Eman Abdeen (8783804)

2024 - Winter - Computer Programming and Analysis (0057C) / W-3 Work

EMPLOYER EVALUATION DETAILS

OVERVIEW	
Name of individual completing this evaluation	Denesh Sohan
Evaluator's Job Title	Director of Engineering
Total Hours Worked	630
Please list the student's primary assignments and projects	Eman's primary assignment was to assist with automation testing for our Extranet User Manager suite of products. She participated in Sprint Planning, Sprint Demo, daily standups, Sprint Retrospective and Task decomposition. She was also responsible for performing implementation QA on client projects.

COMMUNICATION	
1. Communicates clearly, concisely and correctly to fulfill the purpose and meet the needs of the audience	Exceptional
2. Responds to written, spoken or visual messages in a manner that ensures effective communication	Exceptional
3. Verbal Skills	Above Average
4. Writing Skills	Exceptional
5. Visual Literacy Skills	Above Average
6. Listening Skills	Exceptional
7. Please comment if desired	Eman has grown tremendiously in automation testing. She has worked together with our full time employee to integrate automation testing within our CI/CD pipelines. Eman has been very accepting to feedback and strives to ensure that her tasks are completed at the highest level. Her documentation for defects has been outstanding and provides excellent steps to reproduce the errors. She also is able to understand requirements and finds the edge cases that was not captured.

NUMERACY	
8. Executes mathematical operations accurately	Above Average
9. Please comment if desired	

CRITICAL THINKING AND PROBLEM SOLVING	
10. Applies a systematic approach to solve problems	Exceptional
11. Uses a variety of thinking skills to anticipate and solve problems	Exceptional
12. Innovative and creative thinking	Exceptional

13. Please comment if desired

Eman has been a great student and has grown a lot this past term. She has been able to lead automation tasks as well as implementation QA with little to no guidance.

INFORMATION MANAGEMENT

14. Locates, selects, organizes, and documents information using appropriate technology and information systems

Above Average

15. Analyzes, evaluates and applies relevant information from a variety of sources

Above Average

16. Please comment if desired

Able to understand requirements at a high level and generate test cases that capture functionality as well as edge cases.

INTERPERSONAL

17. Shows respect for the diverse opinions, values, belief systems and contributions of others

Above Average

18. Interacts with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals

Exceptional

19. Conflict Resolution

Above Average

20. Please comment if desired

Eman is participating and voicing her concerns during daily standup. She comes to the morning standups prepared and provide great insights into new or existing defects she has found.

PERSONAL

21. Manages the use of time and other resources to complete projects

Above Average

22. Takes responsibility for one's own actions, decisions and consequences

Exceptional

23. Attendance and Punctuality

Exceptional

24. Accepts constructive feedback

Exceptional

25. Acts on constructive feedback to modify performance

Exceptional

26. Flexibility and adaptability to change

Exceptional

27. Initiative

Exceptional

28. Please comment if desired

Eman has shown great initiative and leadership this term. She accepts constructive feed back and ensures her tasks are modified where necessary to complete it at the highest standard. She has been a great addition to our team. She has always been on time for meetings and always prepared to answer any questions we have regarding defects logged.

PROGRAM SPECIFIC TECHNICAL SKILLS

29. Please list other discipline-specific skills or qualities demonstrated by the student in this role

30. Please comment if desired

Leadership
Problem Solving

Initiative
Documentation
Automation Testing
Pipeline integration

OTHER

31. Student complies with occupational health and safety regulations
Above Average

32. Student works in compliance with company policies
Above Average

33. Job knowledge
Exceptional

34. Accuracy
Exceptional

35. Please comment if desired
It was a great pleasure working with Eman this term. She has been fantastic. We're in a much better place than the start of the year.

OVERALL PERFORMANCE

36. Rate overall performance
Exceptional

37. Please identify your student's most significant strengths
Initiative, Problem Solving, Documentation are three things that stand out for me. Eman has a passion for learning and strives to make sure she does the best she can, apply constructive feedback to her work which are great qualities to have. She will definitely be great at whatever she decides to do in the future.

38. Please identify your student's most significant areas for improvement
Eman needs to gain more courage. She is a bit reserved, and needs to have more confidence when she speaks.

FUTURE RECRUITMENT NEEDS

39. I would like this student to return to my organization for another work term after their next academic term
Yes

EMPLOYER SIGN OFF

44. Date this evaluation was completed
April 10, 2024

45. Your evaluation, once submitted will be shared with the student. Have you met with the student to discuss this evaluation and help them learn and grow from their Co-op work experience?
Yes

46. I have completed this Performance Evaluation and do not need to make any more edits
Yes

Last Updated By
Jessica Atfield (jatfield) onApril 10, 2024 10:00 AM