**Performance Review Form – 2018-19**

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| Name | Rajkamal Rajendran Pillai |
| Employee Code | 180050 |
| Designation | Senior Architect |
| Manager’s Name | Rohit Gambhir |

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| 1. **Year in Review** | | | |
| (Allow me to mention here that I joined AIE Software India Pvt. Ltd., Bengaluru on the 24th of January, 2019. So, I have, technically, completed hardly 5 months of employment. But the last of approvals and access rights (from Kohl’s) came towards the end of March which means that I am severely limited on options with answering most of the questions below, in all sincerity! That said, please do allow me to jot down the few things that I have accomplished, yet and some I would like to, going forward.) | | | |
| 1. **List your 3 major achievements in the last cycle.** | | | |
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| **Employee’s input** |  |  | **Manager’s Remark** |
| 1. Utilized the waiting period (for approvals) effectively by involving myself with all (or most) of the three MicroServices sub-teams (AM + CnC + SnB) to gather substantial amount of information about the overall functionality of the application as well as the technologies and how they are used in the application. 2. Collaborated effectively with my onsite contact to demonstrate my technical excellence and efficiently deliver the PoC tasks assigned, worked on multiple critical tasks and completed those, even exceeding expectations. 3. Effectively interacted with team mates to establish a healthy professional relation with all, at the same time demonstrated my technical expertise and win their acceptance and approval. |  |  |  |
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| 1. **List top 3 learnings from your current job, specifying how you have grown in the last one year** | | | |
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| **Employee’s input** |  |  | **Manager’s Remark** |
| 1. Learned new areas in technology and new practices of software/application delivery. 2. Learned to be a better manager of time and people, better with the aim of achieving my goals/objectives. 3. Learned that professionalism don’t equate to competition! Among all the organizations I have been with, this (AIE) is someplace I see a very cordial atmosphere. |  |  |  |
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| 1. **List top 3 areas of improvement.** | | | |
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| **Employee’s input** |  |  | **Manager’s Remark** |
| 1. Gain a better understanding (code level) of multiple areas/services involved in the product. 2. I am aware that I have already exceeded my quota of leaves but please do realize that all of them have been of a dire tragedy that hit me hardly a year ago. 3. (I entertain inputs) |  |  |  |
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| 1. **List any specific innovations you have brought in your team or project.** | | | |
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| **Employee’s input** |  |  | **Manager’s Remark** |
| 1. I successfully implemented a major high priority security change for Kohl’s. 2. Solved long lasting issues the client faced (about special characters) thereby showed my technical knowledge. |  |  |  |
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| 1. **What measures can be taken to improve your contribution to the organization by you and your Manager?** | | | |
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| **Employee’s input** |  |  | **Manager’s Remark** |
| 1. I have had the fortune of having very open support from both Mr. Upendra as well as Mr. Rohit with regards to enabling me to reach a level where I could contribute further to the cause and benefit of the organization. 2. Involve me in design of the product development? With my level of experience I think I could make valuable contributions. |  |  |  |
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| 1. **Technical Evaluation (To Be filled by Manager)** |

*(Enter an appropriate rating for each of the below qualities. Rating should be between 1 to 5, 1 being the least and 5 being the best.)*

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| QUALITY | Manager’s Feedback | Manager’s Rating |
| Technical Knowledge |  |  |
| Productivity |  |  |
| Quality of work |  |  |
| Result Orientation |  |  |
| Business/Domain Understanding |  |  |

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| 1. **Behavioral Competency** *(To Be filled by Manager)* | |
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| *(Enter an appropriate rating for each of the below qualities. Rating should be between 1 to 5, 1 being the least and 5 being the best.)* | | |
| Quality | **Manager’s Feedback** | **Manager’s** **Rating** |
| Works to Full Potential |  |  |
| Work Consistency / Dependability/ Self- Discipline |  |  |
| Communication (Written/Oral) |  |  |
| Takes Initiative / Proactiveness |  |  |
| Teamwork / Collaboration |  |  |
| Learning Motivation |  |  |

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| **Manager’s Final Comment** *(Clearly specify contribution, performance and growth of the individual in the last one year)* |

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| **Reviewer’s Final Comment** |