Performance Appraisal : 2016-17 (Grades D&E) for Aravindhan Jaya Kumar

Employee Information

Last Name	Jaya Kumar	First Name	Aravindhan
SSO Username	ARAVINDHAN.JAYAKUMAR@CSSCORP.COM	Manager	Sangeetha Ganesan
Org L4	Digital marketing (conten (10010412)	Org L3	Digital marketing (content management)
Location	Shriram Gateway	Entity Join Date	05/25/2015
Job Code	Sr. Engineer-Java-Digital Service (30001917)	Employee Id	00107039

Review Dates

Originator   Murugesh Ganesan
Review Period   02/20/2017 - 03/10/2017
Due Date   03/10/2017

Business Goal (70.0%)

Customer
2.1 Customer Excellence

Not Started

Zero Regression Defect.
No P1 Defects from delivered story.
Minimal review comments(Internal / External).
On Time delivery.
100% Timesheet compliance.
Customer / End user related improvement in the project Eg: GA, optimized code, Tools development, Innovation

Rating
★★★★☆

Exceeds Expectations

Rating
★★★★★

Exceptionally Performance

Managers Comments

Agree. Keep up the good work

Employee Comments

- Preventing regression defects by doing double checking the fixes with different cases
- Got no P1 defects from delivered story, hence cross checking the implementation as much as possible
- Got minimal review comments on my tasks hence i use to get approval of my solution idea before implementing.
- Devlivering the task on time with quality
- Wrote utilities(AEM) to improve performance and centralize the business logics

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Goal Details

Goal	Customer Excellence	Metric	Zero Regression Defect. No P1 Defects from delivered story. Minimal review comments(Internal / External). On Time delivery. 100% Timesheet compliance. Customer / End user related improvement in the project Eg: GA, optimized code, Tools development, Innovation
Weightage	0.0%	Start Date	04/01/2016
Due Date	09/30/2016	% Complete	0.0%
Status	Not Started		

Learning and Growth

4.1 Org contribution

Not Started

Create Knowledge management documents
Take part in Org initiative
Conduct Training and Knowledge sharing session
Certification related to your job

Rating

★★★★☆

Exceeds Expectations

Rating

★★★★★

Exceptionally Performance

Managers Comments

Agree. Create Knowledge base for AEM Hobbes and AWS Lambda.

Employee Comments

- Documenting the process is part of my task. So, we use to document every new features added into our project in a shared location.
- Done some POCs based on organization white paper submissions. Such as ChatBots.
- Doing knowledge share to the team whenever a new feature is implemented
- Studying to do AWS Solution Architect-Associate

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Goal Details

Goal	Org contribution	Metric	Create Knowledge management documents Take part in Org initiative Conduct Training and Knowledge sharing session Certification related to your job
Weightage	25.0%	Start Date	04/01/2016
Due Date	09/30/2017	% Complete	0.0%
Status	Not Started		

Other
5.1 Customer Excellence

<div style="float:right; border:1px solid black; padding:10px;">Not Started</div>

Zero Regression Defect.
No P1 Defects from delivered story.
Minimal review comments(Internal / External).
On Time delivery.
100% Timesheet compliance.
Clear Requirement gathering documentation
Customer / End user related improvement in the project Eg: GA, optimized code, Tools development, Innovation

Rating
★★★★★

Rating
★★★★★

Exceptionally Performance

Exceptionally Performance

Managers Comments

Agree. Keep up the good work.

Employee Comments

- Preventing regression defects by doing double checking the fixes with different cases
- Got no P1 defects from delivered story, hence cross checking the implementation as much as possible
- Got minimal review comments on my tasks hence i use to get approval of my solution idea before implementing.
- Delivering the task on time with quality
- Filling time-sheets with detail split-up on time
- Clarifying Requirement in the form of Tickets and Mail before finding solution
- Wrote utilities(AEM) to improve performance and centralize the business logic

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Goal Details

Goal	Customer Excellence	Metric	Zero Regression Defect. No P1 Defects from delivered story. Minimal review comments(Internal / External). On Time delivery. 100% Timesheet compliance. Clear Requirement gathering documentation Customer / End user related improvement in the project Eg: GA, optimized code, Tools development, Innovation
Weightage	25.0%	Start Date	10/01/2016
Due Date	03/31/2017	% Complete	0.0%
Status	Not Started		

Other
5.2 Org contribution

<div style="float:right; border:1px solid black; padding:10px;">Not Started</div>

Create Knowledge management documents
Take part in Org initiative

Conduct Training and Knowledge sharing session
Certification related to your job

Rating

★★★★★

Exceptionally Performance

Rating

★★★★☆

Exceeds Expectations

Managers Comments

Agree.

Employee Comments

- Documenting the process is part of my task. So, we use to document every new features added into our project in a shared location.
- Done some POCs based on organization white paper submissions. Such as ChatBots.
- Doing knowledge share to the team whenever a new feature is implemented
- Studying to do AWS Solution Architect-Associate

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Goal Details

Goal	Org contribution	Metric	Create Knowledge management documents Take part in Org initiative Conduct Training and Knowledge sharing session Certification related to your job
Weightage	25.0%	Start Date	10/01/2016
Due Date	03/31/2017	% Complete	0.0%
Status	Not Started		

Competencies (30.0%)

Adhering to quality process intermediate

Rating

★★★★☆

Exceeds Expectations

Rating

★★★★★

Exceptionally Performance

Managers Comments

Agree. Can concentrate more in this area.

Employee Comments

- Doing my level best to deliver the quality solution

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Building Personal Effectiveness & Credibility: Self-Management,

Professionalism, Ethics & Integrity - Basic

Rating

★★★★★

Exceptionally Performance

Rating

★★★★★

Exceptionally Performance

Managers Comments

Agree. Prioritizes the work properly and maintain professionalism.

Employee Comments

- By recording the challenges in work, i can choose the best practices of finding solution sooner
- Doing a self assessment whenever its possible to improve my effectiveness

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Communicating With the Customer - Speaking/Writing/Listening Skills

Rating

★★★★☆

Exceeds Expectations

Rating

★★★★☆

Exceeds Expectations

Managers Comments

Agree. Have good writing and listening skill. Can communicate with customers in meetings.

Employee Comments

- Communicating with onshore developers and architects in Mails and Tickets. If there is a oral communication opportunity i will use it in my best.
- Taking Minutes of Meeting note and circulating with the team on cycle basis

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Exhibiting Service Mentality- Handling & Exceeding Customer's Expectations

Rating

★★★★★

Exceptionally Performance

Rating

★★★★★

Exceptionally Performance

Managers Comments

Agree.

Employee Comments

- Fulfilling the expectation by testing my solution with the end user perspective
- Never hesitated to work on over-time/weekends

Additional Ratings and Comments

Comments by Prem Kumar Mv

Handling Crucial Dialogues: Relationship Building, Team Work, Handling Conflict - Basic

Rating
★★★★★

Rating
★★★★★

Exceptionally Performance

Exceptionally Performance

Managers Comments

Agree. Very good team player.

Employee Comments

- Encouraging my team and supportive in their struggle
- Being a good team player. Fulfilling the communication gaps and resolving conflicts among team members

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Knowledge on coding and scripting advance

Rating
★★★★★

Rating
★★★★★

Exceptionally Performance

Exceptionally Performance

Managers Comments

Agree. Has end to end knowledge from front end to back end.

Employee Comments

- Worked out some Proof-Of-Concepts to explore in-depth knowledge, such as HTL, HandleBarJS, ChatBot, GulpJS, SCSS/CSS
- Done feasability study on Services such as SpringBoot, Gradle Build, AWS-Lambda Function, AWS-DynamoDB, AWS-SQS and AWS-SES
- Initiated micro-service code structure for AWS Lambda function which reduces memory occupancy and increase performance

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Knowledge on coding and scripting basic

Rating
★★★★★

Rating
★★★★★

Exceptionally Performance

Exceptionally Performance

Managers Comments

Agree. Shows interest in learning new technologies without any hesitation.

Employee Comments

- Practicing clean coding such as Validations, Exception Handling, Comments, Negative scenario Testing and so on
- Concentrating on avoiding complexity in code so that the other developers can easily understand

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Maximizing Performance Results: Results Orientation, Analytical Thinking, Problem Solving - Basic

Rating
★★★★★

Exceptionally Performance

Rating
★★★★★

Exceptionally Performance

Managers Comments

Agree.

Employee Comments

- Spending a part of my effort to avoid conflicts on existing functionalities
- Finding feasible solution in minimal time so that the deliverable are done on time

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Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Practicing Business Manners -Email/Meeting/Chat/Video Conference /Client Interaction Etiquette

Rating
★★★★☆

Exceeds Expectations

Rating
★★★★☆

Exceeds Expectations

Managers Comments

Agree. Can document the MOM

Employee Comments

- Properly communicated with Team members and Superiors to maintain etiquette
- Each and every work have been recorded and reported accordingly so that my reporting person and the team can understand what & how am i finding solutions

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Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Solution design advance

Rating
★★★★☆

Exceeds Expectations

Rating
★★★★☆

Exceeds Expectations

Managers Comments

Agree. Good in solutioning.

Employee Comments

- Spending extra time to find reusable components so that we could deliver the job consistently
- Concentrating in optimizing code changes for critical problems as much as possible

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Solution design basic

Rating
★ ★ ★ ★ ★

Exceptionally Performance

Rating
★ ★ ★ ★ ☆

Exceeds Expectations

Managers Comments

Agree. Shows interest in new technologies.

Employee Comments

- Pay more attention on new problems to find a feasible solution and maintains the solution pattern to avoid complexity

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Working Across Borders- Cultural Sensitization, Fostering Diversity ,Global Perspective

Rating
★ ★ ★ ★ ★

Exceptionally Performance

Rating
★ ★ ★ ★ ☆

Exceeds Expectations

Managers Comments

Agree.

Employee Comments

- Understand the working style of individuals across onshore & offshore, so that we could fulfill their expectation

Additional Ratings and Comments

Comments by Prem Kumar Mv

Agreed with Manager comments

Summary Section

Ratings: There are two ratings - "**Overall Form Rating**" and "**Calculated Form Rating**"
 - Overall Form Rating: This rating is not cumulative but, it is an independent overall rating for all the goals and competencies.
 - Calculated Form Rating: This rating is a cumulative rating of all the goals and competencies.

Overall Form Rating:
★ ★ ★ ★ ★

Exceptionally Performance

Calculated Form Rating:

4.55/5.0

	Rating	Weight
Business Goal	4.5	70.0% of total score

Customer Excellence	4.0 - Exceeds Expectations	
Org contribution	4.0 - Exceeds Expectations	
Customer Excellence	5.0 - Exceptionally Performance	
Org contribution	5.0 - Exceptionally Performance	
Competencies	4.67	30.0% of total score
Adhering to quality process intermediate	4.0 - Exceeds Expectations	
Building Personal Effectiveness & Credibility: Self-Management, Professionalism, Ethics & Integrity - Basic	5.0 - Exceptionally Performance	
Communicating With the Customer - Speaking/Writing/Listening Skills	4.0 - Exceeds Expectations	
Exhibiting Service Mentality- Handling & Exceeding Customer's Expectations	5.0 - Exceptionally Performance	
Handling Crucial Dialogues: Relationship Building, Team Work, Handling Conflict - Basic	5.0 - Exceptionally Performance	
Knowledge on coding and scripting advance	5.0 - Exceptionally Performance	
Knowledge on coding and scripting basic	5.0 - Exceptionally Performance	
Maximizing Performance Results: Results Orientation, Analytical Thinking, Problem Solving - Basic	5.0 - Exceptionally Performance	
Practicing Business Manners -Email/Meeting/Chat/Video Conference /Client Interaction Etiquette	4.0 - Exceeds Expectations	
Solution design advance	4.0 - Exceeds Expectations	
Solution design basic	5.0 - Exceptionally Performance	
Working Across Borders- Cultural Sensitization, Fostering Diversity ,Global Perspective	5.0 - Exceptionally Performance	

Signatures

When your review form reaches the Signature Mode, click on the Send button to sign the document. Your electronic signature will be stored in this section of the form.

Signatures indicate that the Performance Assessment discussion has been held.

Employee: Aravindhan Jaya Kumar has not signed yet