

Year End Assessment Form 2018 for BA_SBA for Chaman Preet (IND-11152)

Guidelines

- Reflect on your performance over the year, and use the form to complete your self-assessment based on the defined goals
- It is mandatory to provide ratings and comments against each goal and leadership behavior, along with the overall 'Self-Assessment Rating'
- The goal section will allow you to update only the status of your existing goals. If you need to edit or add new goal(s), please follow the 'Goals Modification process'. [Click here](#) and use the 'Create New Form' button to initiate this process
- Please note the rating definitions carefully - 5 is the highest and 1 is the lowest
- Goals and behavior account for weightage of 80% and 20%, respectively, in the overall assessment
- While documenting your feedback, be objective and provide examples for better understanding.

Summary

	RM Rating	Weight
Goals Assessment	unrated	80.0% of total weight
Sale wins + Involvement in BD	unrated	10%
Overall delivery hours of project team	unrated	7.5%
Productive Utilization % for project team	unrated	7.5%
Client Survey Rating + Feedback	unrated	25%
First time right (quality and process) + Project Management	unrated	18%
Contribution towards digital asset creation + best-in-class capability creation	unrated	12%
Training + IDP Scorecard – self	unrated	10%
Contribution to knowledge mgmt / sharing / mentoring	unrated	10%
Behavior Assessment	unrated	20.0% of total weight
Client	unrated	
Collaboration	unrated	
Execution	unrated	
People	unrated	
Thought	unrated	

Goals Assessment

Financial

Sale wins + Involvement in BD

10% of total weight

Completed

Rating



Exceeds Expectations

Chaman Preet (IND-11152)'s Comments

We don't have directly involvement in proposals or demos but I have delivered all projects with quality on time in which I was involved. Successful delivery of pharmafusion resulted in its first client Takeda, for which we were awarded with 'Team Awesome - India' by Madhup.

Goal Details

Goal Name	Sale wins + Involvement in BD	Target & Description	
Data Source		Completion Percentage	100.0%
Comments			

Key Milestones

Key Milestones

Financial	Overall delivery hours of project team	7.5% of total weight
		WIP

Rating



Exceeds Expectations

Chaman Preet (IND-11152)'s Comments

Productive percent is 70% as per data till 27th Nov. There are around 110 hours pending which needs to be adjusted.

Goal Details

Goal Name	Overall delivery hours of project team	Target & Description	
Data Source		Completion Percentage	0.0%
Comments			

Key Milestones

Key Milestones

Financial	Productive Utilization % for project team	7.5% of total weight
		WIP

Rating



Exceeds Expectations

Chaman Preet (IND-11152)'s Comments

73% as per data till 27th Nov. There are around 110 hours pending which needs to be adjusted.

Goal Details

Goal Name	Productive Utilization % for project team	Target & Description	
Data Source		Completion Percentage	0.0%
Comments			

Key Milestones

Key Milestones

Client Value/Impact	25% of total weight
Client Survey Rating + Feedback	<div>WIP</div>

Rating



Outstanding Performance

Chaman Preet (IND-11152)'s Comments

- Delivered all client projects with quality on time like Pharmafusion, SNAP, Research Stream, Scientia, KPMG.
- Awarded 'Made My Day' by Madhup for consistently demonstrating excellence in the efficiency, productivity, and quality of work.
- Awarded 'Team Awesome - India' by Madhup for successful delivery of Pharmafusion.
- Prepared client ready documents like load testing test report, automation test plan, automation test report for projects like Syngenta, Insight, Pharmafusion, Research Stream.
- Automated Pharmafusion for saving manual effort in data verification of reports.
- Performed load testing for client projects like Pitchready, Insights, Comps builder, Research Stream, Syngenta using Jmeter handling different scenerios like handling asynchronous requests, correlating links in encoded form, saving output files in same format, handling polling requests by while controller, running in multiple machines simultaneously.

Goal Details

Goal Name	Client Survey Rating + Feedback	Target & Description	Survey ratings shared by client stakeholders (as per yardsticks -40%) + RM rating based on appreciations, escalations, client leadership feedback (60%)
Data Source		Completion Percentage	0.0%
Comments			

Key Milestones

Key Milestones

Execution Excellence

18% of total weight

First time right (quality and process) + Project Management

Completed

Rating



Exceeds Expectations

Chaman Preet (IND-11152)'s Comments

- Led and delivered work with quality on time like for projects Pharmafusion, SNAP, Research Stream, Scientia, KPMG, HRSS, Apphelpdesk, Purchase tool.
- Awarded 'Made My Day' by Madhup for consistently demonstrating excellence in the efficiency, productivity, and quality of work.
- Awarded 'Team Awesome - India' by Madhup for successful delivery of Pharmafusion.
- Providing technical help to team members.
- Guiding to improve and increase efficiency of work.
- Providing estimates of testing and assigning work to team to have proper work load balance within team members.
- Managing load testing and automation testing work along with manual work.
- Making sure team members share daily status of work at end of day.
- Ensure proper test cases and mapping is completed in TFS for all projects.

Goal Details

Goal Name	First time right (quality and process) + Project Management	Target & Description	Rating based on based on weighted project FTR score, process adherence and compliance (60%) + RM rating based on proper management of project / team and self (40%)
Data Source		Completion Percentage	100.0%
Comments			

Key Milestones

Key Milestones

Innovation (Tech/Non tech)

12% of total weight

Contribution towards digital asset creation + best-in-class capability creation

Completed

Rating



Outstanding Performance

Chaman Preet (IND-11152)'s Comments

- Proposed , learned Protractor (automation tool for angular) and help it implemented in Pitchflow project.
- Led automation of Pharmafusion using data driven framework
- Conducted knowledge session to help team understand hybrid framework in automation
- Proposed complete suite optimisation including macros for repetitive work to save efforts.
- One to one session for understanding Devops and its implementation in our department.
- Load testing of Pitchready API using Jmeter (API was never load tested initially) and running in multiple machines simultaneously.
- Learned load testing of mobile applications.
- Did load testing using VSTS.
- Learned latest technologies and tools like cucumber, Maven, Github and Jenkins using freestyle, pipeline and maven project type.
- Introduced new reporting features in load testing like dashboard reports, sharing client ready test plans, reports for automation testing.
- Prepared client ready documents like load testing test report, automation test plan, automation test report for projects like Syngenta, Insight, Pharmafusion, Research Stream.
- Implemented new concepts in Jmeter for tackling various challenges like handling asynchronous requests, correlating links in encoded form, saving output files in same format, handling polling requests by while controller.

Goal Details

Goal Name	Contribution towards digital asset creation + best-in-class capability creation	Target & Description	Innovation rating based on contributions towards creation of digital assets like products, platforms, re-usable components (50%) + RM Rating based on new ideas, new idea PoCs, out-of-box thinking (50%)
Data Source		Completion Percentage	100.0%
Comments			

Key Milestones

Key Milestones

Self Development	10% of total weight
Training + IDP Scorecard – self	<div>WIP</div>

Rating



Outstanding Performance

Chaman Preet (IND-11152)'s Comments

- Completed ACE PACE soft skills certification
- Completed 1.23 hours of protractor training from plural sight

- Completed 14 hours protractor training from udemy
- Completed DevOps training from pluralsight
- Conducted load testing training for team.
- Undergone 'Transform Me' sessions conducted by HR.
- Presented Case study in Transform Me session for which received good feedback.
- One to one session for understanding Devops and its implementation in our department.

Goal Details

Goal Name	Training + IDP Scorecard – self	Target & Description	
Data Source		Completion Percentage	90.0%
Comments			

Key Milestones

Key Milestones

Self Development	10% of total weight
Contribution to knowledge mgmt / sharing / mentoring	Completed

Rating



Exceeds Expectations

Chaman Preet (IND-11152)'s Comments

- Conducted load testing training sessions for the team to help them learn Jmeter.
- Introduced Protractor in team and help team members learn and use it to automate angular applications.
- Sharing challenges, improvements, solutions required in process through mails to team like did for automation past common issues faced, solution to create maven project behind proxy.
- Implementing new ideas within team like in case of hybrid framework upgradation and organising knowledge session for the same.

Goal Details

Goal Name	Contribution to knowledge mgmt / sharing / mentoring	Target & Description	
Data Source		Completion Percentage	100.0%
Comments			

Key Milestones

Key Milestones

Behavior Assessment

[Click here](#) to view the detailed behavior guide

Client

Rating



Outstanding Performance

Chaman Preet (IND-11152)'s Comments

- Delivered all client projects with quality on time like Pharmafusion, SNAP, Research Stream, Scientia, KPMG.
- Awarded 'Made My Day' by Madhup for consistently demonstrating excellence in the efficiency, productivity, and quality of work.
- Awarded 'Team Awesome - India' by Madhup for successful delivery of Pharmafusion.
- Prepared client ready documents like load testing test report, automation test plan, automation test report for projects like Syngenta, Insight, Pharmafusion, Research Stream.
- Automated Pharmafusion for saving manual effort in data verification of reports.
- Performed load testing for client projects like Pitchready, Insights, Comps builder, Research Stream, Syngenta using Jmeter handling different scenerios like handling asynchronous requests, correlating links in encoded form, saving output files in same format, handling polling requests by while controller, running in multiple machines simultaneously.

Collaboration

Rating



Exceeds expectation

Chaman Preet (IND-11152)'s Comments

- Awarded 'Team Awesome - India' by Madhup for successful delivery of Pharmafusion.
- Collaborated with other teams to get an urgent deliverable completed on timewhenver situation demands.
- Collaborated with team to implement hybrid framework which is more flexible and reliable.
- Shared challenges, improvements, solutions required in process through mails to team like did for automation past common issues faced, solution to create maven project behind proxy.
- Conducted load testing training sessions for the team to help them learn Jmeter.
- Shared challenges, improvements, solutions required in process through mailsto team like did for automation past common issues faced, solution to create maven project behind proxy.
- Collaborated with team members to distribute work in case of dis-balance of work.

Execution

Rating



Outstanding Performance

Chaman Preet (IND-11152)'s Comments

- Led and delivered work with quality on time like for projects Pharmafusion, SNAP, Research Stream, Scientia, KPMG, HRSS, Apphelpdesk, Purchase tool.
- Awarded 'Made My Day' by Madhup for consistently demonstrating excellence in the efficiency, productivity, and quality of work.
- Awarded 'Team Awesome - India' by Madhup for successful delivery of Pharmafusion.

- Providing technical help to team members.
- Guiding to improve and increase efficiency of work.
- Providing estimates of testing and assigning work to team to have proper work load balance within team members.
- Managing load testing and automation testing work along with manual work.
- Making sure team members share daily status of work at end of day.
- Ensure proper test cases and mapping is completed in TFS for all projects.
- Prepared client ready documents like load testing test report, automation test plan, automation test report for projects like Syngenta, Insight, Pharmafusion, Research Stream.
- Automated Pharmafusion for saving manual effort in data verification of reports.
- Performed load testing for client projects like Pitchready, Insights, Comps builder, Research Stream, Syngenta

People

Rating



Exceeds expectation

Chaman Preet (IND-11152)'s Comments

- Conducted load testing training sessions for the team to help them learn Jmeter.
- Introduced Protractor in team and help team members learn and use it to automate angular applications.
- Shared challenges, improvements, solutions required in process through mails to team like did for automation past common issues faced, solution to create maven project behind proxy.
- Implemented new ideas within team like in case of hybrid framework upgradation and organising knowledge session for the same.
- Led and delivered work with quality on time like for projects Pharmafusion, SNAP, Research Stream, Scientia, KPMG, HRSS, Apphelpdesk, Purchase tool.
- Provided technical help to team members and guided to improve and increase efficiency of work.
- Made sure team members share daily status of work at end of day.
- Ensured proper test cases and mapping is completed in TFS for all projects.

Thought

Rating



Outstanding Performance

Chaman Preet (IND-11152)'s Comments

- Proposed , learned Protractor (automation tool for angular) and help it implemented in Pitchflow project.
- Led automation of Pharmafusion using data driven framework
- Conducted knowledge session to help team understand hybrid framework in automation
- Proposed complete suite optimisation including macros for repetitive work to save efforts.
- One to one session for understanding Devops and its implementation in our department.
- Load testing of Pitchready API using Jmeter (API was never load tested initially) and running in multiple machines simultaneously.
- Learned load testing of mobile applications.
- Did load testing using VSTS.

- Learned latest technologies and tools like cucumber, Maven, Github and Jenkins using freestyle, pipeline and maven project type.
- Introduced new reporting features in load testing like dashboard reports, sharing client ready test plans, reports for automation testing.
- Prepared client ready documents like load testing test report, automation test plan, automation test report for projects like Syngenta, Insight, Pharmafusion, Research Stream.
- Implemented new concepts in Jmeter for tackling various challenges like handling asynchronous requests, correlating links in encoded form, saving output files in same format, handling polling requests by while controller.

Self-Assessment Rating

Self-Assessment Rating

4 - Exceeds Expectations

Individual Development Plan

Development Goals

Learn Protractor tool for automating angular applications

Completed

Goal Details

Development
Objective
(Expected
improvement or
impact)

Learn Protractor tool for automating
angular applications

Due Date

12/31/2018

Leadership
Behaviour

1. Execution

Status

Completed

Key Milestones

Key Milestones

Development Goals

Improve business writing and speaking skills

Completed

Goal Details

Development
Objective
(Expected
improvement or
impact)

Improve business writing and speaking
skills

Due Date

12/31/2018

Leadership
Behaviour

1. People

Status

Completed

Key Milestones

Key Milestones

Development Goals

Learn continuous integration with Jenkins for code in different sources

WIP

Goal Details

Development Objective (Expected improvement or impact)	Learn continuous integration with Jenkins for code in different sources	Due Date	12/31/2018
Leadership Behaviour	1. Execution	Status	WIP

Key Milestones

Key Milestones

Development Goals

Learn continuous integration with TFS

WIP

Goal Details

Development Objective (Expected improvement or impact)	Learn continuous integration with TFS	Due Date	12/31/2018
Leadership Behaviour	1. Execution	Status	WIP

Key Milestones

Key Milestones

Development Goals

Learn load testing on mobile applications

Completed

Goal Details

Development Objective (Expected improvement or impact)	Learn load testing on mobile applications	Due Date	12/31/2018
Leadership Behaviour	1. Execution	Status	Completed

Key Milestones

Key Milestones

Development Goals

Learn managerial skills using MAP program

Not Started

Goal Details

Development Objective (Expected improvement or impact)	Learn managerial skills using MAP program	Due Date	12/31/2018
Leadership Behaviour	1. People	Status	Not Started

Key Milestones

Key Milestones

Development Goals	Learn Advanced selenium	Completed
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Goal Details

Development Objective (Expected improvement or impact)	Learn Advanced selenium	Due Date	12/31/2018
Leadership Behaviour	1. Execution	Status	Completed

Key Milestones

Key Milestones

Development Goals	Learn cucumber with selenium- BDD framework	Completed
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Goal Details

Development Objective (Expected improvement or impact)	Learn cucumber with selenium- BDD framework	Due Date	12/31/2018
Leadership Behaviour	1. Execution	Status	Completed

Key Milestones

Key Milestones