

2018 JAS Anniversary

Employee Information

Employee: Himanshu Sinha
Employee PERNR: 50253969
Performance Reviewer: Gaurav Rathi
Validity Period: 01.01.2018 to 31.12.2018
Status: In Process
Substatus: Year-End Assessment (Reviewer)

Additional Employee Data

Job Name: Senior Software Engineer
Preferred Name:
Country: India
SBU: FS - SBU
Local Organization:
Global ID: 1254703
N/A:

Predefined Objectives

Customer Satisfaction-High Quality deliverables & On- time delivery

Description:

- Delivery BA artifacts as per client expectation within defined timelines
- This will be coorelated with review comments, no of iterations and amount of hand-holding required for deliverables
- Dev and Testing deliverables will also be coorelated with code quaity, severity of defects, Zero repeat defects etc

1. No Severity 1 and 2 defects in System Testing
2. Zero repeat defects
3. No defect found in any review for the item already covered in self review checklist.:Rating 3
1. No Severity 1 and 2 defects in System Testing
2. Zero repeat defects
3. No defect found in any review for the item already covered in self review checklist :Rating 2

1. No Severity 1 and 2 defects in System Testing
2. Zero repeat defects
3. No defect found in any review for the item already covered in self review checklist..
4. Zero comments leaked from reviews conducted :Rating 1

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

In my previous project I was not directly involved with the customer.

We were developing a product in our previous project.

- I was able to deliver the code on time.
- I used to follow coding standards according to Java (the platform on which I am working).
- Did not get use to get defects and every component was delivered on time.
- Had my code reviewed from managers, was accepted without any defect.

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Customer Satisfaction Index

Description:

Overall Feedback

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- I was able to deliver on time following the coding standards.
- The overall work was satisfactory.

Customer Satisfaction Index

Description:

Overall Feedback

Weighting:

0

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Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

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Customer Satisfaction- Quality Process

Description:

Survey Submission - Make sure all the surveys expected are completed on time>95%

Kaizen - Work towards using expertise even out of routine jobs to bring value at both client and company space>2 initiative

Adherence - Compliance to internal and client processes>95% :Rating 3

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Kaizen - Work towards using expertise even out of routine jobs to bring value at both client and company space>3 initiative

Adherence - Compliance to internal and client processes>100%
:Rating 2

Survey Submission - Make sure all the surveys expected are completed on time>100%

Kaizen - Work towards using expertise even out of routine jobs to bring value at both client and company space>4 initiative

Adherence - Compliance to internal and client processes>100% :Rating 1

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Was able to complete all of the surveys on time.
- Continuously worked towards bringing perfection on my work, be it writing code or following learning other new technologies. Thus bringing value to company.

Customer Satisfaction- Quality Process

Description:

Survey Submission - Make sure all the surveys expected are completed on time>95%

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Customer Satisfaction- Functional Excellence

Description:

1. Project Self Assessment - Individuals should complete his project self assesment within a week of roll-off from the project
2. Self Assessment - Individuals should complete every Self assessment in the available tool atleast 2 weeks before the due date as communicated by the organization

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Before being rolled off from the previous project was able to deliver my dependencies before 2 weeks.
- Completed every assessment before being rolled off from the project.

Customer Satisfaction- Functional Excellence

Description:

1. Project Self Assessment - Individuals should complete his project self assesment within a week of roll-off from the project
2. Self Assessment - Individuals should complete every Self assessment in the available tool atleast 2 weeks before the due date as communicated by the organization

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Before being rolled off from the previous project was able to deliver my dependencies before 2

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weeks.

- Completed every assessment before being rolled off from the project.

Internal Business Process Development-Quality Process

Description:

100% Adherence & Functional Excellence :Rating 3

Suggests at least 1 improvement besides being 100% adherent & Functional Excellence :Rating 2

Brings improvement and implements best practices / reusable assets & Functional ExcellenceBrings

improvement and implements best practices / reusable assets & Functional Excellence:Rating 1

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Always followed the Java Coding Standards.
- Wrote efficient code in terms of time and memory complexity.
- Thus reduced the response time of our APIs by 25%.

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Learning & Growth-Knowledge Sharing

Description:

Works with supervisor and creates self development plan and attends minimum of 64 hours in technology areas aligned with project needs :Rating 3

Works with supervisor and creates self development plan and attends minimum of 64 hours in technology areas aligned with project needs and gets certified in at least 1 technology area :Rating 2

Works with supervisor and creates self development plan and attends minimum of 64 hours in technology areas aligned with project needs and gets certified in at least 1 technology area and mentors at least 2 associates :Rating 1

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

23.08.2018

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Employee Year-End Assessment:

I have been mostly working on Java, Spring Boot, AWS ECS and DynamoDB.

Certification: Oracle Certified Associate, Java SE 7 Programmer

- Mostly I was involved in developing adapters for DynamoDB of our APIs. This involved doing POCs and finally developing the adapters. This allowed me to study DyanmoDB in detail, deployment of APIs, handling clusters in AWS ECS, layered architecture. Actively gave my inputs to the team for the same.

- Was also involved in doing POCs for Mutual Authentication of Spring Applications which allowed me to do a detailed study of Certificates Management of APIs, Layered Architecture.

Though I was involved in knowledge sharing with my colleagues, being myself a fresher haven't mentored anyone.

Learning & Growth-Knowledge Sharing

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Employee Year-End Assessment:

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Individual Objectives

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Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Input Individual Objective Here

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Input Individual Objective Here

Description:

Weighting:

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Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Financial KPI's

Utilization

Description:

KPI Target:

KPI Actual:

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Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

Late Timesheets

Description:

KPI Target:

KPI Actual:

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Other 1

Description:

KPI Target:

KPI Actual:

Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

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Competency & Career Development Plan

Click here to review and assess the competencies for your current role: "Talent Review Profile".
In the field below, indicate your training objectives (for competency and career development) for current and future potential roles.

Competency & Career Development Plan

Description:

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Want to learn new technologies on cloud platform, Machine Learning and IoT.
- Will work on acquiring deep knowledge of the current technologies such as, Spring Boot, Mule, FraudNet on which I am working.

Career Aspirations

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

- After getting a good grip on the technologies, would like to work in a position where I am able to deal with the projects on Architectural Level and leading a team.

International Mobility

Please indicate if you are interested in working on international projects, should the opportunity arise. If you are, please indicate if you would be willing to work abroad on either a temporary or permanent basis, and the maximum length of assignment you would consider.
Expressing an International interest will not guarantee an International project.

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

Would like to work on international projects on a temporary basis.

Overall Mid-Year Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

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Overall Mid-Year Assessment

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Overall Year-End Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

Overall Year-End Assessment

Employee Year-End Assessment:

My learning experience in the organization has been great.

- Learnt technologies like Spring Boot, Spring Cloud, AWS DynamoDB, etc.
- Got a hands on AWS services like ECS.

Would like to expand my horizons of learning by absorbing new technologies.

Ratings