2022 PRIME Report

Name   : Faiz Misuari bin Mohamad Ali (0094771)
Job Level   : First Level Executive 1
Department : Jabatan Infrastruktur Pasaran Kewangan
Supervisor   : Lim Hui Theng
Reviewer   : Noor Hazama Fadhilah Binti Abdullah

Overall Performance Evaluation Rating

Rating	Remarks
Solid Performance Description: **Consistently meets performance and quality standards in all essential areas of responsibilities. Performance and value contribution is reflective of a fully qualified individual in this role. Satisfactorily demonstrates expected level of effectiveness with minimal intervention.**	**Staff Assessment:** The team has been welcoming to me. I learn a lot of new things in terms of business knowledge and technical knowledge. Also, I was given a chance to lead the automation team for a brief time. By completing a few manual projects, I managed to get a better understanding of the department's role in general and how important it is for the country. Also, as I was moving from other tools, I managed to learn and deepen my understanding of my technical skill. A big thanks too to my manager as I was given some time to adjust to the new environment and new tool before we decided to proceed with the tool, I was given some time to test other software/tools. It may not be an impressive performance, but it was definitely a good start for me in BNM. **Supervisor:** Lim Hui Theng Although Faiz is new in the team with less than a year of experience in the bank. He able to work independently with minimum supervising when performing UAT testing and development of automation. He able to think out of the box to solve problem. A potential talent to become a team leader. With proper coaching and training provided for him, he can gradually build his leadership and project management skills. **Reviewer:** Noor Hazama Fadhilah Binti Abdullah Agree with supervisor's feedback
Audit Trails By: *admin-A0421* Created on: *05-Aug-2022 05:53:45 PM* Updated on: *02-Dec-2022 04:00:26 PM* Supervisor: *Lim Hui Theng* Supervisor last updated on: *26-Nov-2022 01:24:28 PM* Reviewer: *Noor Hazama Fadhilah Binti Abdullah* Reviewer last updated on: *30-Nov-2022 04:49:24 PM*	Last rating updated by: *admin-A0421* Last rating updated on: *02-Dec-22 04:00:26 PM* Admin: *admin-A0421* Admin last updated on: *02-Dec-2022 04:00:26 PM* Superadmin: - Superadmin last updated on: -

Key Result Areas / Job Targets

KRA Title : Development of UAT - Automation framework	
Status: Approved **Rating:** Leading Performance **Title: Development of UAT - Automation framework** **Details:** Development of UAT - Automation framework Task: 1. Develop an automation framework FMID 2. Develop an automation test script using Default method for FAST functionality using Unified Functional Testing (UFT) tools. 3. Participate in progress meetings and update the project progress as required Expectation: 1. The automated scripts are executable with no major issue 2. All scenarios are fully covered from end to end.	**Supervisor:** Lim Hui Theng (Jabatan Infrastruktur Pasaran Kewangan) He is an experience staff who have the knowledge of automation which led him to progress well when he started to study the automation tool and apply according to the UAT needs and UAT acceptance level. His level of commitment in getting things done and meeting the timeline is shown at all times. **Reviewer:** He is an experience staff who have the knowledge of automation which led him to progress well when he started to study the automation tool and apply according to the UAT needs and UAT acceptance level. His level of commitment in getting things done and meeting the timeline is shown at all times.

KRA Title : Development of UAT – Automation framework	
3. Participate in the progress meeting 4. All functionalities' results are captured, and the business user can verify the results. **Achievement:** Achievements / Contributions: 1. Develop automation framework and pilot project FAST functionality for FMID using Unified Functional Testing (UFT) tools. 2. Deliverables: - FMID UFT Automation Framework - UFT Template - UFT Function Library (FAST) - UFT Repository (FAST) - UFT Test Script (FAST) 3. Progress & reporting are done periodically 4. Guided team members on the automation framework & scripting in general 5. Another pilot project done before FAST was RENTAS Modernization but it is kept on hold now as the system is currently in the development stage and not stable. It will be revisited once it is stable and ready for testing. Challenges: 1. Timeline: The project is completed in an extended timeline 2. Tool: UFT itself is not compatible fully with the system under test and a few workarounds were done to ensure that the current automation script can be done such as: - Changing scripting method from Default method to UI Automation method - Created 2 different scripts to cater to 2 different browser modes (IE & Non-IE compatible) 3. Test Data: As automation is a repetitive process, test data used might not be able to be re-used for the next re-run. As such, some of the test data is hard coded into the script to ensure the script can be executed successfully. 4. Test Scenario: There are limitations on the system itself as the system is highly dependent on another system and may require another system to be ready before it can proceed further, as such, the script, for now, is limited to just 1 system run instead of multiple ends to end system run. What when well: 1. There is enough time given for preparation and research on the best way of implementing automation and which tool to use. 2. Resource allocation greatly kickstarts the project and ensures it can be finished in the desired timeline though it was extended. 3. There are multiple sources of reference before the automation framework is finalized such as TCOE and the internet. What can be improved/ lesson learn: 1. Formal UFT training should be provided. This goes for any adoption of any tools to ensure that the resources working on it are better prepared. Training included certification from authorized training provided. 2. Restriction of the tool itself. Though there is no official list of what cannot be done with the tool, FMID should keep a record of all the restrictions encountered so far and how to overcome them should they happen again in the future. 3. Test object should be ready before scripting starts to avoid future delay. 4. Reporting as it is right now using the UFT tools built-in report, and the business user might have some problem interpreting it. 5. Maintaining, reviewing, and updating the test script might require more time than scripting it.	

KRA Title : Development of UAT - Automation framework			
Supervisor: *Lim Hui Theng* Supervisor last updated on: *26-Nov-22 01:24:28 PM*	Reviewer: *Noor Hazama Fadhilah Binti Abdullah* Reviewer last updated on: *30-Nov-22 04:49:29 PM*	Admin: *admin-A0421* Admin last updated on: *02-Dec-22 04:00:25 PM*	Superadmin: - Superadmin last updated on: -

KRA Title : RENTAS iLINK Modernization testing. (Stage2A & 2B)	
Status: Approved **Rating:** Solid Performance **Title: RENTAS iLINK Modernization testing. (Stage2A & 2B)** **Details:** Manual Testing for RENTAS iLINK Modernization testing. (Stage2A & 2B) Task: 1. Preparation, update, and finalize: • Test Plan • Test Case • Test Summary Report • Test Results • Test Sign-off 2. Participate in progress meetings and update the project progress as required 3. Raise the defect found in Bugzilla and follow up on the defect with the developer (if any) 4. Get sign-off from the Ops team Expectation: 1. No outstanding defects unattended 2. All scenarios are fully covered from end to end. 3. Participate in the progress meeting 4. No major issue was reported during the first day of system implementation. 5. No system fallback due to the implementation **Achievement:** Testing for RENTAS iLINK Modernization testing (Stage 2A Regression & 2B) is still ongoing & expected to end by December 2022 What when well so far: 1. All the test deliverables/ documents are prepared beforehand 2. A knowledge transfer session and system briefing were initially given before testing started. 3. Reporting is done periodically, and progress is on schedule. 4. No showstopper has occurred on 2nd round of testing so far and all defects were identified, confirmed with the developer, and recorded for future reference and improvement. Challenges: 1. Timeline: First round of execution starts in June 2022 before it was put on hold as some of the modules were not ready for testing & resumed back in November 2022. 2. Test data: The purpose of this test is to verify existing functionalities in iLink are working as expected or enhanced in RP iLink. Currently, there is an overlapping test being done on the environment which causes data inconsistencies. What can be improved/ lesson learn: 1. The test should only be done when the environment and system are ready for testing as defined usually as Entry Criteria in the test plan. 2. Ideally, disruptive testing which requires common access to 1 database/environment should not be done in parallel. There should be a dedicated environment for each type of testing to ensure that the testing done will not produce false positive & false negative results.	**Supervisor:** Lim Hui Theng (Jabatan Infrastruktur Pasaran Kewangan) A good team player when perform in the project testing. Shows his commitment in delivering the tasks given despite tight timeline. **Reviewer:** A good team player when perform in the project testing. Shows his commitment in delivering the tasks given despite tight timeline.

KRA Title : RENTAS iLINK Modernization testing. (Stage2A & 2B)

KRA Title : RENTAS / FAST - Production fixes testing

Status: Approved

Rating: Building Performance

Title: RENTAS / FAST - Production fixes testing

Details:

Manual Testing for RENTAS / FAST - Production fixes testing

Task:

1. Preparation, update, and finalize:

- Test Plan
- Test Case
- Test Summary Report
- Test Results
- Test Sign-off

2. Participate in progress meetings and update the project progress as required

3. Raise the defect found in Bugzilla and follow up on the defect with the developer (if any)

4. Get sign-off from the Ops team

Expectation:

1. All test execution completed within 1 week (Max 2 weeks)

2. Ensure all scenarios are fully covered from end to end.

3. No recurring issues after the implementation.

4. No major issue was reported during the first day of system implementation.

5. No system fallback due to the implementation

Achievement:

Achievements / Contributions:

1. Completed iLink-154, and iLInk-162 (iLink/RENTAS), and all the required deliverables are completed and agreed upon with the RENTAS Ops teams

2. Completed FAST DB2 & Log4j Upgrade production fixes testing, and all the required deliverables are completed and agreed upon with the FAST teams

3. Timeline: All testing (RENTAS&FAST) was completed within the allocated time

4. No recurring issues arising after the implementation

5. No major issue was reported during the first day of system implementation.

6. No system fallback due to the implementation

What when well:

1. Knowledge transfer process was done through the walkthrough session or KT session with the Subject Matter Expert of the system

2. Template is in place & system is ready before testing starts

3. The person in charge of the system is available if there is any problem or information required

4. Previous test case is available to be referenced in the creation of new test cases

Supervisor: Lim Hui Theng (Jabatan Infrastruktur Pasaran Kewangan)

Despite this is only a few manual testing he had started with, being an automation tester in his past experience. He still managed to deliver his task timely within the agreed timeline while he is learning and adapting to the new environment.

Reviewer:

Despite this is only a few manual testing he had started with, being an automation tester in his past experience. He still managed to deliver his task timely within the agreed timeline while he is learning and adapting to the new environment.

KRA Title : RENTAS / FAST - Production fixes testing

5. Sufficient time is allocated for the testing What can be improved/ lesson learn: 1. Data preparation might need to be taken into consideration before starting or during the testing	

Audit Trails

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Supervisor: *Lim Hui Theng*
Supervisor last updated on: *26-Nov-22 01:24:28 PM*

Reviewer: *Noor Hazama Fadhilah Binti Abdullah*
Reviewer last updated on: *30-Nov-22 04:49:29 PM*

Admin: *admin-A0421*
Admin last updated on: *02-Dec-22 04:00:25 PM*

Superadmin: -
Superadmin last updated on: -

Leadership Competency Cluster

Drive the Central Bank Agenda	

Status: Approved
 	
Rating: Met
 	
Details:
 	
Act for Greater Good & Integrated Thinking
 	
   • I ensure I will not ruin the BNM's reputation by being an exemplary citizen & at the same time educating the people around me on how the central bank works without compromising sensitive information.
 	
Environmental Awareness
 	
   • I enjoy understanding what my role requires and what I need to understand to help me deliver my task better. This includes understanding each system I am tasked with and should test. The knowledge comes from attending webinars, and knowledge sharing/transfer sessions from experienced colleagues or from the developer or Ops teams.
	Supervisor:
	
	He is fully aware on the direction of QA team is moving towards to automation for better efficiency. Willing to work together with teammates and sharing his past experience in making a better learning environment for others.
	
	Reviewer:
	
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Audit Trails

By: *admin-A0421*
Created on: *05-Aug-2022 04:03:53 PM*
Updated on: *02-Dec-2022 04:00:26 PM*

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Inner Wisdom	

Status: Approved
 	
Rating: Met
 	
Details:
 	
Executive Maturity & Self Confidence
 	
   • I act by putting the BNM agenda first and mine second when there is a moment that requires my wisdom. Understand my own emotional triggers and take control of self to manage/avoid possible adverse impacts in dealing with tricky situations and individuals
 	
Drive Performance Excellence
 	
   • I Initiate improvements within my own area of work making sure that I always update myself on the latest technology and technical skill available in the market.
	Supervisor:
	
	He shows his initiative to start a task after a discussion and provides his assessment respectively. This was shown when he started the study in the development of Automation.
	
	Reviewer:
	
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Audit Trails

By: *admin-A0421*
Created on: *05-Aug-2022 04:05:03 PM*
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Stakeholder Engagement	
Status: Approved **Rating:** Met **Details:** Leverage Strategic Relationships • None Holistic Collaboration, Organizational Understanding, & Engage & Influence Stakeholders	**Supervisor:** This part he would need to have more engagement with the external stakeholders especially dealing with our IT support and vendors in resolving the technical issue. Build and maintain good rapport which would help him a lot to smoothen the testing process. **Reviewer:** _

Stakeholder Engagement

- I engage all related stakeholders related to my task/work to ensure that the task on hand gets done smoothly and this includes reaching out to other teams (FAST, Ops, Dev) if required. I am a team player and I usually ask for other opinions on things related to my work. As much as I ask for another opinion, in the end, the decision needs to be made and hence if something I think is best for the task or the team, even if it is of unpopular opinion, I will take the decision to choose the option.

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Admin: *admin-A0421*
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Superadmin: -
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Lead a Collaborative Workforce

Status: Approved

Rating: Met

Details:

Build Team Capability & Empowerment with Accountability

- I lead or act according to the task required of me. Sometimes I lead, and sometimes I follow. I don't believe in micro-managing a team and I put ownership to all my teammates on what they are assigned to. Nevertheless, monitoring needs to be done to ensure everything is on schedule & we usually update the team through whatever communication channel we are comfortable with.

Supervisor:

A good team player to engage and work together. He never hesitates to take part to share his experience and exchange ideas to inspire others.

Reviewer:

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Audit Trails

By: *admin-A0421*
Created on: *05-Aug-2022 04:07:55 PM*
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Reviewer:
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Admin: *admin-A0421*
Admin last updated on: *02-Dec-2022 04:00:27 PM*

Superadmin: -
Superadmin last updated on: -

Overall Leadership Competency

Status: Approved

Supervisor:

Although he is new in the team, he always show his commitment in getting his tasks complete timely and help-out the teammates whenever they reach-out to him. He demonstrated his leadership by guiding and solving issue during the automation testing.

Reviewer:

Agree with supervisor's feedback

Audit Trails

By: -
Created on: *18-Jul-2022 12:05:21 PM*
Updated on: *30-Nov-2022 04:49:24 PM*

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Last rating updated on: -

Supervisor:
Supervisor last updated on: *26-Nov-2022 01:24:28 PM*

Reviewer:
Reviewer last updated on: *30-Nov-2022 04:49:24 PM*

Admin: -
Admin last updated on: -

Superadmin: -
Superadmin last updated on: -

Technical Competency Dimension

Know-How	
Status: Approved **Rating:** Met **Details:** I apply all my experience to complete my current work. Though in some cases, there are things that require me to un-learn, re-learn and re-adjust to certain new or particular cases. In the end, knowledge itself is infinite and there will be many ways to achieve something rather than 1 specific way of doing it. In business domain knowledge, I learn a lot of new things as I don't have the knowledge before and for me learning something new is something challenging yet at the same time satisfying as I was given the chance to learn the new knowledge.	**Supervisor:** An experienced staff who knows about automation is an advantage as for him to get his task completed timely and guiding the team to be able to cope and progress well in automation testing. **Reviewer:** _

Audit Trails			
By: *admin-A0421* Created on: *05-Aug-2022 04:08:42 PM* Updated on: *02-Dec-2022 04:00:27 PM*		Last rating updated by: *admin-A0421* Last rating updated on: *02-Dec-22 04:00:27 PM*	
Supervisor: Supervisor last updated on: *26-Nov-2022 01:24:28 PM*	Reviewer: Reviewer last updated on: *30-Nov-2022 04:49:24 PM*	Admin: *admin-A0421* Admin last updated on: *02-Dec-2022 04:00:27 PM*	Superadmin: - Superadmin last updated on: -

Problem Solving	
Status: Approved **Rating:** Exceeded **Details:** I keep on learning something new every day. 1 problem solved is another solution found! I learn that in some cases I need to be more flexible and creative to solve certain tasks/problems. I learn from others and ask for help when required. I don't like relying on others but there is a limit to what 1 may complete or do by themselves.	**Supervisor:** He able to think out of the box to solve problem. Sometimes he has different views, before coming to a conclusion for any decision making as he is looking for the best option to apply. He has an expandable thought. **Reviewer:** _

Audit Trails			
By: *admin-A0421* Created on: *05-Aug-2022 04:09:40 PM* Updated on: *02-Dec-2022 04:00:27 PM*		Last rating updated by: *admin-A0421* Last rating updated on: *02-Dec-22 04:00:27 PM*	
Supervisor: Supervisor last updated on: *26-Nov-2022 01:24:28 PM*	Reviewer: Reviewer last updated on: *30-Nov-2022 04:49:24 PM*	Admin: *admin-A0421* Admin last updated on: *02-Dec-2022 04:00:27 PM*	Superadmin: - Superadmin last updated on: -

Accountability	
Status: Approved **Rating:** Met **Details:** I take ownership and responsibility for my work. I share the ownership of tasks with my team and whatever has been done, successfully or unsuccessfully, is a team achievement. If we succeed, we continue doing it. If we fail, we take note of it and avoid it from happening again in the future. Nevertheless, accountability and ownership need to be taken as per role, individually or as a team. At the end of the day, the most important thing is to get things done and to ensure it can be done, someone needs to be in charge of it.	**Supervisor:** He is an accountable and very responsive person, whom the team can always reach out for his assistance. **Reviewer:** _

Audit Trails			
By: *admin-A0421* Created on: *05-Aug-2022 04:10:16 PM* Updated on: *02-Dec-2022 04:00:27 PM*		Last rating updated by: *admin-A0421* Last rating updated on: *02-Dec-22 04:00:27 PM*	
Supervisor: Supervisor last updated on: *26-Nov-2022 01:24:28 PM*	Reviewer: Reviewer last updated on: *30-Nov-2022 04:49:24 PM*	Admin: *admin-A0421* Admin last updated on: *02-Dec-2022 04:00:27 PM*	Superadmin: - Superadmin last updated on: -

Overall Technical Competency
Status: Approved **Supervisor:** Faiz is a very committed person to ensure the task assigned to him are completed timely and constantly follow-up with the respective stakeholder. His technical expertise on know-how and problem solving allows him to build a strong foundation to assist and guiding the team well.

Overall Technical Competency
Reviewer: Agree with supervisor's feedback

Audit Trails

By: -
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** END OF REPORT **