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| Name of the Employee | Pilla Siddartha | | Emp ID | | 3225 |
| Period of Supervision | **From** | 1-Oct-2018 | **To** | 15-May-2019 | |
| Designation at the time of supervision | STE | | | | |
| Project Name | RTOB-UAE | | | | |
| Client | SCB | | | | |
| Project Location | Chennai | | | | |
| Date of feedback | 19-Sep-2019 | | | | |

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| Brief description of Appraisee’s role under supervision |
| * Ready to take up new challenges. * Have sufficient knowledge in both automation and manual testing. * Ability work without supervision. * Quick learner. * Received Appreciation from client for his good work. |

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| Rating | Brief | Description |
| 1 | Unsatisfactory Contribution | Performance was consistently below expectations in most essential areas of responsibility, and/or reasonable progress toward critical goals was not made. Significant improvement is needed in one or more important areas. |
| 2 | More Contribution Expected | Performance did not consistently meet expectations – performance failed to meet expectations in one or more essential areas of responsibility, and/or one or more of the most critical goals were not met. A professional development plan to improve performance must be outlined including timelines, and monitored to measure progress. |
| 3 | Highly Valued Contribution | Performance consistently met expectations in all essential areas of responsibility, at times possibly exceeding expectations, and the quality of work overall was very good. The most critical annual objectives were met. |
| 4 | Meets Expectations Consistently and Exceeds in some | Performance consistently exceeded expectations in all essential areas of responsibility, and the quality of work overall was excellent. All annual objectives are met. |
| 5 | Exceeds Expectation Consistently | Performance far exceeded expectations due to exceptionally high quality of work performed in all essential areas of responsibility, resulting in an overall quality of work that was superior; and either  included the completion of a major objective, or  made an exceptional or unique contribution in support of project, department or organizational objectives |

**Alignment – Exceptional Qualities**

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| Parameters | Rating |
| * Consistently displays high level of enthusiasm to take up new opportunities in any domain &/ technical areas | 4 |
| * Consistently displays high level of enthusiasm to take up projects in any geography |
| * Consistently displays high level of enthusiasm to take up any internal roles in the organization |
| * Consistently displays high level of enthusiasm to contribute & help in creating initiatives for the organization |
| * Has overwhelming sponsors who want to work with him / her |

**Potential Assessment – Exceptional Qualities**

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| Parameters | Rating |
| * Consistent demonstration of excellence and is an expert in handling responsibility with no supervision/ guidance | 4 |
| * Consistent demonstration of excellence and is an expert in creating impact with respect to time, quality, interpersonal relations & customer experience. |
| * Consistent demonstration of excellence in creating an enriching team experience with a strategic view on leadership & development of others |
| * Consistent demonstration of excellence as a master in communication with both external & internal stakeholders with an ability to inspire & influence others. |
| * Consistent demonstration of excellence in creating Impact with cross cultural clients & teams |
| * Consistent demonstration of excellence and is an expert in any role- Internal /customer facing |
| * Consistent demonstration of excellence and is an expert in project delivery across domain and /or technical areas |

\*Above parameter are exceptional qualities of an associate exhibited and overall rating should be marked as per above legend (1 – Least, 5 – Highest)

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| Appraisee’s Key Strengths: (To include Self / Domain / Technical) |
| * Up skilled himself in automation of his own interest. * Maintain good rapo with Client and team members. * Smart worker and he have potential to learn all the applications with in short span. * Supports team by extending work hours and weekends during Peak execution. * Has Capability of managing the team in absence of Lead. * Overall we can see good leadership skills in him. |

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| Appraisee’s Areas for Improvement: (To include Domain / Technical / Self-development) |
| * Need to implement his automation knowledge in the project. * Can be more commanding rather than polite approach. |

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| Description | Feedback |
| Performance Overall Rating (1 – Least, 5 – Highest) | 4 |
| Specific input for the appraiser if any | High contributor, Suggest Can be moved to next level |
| Recommendation for promotion? | ☐ Yes |