**Employee Self-Assessment and Goal Setting**

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| **Participant’s Information** | |
| **Participant’s Name** | Iman Ali |
| **Job Title/Position** | Senior Software Engineer |
| **Current Team/Dept.** | SRV |
| **Assessment Period** | NOV 2016 -MAR 2017 |
| **Assessment Date** | 19-Apr-2017 |
| **Line Manager** | Wahiduzzaman Sumon |
| **Reviewer** | John D’Costa |

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| **Rating Legend** | |
| **1** | [Outstanding] –exceeds expectation and fully satisfied |
| **2** | [Excellent]– always satisfied, and sometimes exceed expectation |
| **3** | [Good]–satisfied, meets your expectation (with rare exceptions) |
| **4** | [Average]–not always satisfied, there’s room for improvement |
| **5** | [Poor]–does not meet expectation |
| **N/A** | Not Applicable |

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| **Section 1 : Work Environment and Satisfaction** | | |
| **Particulars** | **Rating** | **Remark** |
| How was last 6 months for you in terms of your work? | 1 | * Building new WordPress website with better security and considering page speed. * CMS based projects supports issues really enjoyed. * Periodically update Inhouse projects. * Magento Security patch applying was challenging. * Commander CMS: Did jQuery and JavaScript related task. * Learned new technology NodeJs (Server side JS) and mongodb. |
| How would you rate the satisfaction level of your current job? | 2 | Bit Mascot is a big company in respect of Bangladesh. There are lot of works with cross functionality. By doing more work I can reach myself in higher. |
| How would you rate the team environment and team members in terms of comfortability, compatibility, communication, and effectiveness? | 1 | Working environment is nice. Team mates are jolly minded, helpful, co-operative. |
| How would you rate the current office environment and culture in terms of promoting productivity and personal development? | 2 | Excellent working environment. I really enjoyed table tennis. It released mental pressure. |
| How would you rate your current manager/team-lead in terms of motivation, interaction, accessibility, and compatibility? | 1 | Positive minded, give motivation to nice work, has nice compatibility. |
| Rate the current administrative panel of Bit Mascot in terms of performance, interaction, responsiveness, and accessibility. | 2 | Quite Good. |

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| **Line Manager’s Note –**(Name) |
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| **Reviewer’s Note –** (John D’Costa) |
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| **Section 2 : Performance Development** | |
| **Key Points** | **Feedback** |
| Which aspects/elements of your current job you like most? (please explain in brief) | A lot of tasks here are with crossed functionalities. Team mates are nice and excellent working environment. |
| From the following list, please select the skill you are most interested to achieve:   * Project management * Technical knowledge * Client communications * Analysis and problem solving * Project planning and strategy development   (briefly justify your response) | * Project management * Technical knowledge * Analysis and problem solving |
| Identify the components/items of your current job that always motivate you to perform better | * When I completed complex task * Nice working environment * Reward after completed review circle |
| Mention the components/issues of your current job that you would like to change or eliminate.  (briefly explain the reasons) | N/A |
| What are major obstacles you’ve encountered in your path of self-development?  (consider both team and Bit Mascot here) | N/A |
| Would you consider yourself for the leading position of your current department/team in future?  (justify your response) | Yes. Only I am working on CMS based projects as a developer. |

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| **Line Manager’s Note –** (Name) |
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| **Reviewer’s Note –** (John D’Costa) |
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| **Section 3 : Goal Setting** | |
| **Key Points** | **Feedback** |
| What would be your major objectives to accomplish in 2017? (related to work/team)  (bullet pointed list is preferable) | NodeJS. Built website using NodeJs which is only server side JS framework. NodeJs library is asynchronous, very faster in load, single thread but highly scalable. In front end development, we will use AngularJs.  Site Security: We will provide more security by upgrading wordpress site in latest version and patch update in magento site and upgrading to latest version. |
| To achieve your objectives, what do you think would be most challenging for next 6 months? | To extract time for learning in office, if not possible in office hour I will manage time in home. |
| How do you think Bit Mascot can assist you to achieve your goals for 2017?  (please leave no stones unturned) | -Time allocation for studding new technology.  -Taking session by expert |
| Identify the areas where you think Bit Mascot will achieve something significant in 2017 | New technology always more demanded. Main theme of new technology is write less code but work more. |
| Suggest some ways that you think your manager/team-lead could help you to reach your goals | By giving flexible time for leaning new technology. |

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| **Line Manager’s Note –** (Name) |
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| **Reviewer’s Note –** (John D’Costa) |
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