

LK Lalit Kumar - 51890920 (SOFTWARE ENGINEER II/ E1) | Overall Rating: Distinguished Performance

Job	Org Sub Unit	Date of Joining	Project Code
Software Engineer	HCL SW-Engg1-IPP-Accelerate_Launch	10 Sep'20	C207394
Location/Country	TEX/REX	Appraiser	Reviewer
Bengaluru	1/1	51775352 (Prashanth Krishnamurthy)	51628092 (Ashish Kumar Mathur)
Calibration Owner	LOB Calibration Head		
Michael Florio	PAUL HUDSON BENSON		

My Goal (Mandatory)

Goal Period: 2021-22 (01 Oct'21 – 31 Mar'22)

Goal Assesment 1

Category	Weightage	Appraiser Score
Customer	15.00%	9/10
KPP	KPP Description	
Customer Delight and Satisfaction	- Participation in and support of customer advocacy relationships - Identification of references for our products - Use of customer collaborationprograms such as CAB, beta, user group, innovation board, or other agreedprogram to drive customer feedback and product adoption - Contributions topre-sales efforts including sales enablement, demo and POC contentdevelopment and delivery and marketing assets - Contributions to customeradoption efforts including lab services support - General responsiveness tocustomer requests - Content creation - Videos, Blogs, etc - Plugins: 1blog/video per quarter - Internal Adoption of our own tools	
Target	Achievment	
10	10	
Appraisee Remarks		
1. Worked with the Sales team for creating demos and shell scripts for the Indian Navy. Actively assisted the sales team on their on-site visits for integration of EWM/RTC plugin in their system and creating Metrics demo for Parasoft C++ and Parasoft Insecure. 2. Working with Ericsson for multiple work items: Fortify SSC, Azure DevOps integration, Microsoft SQL Server, and ALM Octane. 3. Created Multiple Instance Support of Jenkins Plugin for HCL Accelerated as an RFE for the CIBC team (an IBM customer). 4. Created video tutorial for Automation Task execution using Gitlab Plugin.		
Appraiser Comments		
He has worked with multiple customers like Ericsson, Indian Navy and National Bank of Greece to name a few. Makes sure he collaborates well with the customers and make sure there expectations are met.		

Goal Assesment 2

Category	Weightage	Appraiser Score
Delivery	35.00%	9/10
KPP	KPP Description	
Dependable Delivery	- Executing to quarterly product roadmaps - Identifying and implementingopportunities to improve internal processes including infrastructure & toolusage - Establishing and consistently utilizing quality practices includingautomated testing - Utilizing our own tools	
Target	Achievment	
10	10	
Appraisee Remarks		
1. Created Automation functionality for GitLab Plugin. 2. Created Jenkins Plugin for Multiple Instance Support. 3. Created two plugins from start: Fortify SSC, Microsoft SQL. 4. Worked on creating pipeline scripts and Jenkins Jobs from manually uploading/deleting artifacts on HCL Harbor and IBM FTP. 5. Worked on making Global feature enhancements like Multiple Repository Supports, Resync, and Initial Sync date across multiple plugins. 6. Working on GitHub Actions automation task feature enhancement to GitHub Plugin. 7. Worked on API Rate limit issue for GitHub Plugin. 8. Worked on performance improvement and Raw Issue size reductions for Jira Plugin.		
Appraiser Comments		
He has delivered end-end changes for new and existing plugins. He makes sure he delivers the changes on time and with great quality		

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. - Compliancewith 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 adheres to all the process and sets the right expectations within the team		

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.		
Appraiser Comments Very responsive in case of customer issues and I have seen him working over the weekends in resolving critical deliveries.		

Goal Assesment 5

Category Team Work	Weightage 20.00%	Appraiser Score 9/10
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 Worked closely with all my teammates and helped them wherever it was required. Worked with multiple folks across the other teams for resolving clients' problems, and helping with demos and POCs.		
Appraiser Comments He collaborates well within the team and along with other stakeholders as well		

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

During the last 6 months period, the team faced lots of challenges. I have shown a great sense of responsibility during this period, tried to help and guide my new teammates as much as possible, completed very important deliverables in time, managed the release process for Accelerate Plugins, and helped in bringing stability when the team size got reduced significantly. The personal expectation for the appraisal- I am expecting a promotion to Band E2 and an increment of 40 percent in my current salary.

Appraiser Overall Comments

Lalit is a very matured team player who owns and drives things to closure. He has owned and delivered the plugins on time. Gets into the discussions with customers, understands the requirements and delivers the same. It would be good if he starts getting into Accelerate core as well in coming years.

Annual Performance Discussion Feedback (Mandatory)

Quality of Annual Performance Review Discussion Comments & Feedback on Scale of 1 to 5 (5 being the highest)	1	2	3	4	5
I am satisfied with the feedback given	<div></div>				
I have understood the feedback given by my manager.	<div></div>				
Manager gave me comprehensive feedback.	<div></div>				
Manager spent time in sharing my strengths & weaknesses.	<div></div>				
Overall Discussion Feedback Rating.	<div>Satisfied</div>				
I believe my manager is committed to supporting a culture of inclusion and can resolve employee conflicts related to it.	<div><div> ⓘ</div><div><div><div></div></div> Yes <div><div></div></div> No</div></div>				

Appraisee Discussion Feedback Remarks