

Lalit Kumar | Job: Software Engineer | Overall Rating: Distinguished Performance

My Goal (Mandatory)

Goal Period: 2020-21 (10 Sep'20 – 09 Sep'21)

Goal Assesment 1

Category Customer	Weightage 15.00%	Appraiser Score 9/10
KPP Customer Delight and Satisfaction	KPP Description - Participation in and support of customer advocacy relationships - Identification of references for our products - Use of customer collaboration programs such as CAB, beta, user group, innovation board, or other agreed program to drive customer feedback and product adoption - Contributions to pre-sales efforts including sales enablement, demo and POC content development and delivery and marketing assets - Contributions to customer adoption efforts including lab services support - General responsiveness to customer requests - Content creation - Videos, Blogs, etc - Plugins: 1 blog/video per quarter - Internal Adoption of our own tools	
Target 10	Achievment 10	
Appraisee Remarks Interacted with various clients to resolve salesforce cases and enhancement requests. Notable work: Delivered multiple instance support for Jenkins plugin for UrbanCode Velocity as a part of client RFE. Adopted UrbanCode Velocity, UrbanCode Deploy, Jenkins, Websphere, Docker, and MongoDB for internal team usage. Completed work for one-year-old pending challenging issue in the Websphere Application Server plugin for THE HUNTINGTON NATIONAL BANK.		
Appraiser Comments He gets into the discussion with customers whenever required, owns them and drives the discussions to closure. He has really picked up things pretty fast.		

Goal Assesment 2

Category Delivery	Weightage 35.00%	Appraiser Score 10/10
KPP Dependable Delivery	KPP Description - Executing to quarterly product roadmaps - Identifying and implementing opportunities to improve internal processes including infrastructure & tool usage - Establishing and consistently utilizing quality practices including automated testing - Utilizing our own tools	
Target 10	Achievment 10	
Appraisee Remarks Created WhiteSource and Redmine Plugins, and performed Demos for the same in Playbacks. Completed analysis for BMC Remedy, Giltlab, WhiteSource, Bitbucket, Redmine, Octane, Teradata plugins. Took initiative to add cards to newly created HCL Plugins website and added approximately 75% of Plugins card to HCL Plugins site. Worked on various Urbancode Velocity and UrbanCode Deploy Plugins throughout the year. Gained expertise in various tech stacks and programming languages for working on various kinds of plugins: Node.js MongoDb Docker for UrbanCode Velocity Plugins, Groovy JAVA for UrbanCode Deploy Plugins, JAVA for Jenkins Plugins, and Python for Websphere plugins.		
Appraiser Comments He has worked end-end within plugins and makes sure the delivery is done on time with good quality. Within a year, he has got into multiple things from understanding the functionality of the product to working on the technical stack within plugins.		

Goal Assesment 3

Category Process Adherence	Weightage 15.00%	Appraiser Score 9/10
KPP Process Adherence & Compliance	KPP Description - Availability and punctuality during the agreed office hours. - Compliance with company policies and good work ethics.	
Target 10	Achievment 10	
Appraisee Remarks I have always stayed available during agreed office hours. I have collaborated with my teammates very well and tried to create a positive work environment.		
Appraiser Comments He is available all the time for any support. Makes sure all the Jira items are kept uptodate		

Goal Assesment 4

Category Responsiveness	Weightage 15.00%	Appraiser Score 9/10
KPP Escalation Support	KPP Description - Reduce inventory by 10% annually - Handling Critical Situations with appropriate urgency and focus	
Target 10	Achievment 10	
Appraisee Remarks Resolved critical and challenging client cases. Worked on various plugins throughout the year and helped in reducing the inventory. Resolved a very critical and complex issue of Duplicate Job prevention in the Jenkins plugin for UrbanCode Velocity. Resolved issue of High-Security Vulnerabilities in UrbanCode Velocity Plugins which was causing blocker in the launch of HCL Plugins Site.		
Appraiser Comments He has worked on challenging issues within UCV/UCD and have made sure they are navigated on time. He is very clear on triaging the issues and provides his suggestions.		

Goal Assesment 5

Category Team Work	Weightage 20.00%	Appraiser Score 10/10
KPP Positive team player	KPP Description - Leading by example - Productive, positive engagement with stakeholders with mutual respect. - Maintain timeliness/responsiveness - Enhancing the relationships and productivity across the India & US labs	
Target 10	Achievment 10	
Appraisee Remarks Joined training program for new joiners and mentored one group of 7 new joiners during 45 days training period. Took the initiative to take over Jenkins Plugin for UrbanCode Velocity from Core Team, and Up-Skilled in WebSphere for resolving critical client cases when opportunities were given. Awarded in All Hands Quarterly Awards for the same.		
Appraiser Comments Very productive and leads by example		

Behavioural Competency (Mandatory)

Competency	Level of Proficiency	Appraiser Remarks
Passion for Work Excellence :The ability to understand and carry out the allocated tasks and responsibilities in a timely and consistent manner and deliver results so as to exceed one's own standards and also of others	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	
Customer Orientation :The demonstrated capability of delighting one's customers by focusing on their needs and ensuring that the customer perspective is the driving force behind all value-added business activities	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	
Solution Mindset :The ability of the individual to provide solutions commensurate with the customers' needs within the ambit of the given environment so as to lead to business results	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	
Team Work :The characteristic of an individual to work effectively in a team whilst enthusing others to do the same for achievement of common goals of the team	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	
Cultural Competence :The demonstrated capability to interface, partner and work effectively with stakeholders across a diverse set of cultures, nationalities, race, age and sex	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	

Comments (Mandatory)

Appraisee Overall Comments

In the interval of one year, I have very quickly learned and worked on various tech stacks and programming languages. In spite of being a fresher college graduate from a non-Computer Science background, I have adapted to the software development processes very quickly and have a very clear understanding of DevOps processes. As a result, I was given opportunities to upskill in niche technology like WebSphere and mentor other fresher joiners in the training program. Throughout the year I have also shown zeal to take on challenging problems and flexibility to learn new things which were required to meet the expectations. The personal expectation for the appraisal - Personally, I think my current salary is underpaid for the skillset and abilities that I bring to the team. Most of the people who graduated with me and are working in the same domain are paid at least 150 percent of what I am getting paid. I am expecting an appraisal of at least 50 percent.

Appraiser Overall Comments

He understands the product and has worked on the plugins end-end from developing till releasing the plugins on HCL Plugins site for customers. Pretty clear in communication and understands how to drive things to closure. He is the only person we have in Plugins who understands the end-end and is highly critical within the team.

Annual Performance Discussion Feedback (Mandatory)

Quality of Annual Performance Review Discussion Comments & Feedback on Scale of 1 to 5 (5 being the highest)

12345

I am satisfied with the feedback given

I have understood the feedback given by my manager.

Manager gave me comprehensive feedback.

Manager spent time in sharing my strengths & weaknesses.

Overall Discussion Feedback Rating. Satisfied

I believe my manager is committed to supporting a culture of inclusion and can resolve employee conflicts related to it. Yes No

Appraisee Discussion Feedback Remarks