



Archived Annual Appraisal

2017-2018



Appraisal WorkFlow Details

Darshana Shivaji Bhuse

EMPLOYEE

Quantech - US - Automotive

Suprabhat Mukherjee

L1 MANAGER

Quantech - US - Automotive

Sreenivasulu D

L2 MANAGER

CCX Usability

Darshana Shivaji Bhuse

DISCUSSION FEEDBACK

Quantech - US - Automotive

Additional Supervisor Details

Sumit Methi

Overall G & O Rating

Highly Valued Contribution

Overall Competency Rating

Meets Requirement

Objective Details

Objective 1: Talent & Technology Focus

MEASUREMENT CRITERIA

Competency/ Self Development

Completed the all the mandatory training and certificates.

ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING

Rating



Objective 2: Talent & Technology Focus

MEASUREMENT CRITERIA

COE - Measure on 2 of trainings designed/developed and Conducted Target: at least 1 Training per Qtr

COE - Measure on 2 of trainings designed/developed and Conducted Target: at least 1 Training per Qtr

1. Improve at least 1 Training materials per year

2. Measure of 1-2 of juniors mentored

ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING


Rating



| Objective 3: Skill upgrade | |
|----------------------------|--|
| Skill upgrade | MEASUREMENT CRITERIA |
| | 1. Be go-to person/expert in at least one area in the competency |
| | 2. Measured on 2 of certification completed |
| | 3. Completed training on React JS. |
| | 4. Completed training on Angular JS2 |


ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING


Rating



| Objective 4: Certifications acquired | |
|--------------------------------------|--|
| Certifications acquired | MEASUREMENT CRITERIA |
| | 1. Measured on 2 of certification completed. |

ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING


Rating

CANNOT RATE

| Objective 5: Team work and communication | |
|---|--------------------------------|
| Organizing team activities. Participation in team initiatives | MEASUREMENT CRITERIA |
| | 1.Participate in team meetings |


ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING

Rating



| Objective 6: Team work and communication | |
|---|--|
| Effective Communication within / outside the team | MEASUREMENT CRITERIA |
| | 1. Interact with the support teams for problem resolution |
| | 2. Effective coordination with offshore-onsite |
| | 3. Should be in synch if working with Multilocation teams. |

4. Collaborative Learning

ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING

Rating



Objective 7: Team work and communication

MEASUREMENT CRITERIA

1. Communicate and share ideas for improving project execution.
2. Showing flexibility for working in different timezones.
3. Mentoring junior team members
4. Helping ad guiding other team members.

Sharing of ideas and work load when required

ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING

Rating



Objective 8: Delivery Transformation

MEASUREMENT CRITERIA

1. Complete TrendNXT assessment within the stipulated time window - for mapped level

TrendNXT

ADDITIONAL SUPERVISOR RATING

Sumit Methi



L1 MANAGER RATING

Rating



Overall Comments

1. Actively participate in team meetings.
2. Interact with the support teams for problem resolution.
3. Effective coordination with offshore-onsite.
4. Collaborative Learning.
5. Mentoring junior team members.
6. Delivered Quality of product on time.
7. Developed the code with accurate and expected designs.

Employee Comments

8. Delivered product with Minimum number of High and Critical priority defects in any condition.
9. Actively participated in Client Calls and asked doubts or questions to the respective team.
10. Supported Onsite team very actively.
11. Worked with other team members to resolve their defects (for both the projects MyH and MyG).
12. Worked on additional tasks apart from the tasks assigned to me.
13. Had worked with Back-end team to integrate UI code.
14. Resolved major, urgent defects in less time.
15. Actively participated in Client meetings.
16. Helped or guide other team members when ever they asked for help or guidance.

L1 manager Comments

Darshana had done well in her work and helped the team as well at times to resolve issues. There are quite some issues discovered in her work and she is trying to fix them but the progress is pretty slow. She needs to change her approach towards the work which has changed recently, this needs to be very positive earlier during the Genesis days. Darshana also needs to work on her time on floor metrics, this has been severely neglected.

As per the development work, she is one of the finest and expert resource but she needs to concentrate and bring her attitude back for work. Overall an OK delivery for this quarter and overall for the year she had done good.

Additional Supervisor Overall Comments

Sumit Methi

Darshana is in Hyundai account. Found to be good in her work and she is working as a front end developer. She has recently completed training on ReactJs and Angular JS. Exception from her is to complete project from To Gear. She is currently working as a front end developer.

Key Competency Areas

Passion for Results

Displays drive to achieve results in the face of hurdles Is committed to perform the job to the highest possible standard Pushes self to explore various options in face of obstacles and finds ways to achieve the end result

Employee

Rating



L1 Manager

Rating



Client Centricity

Asks questions and shows keenness to understand client perspective Works to meet timelines with minimal or no escalation Is responsive to client needs and requests. Understands customer's needs and provides acceptable solutions by bringing contextual nuances in deliverables

Employee

Rating



L1 Manager

Rating



Effective Communication

Builds on common interests of the audience to build consensus around a problem/scenario Listens intently and asks questions to clarify understanding Understands given data and structures further communication based on the understanding

Employee

Rating



L1 Manager

Rating



Collaborative Working

Works well with colleagues from different parts of the organization Willingly asks for others' ideas and views Shares rationale of actions taken to achieve goals, with others, to build trust Makes changes in own way of working for the benefit of the client, organization and other relevant stakeholders

Employee

Rating



L1 Manager

Rating



Problem Solving & Decision Making

Seeks and analyses data and information pertaining to the issue at hand Breaks down issues to logical parts; Actively investigates and discusses it Chooses the best course of action with available information Displays a sense of urgency in accomplishing goals and takes actions to ensure results

Employee

Rating



L1 Manager

Rating



Learning Agility

Demonstrates eagerness to learn on the job Applies learned concepts and skills on the job with minimal guidance Records learning and insights from formal and informal events for self learning Seeks necessary help in order to deliver results in new and ambiguous situations

Employee

Rating



L1 Manager

Rating



Execution Excellence

Clearly understands work expectations & prioritizes critical activities Anticipates operational issues and prepares accordingly Uses a judicious mix of available resources while maintaining quality and speed of work output Reviews own work before submission, to ensure it fulfills requirements Recognizes the need to modify processes to achieve process efficiency

Employee

Rating



L1 Manager

Rating



Performance Summary

Areas of Strength

Taken up the complex features and modules, Strong knowledge in UI

Areas Of Improvement

Need to do the development meticulously so that there are lesser defects in her modules, Need to bring positive attitude to work