

# Fresher Preliminary Review (FPR) JAS 2021 - JFM

## Employee Information

Employee: Kaustubh Manohar Kulkarni  
Employee PERNR: 46116507  
Performance Reviewer: Ramesh Rajamani  
Validity Period: 01.01.2021 to 31.12.2021  
Status: In Process  
Substatus: Year-End Signoff (Employee)

Additional Employee Data  
Job Name: Software Engineer  
Preferred Name:  
Country: India  
SBU: FS  
Local Organization:  
Global ID: 46116507  
N/A:

## Predefined Objectives

Development Objective

Description:

\*- Learning & Upskilling:

- Realize continuous upskilling and learning (active participation in learning and developmental activities including the completion of mandatory training)
- Attaining or progressing on relevant certifications.
- Focus on both technical and non technical (soft skills, behavioural) trainings in order to nurture oneself as a professional.

- Delivery Excellence:

- Demonstrating high quality of work, Reduction of wastage rework & defects
- On-time delivery, Showcasing the use of Best Practices and Proposed Improvements

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- 1) Trained in Google Cloud Platform technology and certified as Google Associate Cloud Engineer.
- 2) Performed and completed e-learning courses on DevOps and Google Kubernetes Engine along with practical implementations.
- 3) Performed a POC on creating and managing GKE Cluster using CLI and Terraform.
- 4) Trained for Android App development using Kotlin and Android libraries.
- 5) Self trained in Python programming and Data Science along with IBM certification of 'What is Data Science'.
- 6) Successfully completed A-Plus certification for non-technical behavioural and professional skills.
- 7) Successfully completed Automation Engineer Practitioner Certification hosted by the Automation Academy.

Reviewer Year-End Assessment:

Good job with GCP ACE certification  
19.04.2023

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and constant upskilling

Business Objective

Description:

\*- Compliance:

- Realize 100% compliance in all internal & relevant client processes (timesheet compliance, staffing, delivery, expenses, leave, reporting etc.)

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- 1) Promptly completed every timesheet.
- 2) Reporting to office punctually according to the required schedule.
- 3) Meeting with the team and the leads at office to understand office work culture.
- 4) Completed all the mandatory trainings on MyLearning and attended important learning sessions held for preparation of client interviews and profile building.

Reviewer Year-End Assessment:

Is compliant with Timesheets and mandatory trainings

## Individual Objectives

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

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Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

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Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

## Financial KPI's

Utilization

Description:

KPI Target:

KPI Actual:

Contribution Margin

Description:

KPI Target:

KPI Actual:

## Fresher Preliminary Review (FPR) JAS 2021 - JFM

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

Late Timesheets

Description:

KPI Target:

KPI Actual:

Other 1

Description:

KPI Target:

KPI Actual:

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Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

## 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:

- 1) Being proficient in Python programming and Data Science techniques to stand out from the crowd and being a useful asset for the company.
- 2) Learning full stack application development techniques and implementing the same.
- 3) Working in different projects and sharpening my skills.
- 4) Continue upskilling to fulfill industry requirements and getting updated with latest and upcoming technologies.

Reviewer Year-End Assessment:

Focus on Jetpack compose trainings

Focus on industry standard accreditations in Devops, cloud technologies, Terraform and Kubernetes

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Career Aspirations

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

- 1) To make use of every opportunity and utilize all of my knowledge and skills to deliver my 100 percent in every project.
- 2) To work as a Data Scientist / Data Engineer and become a significant part of my team.
- 3) To interact with different clients and communicate with teams to showcase and improve my communication and management skills.

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:

I might be interested in working on international projects for temporary basis for maximum a year.

## 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

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

## Fresher Preliminary Review (FPR) JAS 2021 - JFM

Overall Year-End Assessment

Employee Year-End Assessment:

- 1) Trained in 4 prominent technologies i.e Python, Data science, GCP, Android.
- 2) Worked on POCs and practical courses of GCP and Python.
- 3) Upskilling daily and updating myself with latest technological concepts.
- 4) Practicing and implementing the acquired knowledge for gaining a hands-on experience.

Reviewer Year-End Assessment:

Must complete Android 12 Jetpack compose trainings

Must complete industry standard accreditations in Devops, cloud technologies, Terraform and Kubernetes

Work/Life Balance Discussion Held?:

No

Employee Signoff comments:

## Ratings

Calibrated Ratings

Performance Rating:

3

Career Track:

Experience in role: