



Half-Yearly Performance Review (H1 FY'18) 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
Employee Id	00107039	Position	Sr. Engineer

Review Dates

Originator	Murugesh Ganesan
Review Period	09/14/2017 - 10/03/2017
Due Date	10/03/2017

Business Goal (100.0%)

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



Exceptionally Performance

Rating



Exceptionally Performance

Managers Comments

Delivered without any major defect and slippage.

Employee Comments

- Got Zero Regression defects
- No P1 defects from delivered stories
- Got minimal review comments
- Delivered workitems on or before the deadline
- Minimal Timesheet compliance
- Optimized code for performance improvement

Goal Details

Zero Regression Defect.
No P1 Defects from delivered story.

Goal	Customer Excellence	Metric	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	25.0%	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



Exceptionally Performance

Rating



Exceeds Expectations

Managers Comments

Have taken initiative in learning new things and documented it.
Document the challenges faced in AWS migration project
Plan to do certification on AWS or AEM.

Employee Comments

- Created knowledge management documents/notes are shared to team (Such as File transfer to S3 using AWS CLI,)
- Initialized and done POC on CICD tool Jenkins
- Shared knowledge and ideas with team whenever its need.
- Have a plan to do a certificate after the production release

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

10.1 Customer Excellence

Not Started

Zero Regression Defect.
No P1 Defects from delivered story.
Minimal review comments(Internal / External).
On Time delivery.
100% Timesheet compliance.

Clear Requirement gathering documentation

Customer / End user related improvement in the project Eg: GA, optimized code, Tools development, Innovation

Rating



Exceeds Expectations

Rating



Exceptionally Performance

Managers Comments

Delivered without any major defect and slippage. Have improved communicating with clients via email.
Get involved in client meetings.

Employee Comments

- Got Zero Regression defects
- No P1 defects from delivered stories
- Got minimal review comments
- Delivered workitems on or before the deadline
- Minimal Timesheet compliance
- Created requirement gathering notes for each and every service i have worked (Such as Appointment, Native App user & Notification, Signup, and Email Quote)
- Optimized code for performance improvement

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

10.2 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



Exceptionally Performance

Rating



Exceeds Expectations

Managers Comments

Good in learning new technologies. Learnt AWS Lambda, DynamoDB, SES, SQS and delivered without any major defect. Have taken responsibility during the dev, qa and prod setup.

Employee Comments

- Created knowledge management documents/notes are shared to team (Such as File transfer to S3 using AWS CLI,)
- Initialized and done POC on CICD tool Jenkins
- Shared knowledge and ideas with team whenever its need.
- Have a plan to do a certificate after the production release

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		

Section Comments:

Subjects Comments

Dedicated my time and effort to fulfill my responsibility.

Managers Comments

Good team member and he has taken key role to AEM and AWS projects.

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:

4.75/5.0

	Rating	Weight
Business Goal	4.75	100.0% of total score
Customer Excellence	5.0 - Exceptionally Performance	
Org contribution	5.0 - Exceptionally Performance	
Customer Excellence	4.0 - Exceeds Expectations	
Org contribution	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