – 25th Feb 2022 |

