

APAR - Annual Performance Appraisal Report

Employee No : 301
Employee Name : MR SIDDHESH RAVINDRA DEOBHANKAR
Appraisal period: From 01-01-2024 To 31-12-2024

Evaluation by Employee.

1.

Please give an evaluation of the work done by you during the year highlighting achievement of targets, if any, as well as unfinished items of work assignments (i.e. the balance sheet of your performance) with particular reference to the following :

(a).

Contribution to regular work of the organisation including different segments of work.

(b).

Specific contribution in the areas outside the scope of your regular work.

(c) .

Important milestones achieved during the year.

Response:

Kindly refer to the attached annexure.

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2 .

Please indicate problem faced while executing your assignments – system and procedures. Interpersonal relationships, etc.

Response:

I did not encounter any issues during the execution of my assignments.

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None.

3 .

Please indicate steps taken by you to improve system and procedures,increasing efficiency, etc.

Response:

I offered my suggestions or observations on the existing procedures or applications being developed enhance accuracy and efficiency.

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None.

4 .

Please comment on the factors influencing your performance, e.g. assistance and support received from the team working with you, guidance received from Superiors, work environment, etc.

Response:

I consistently received excellent support from all SDG team members. My superiors, Mr. Prashant Sawal (AGM) and Mr. C. S. Chakrabarty (DH TSS), always provided excellent guidance, enabling me to perform my work efficiently and accurately.

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None.

5 .

Any other comments (pertaining to your professional development, personal matters, etc.) that you would like to inform the Institute.

Response:

Currently, IBPS offers a Personal Library Scheme. I request the institute to introduce a similar scheme where employees can purchase and claim subscription-based online courses. This would help them learn new skill sets and update themselves, thereby improving overall employee productivity.

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None.

Submission Date: 10-01-2025

Reporting Authority: PRASHANT SAWAL (205)
Reviewing Authority: CHANDRA SEKHAR CHAKRABARTY (486)

Rating by Reporting and Reviewing Authority.

Attributes for Rating		Rating by Reporting Authority	Rating by Reviewing Authority
1.	Handling Regular Work		
1.1	General intellectual / conceptual level related to professional matters in general and work areas in particular.	6	6

Attributes for Rating		Rating by Reporting Authority	Rating by Reviewing Authority
1.2	Insight into procedures followed by the department..	6	6
1.3	Efficiency in dealing with the client Organisations / Outside experts/ Consultant / Servicer Providers, etc.	6	6
1.4	Anticipating problems, communication-written and oral,suggestions offered, etc.	6	6
2.	Competence in solving problems in the professional field / work areas.		
2.1	Competence in professional knowledge/ work areas.	6	6
2.2	Competence in analysis of difficult situations and finding solutions.	7	7
3	Competence demonstrated for higher level functioning.	7	7
4	Contribution to administrative matters.	6	6
5	Efforts made for professional / self-development through academic pursuits.	5	5
6	Communication Skill (as evinced within the organisation and from feedback from the clients / experts / service providers.)	6	6
7	Overall involvement/commitment to tasks.	7	7
8.	Interpersonal Competence		
(a)	vis-à-vis colleagues, superiors,Subordinates.	6	6
(b)	Vis-à-vis client executives / outside experts / service providers.	6	6
9	Stability, poise, ability to put up to stress.	6	6
10	Initiative demonstrated in work.	7	7
11	Honesty & Integrity.	7	7
OVERALL RATING		6	6

Comments by Reporting Authority

12	I have gone through the self-appraisal and content mentioned therein.
	I Agree with the content.
13 .	Any other special positive/negative points:
	Mr. Siddhesh has been handling the very important task of CMS application. This application has been developed indigenously by him. He is also involved in the digitization process of HRMS and Payroll which is under development. He is handling his team members effectively to deliver the applications in time bound manner. I find his performance very good and satisfactory.
Submission Date: 13-01-2025	

Comments by Reviewing Authority.

1 .	I have gone through the Self-Appraisal and the assessment of the Reporting Authority.My observation and overall assessment are given below.
	Mr.Siddhesh is an excellent Software developer. He is leading the team which has developed various components of HRMS including medical claims, CO claims, OD/Tour claims etc. He has been instrumental in developing Content Management System (CMS) for D&A faculty sections as also D&A utilities (for CCG Section) which have been implemented successfully. He is a good team lead and soft in nature. Deserves elevation.
Submission Date : 28-01-2025	