

Review Period: 01-Apr-24-31-Mar-25

Additional Appraiser

MS Manish Kumar Sinha - 52018677 (Technical Architect/ E3) | Overall Rating: Threshold Performance

Job

Technical Architect

Cohort

Org Sub Unit

Date of Joining

29 Nov'21

Project Code

C239222

Location/Country

Nagpur

TEX

3 years 5 months

REX

3 years 5 months

Appraiser

51520976 (Raju Gundu)

Reviewer

52255956 (Sivakumar Subbaiyan)

Calibration Owner

Naveen Ramachandraiah

LOB Calibration Head

RAGHU K N

AMJ-24(01 Apr 24- 30 Jun 2024)

My Goals - Total Weightage : 10.00 %

Category/KPP

Eagerness to Contribute/Lead Gen _DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	1	-	8	8

KPP Description

Contribution to lead Gen

Appraisee Remarks

By offering value to the customer through strict adherence to SLA, value adds and flexibility to learn new frameworks like Karate , I am strived to obtain a healthy lead generation and gain trust of the customer. In return, I have been actively involved in all the initiatives that require attention.

Achievement	Score
8	8

Appraiser Remarks

Generate an innovative idea that assists customers in enhancing the business.

My Goals - Total Weightage : 50.00 %

Category/KPP

Operations/Utilization _DBS

Weightage	Target	Score as per actuals	Actual Achievement - ⓘ	Appraiser-Actual Achievement	Appraiser Score
50.00	90	10	88.00000	10	9

Economic Utilization rate as per respective GEO

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Agree

My Goals - Total Weightage : 10.00 %

Process Adherence/Project Support & Other Project Related activities_DBs

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	100	-	9	9

Estimation, Timely and accurate and comprehensive status reporting, review participation, hiring, etc.

I have actively participated in all HCL and ING status reporting meetings as well as Sprint Meetings setup by Apurva and Sunil, our Agile Coaches. I have never missed BILA with my Chapter Lead, ever. I have Also , I respond promptly on any information required through other channels. Actively participated in hiring.

Achievement	Score
9	9

Agree

My Goals - Total Weightage : 15.00 %

Learning/Learning_DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
15.00	21	-	8	8

Client Training / HCL training & Certifications - Training hours in a quarter - Technical & Behavioral Skills - 7 hours in a month/ 21 hours in a quarter

I am now working as a Full stack developer in ING Full stack squad Team 1. I have completed 3 trainings which account for around 25 hours in quarter. Trainings done in: 1. Docker 2. Spring 6. 3. Spring hibernate, 4. Kafka

Achievement	Score
8	8

Ok

My Goals - Total Weightage : 15.00 %

Billing/Fresher billing_DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
15.00	100	-	8	8

Freshers Billing - 70% of freshers billed within 90 days or where there are no Freshers 10% of HC should be Freshers - Incremental

Even though there has no fresher being allotted to Java Platform Team, probably as per client requirement, I have actively worked in providing support and feedback to fresher resource in the project. I have actively worked with Freshers to ensure that I achieve 70% of freshers billed within 90 days or where there are no Freshers 10% of HC should be Freshers.

Achievement	Score
8	8

Ok

Overall Remarks

Appraisee Remarks

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Recently participated in training sessions for freshers and a number of competent engineers selected by the customer for a particular

Appraiser Remarks

Make sure to showcase your deliverables with larger audions and make the customer aware of the significance of HCL in your project.

JAS-24(01 Jul 24- 30 Sep 2024)

My Goals - Total Weightage : 10.00 %

Category/KPP

Process Adherence/Project Support & Other Project Related activities_DB

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	100	-	9	9

KPP Description

Estimation, Timely and accurate and comprehensive status reporting, review participation, hiring, etc.

Appraisee Remarks

As a Java Platform team, working as horizontal group for all Java application teams, I have followed the process to support multiple teams. I use Confluence , Service Now and mailers to establish the process of communication. Also, follow all ING processes of iLearning, timesheet reporting etc.

Achievement	Score
9	9

Appraiser Remarks

Agree

My Goals - Total Weightage : 10.00 %

Category/KPP

Eagerness to Contribute/Lead Gen _DB

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	1	-	9	9

KPP Description

Contribution to lead Gen

Appraisee Remarks

For many of the items in ING Consumer Loans, I have been the first to implements features , being part of Java Platform Team. I am also the only developer of Platform Team. I have worked on Single View for tracing, RTK2 and IAT configuration and monitoring for alerts, merak migration for Team Evolution and Tempo. I am also the sole ownership for Linux server patching in consumer loans Java landscape.

Achievement	Score
9	9

Appraiser Remarks

Agree

My Goals - Total Weightage : 15.00 %

Category/KPP

Billing/Fresher billing _DB

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
15.00	100	-	9	9

KPP Description

Freshers Billing - 70% of freshers billed within 90 days or where there are no Freshers 10% of HC should be Freshers - Incremental

Appraisee Remarks

Even though there has no fresher being allocated to ING from HCL in my department, I have mentored and got HCL employees to get billed in ING. The latest example is Mahesh Chowdary, who is being billed as member of Java Platform Team. Similarly

Achievement	Score
9	9

Appraiser Remarks

Agree

My Goals - Total Weightage : 15.00 %

Categorv/KPP

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KPP Description

Client Training / HCL training & Certifications - Training hours in a quarter - Technical & Behavioral Skills - 7 hours in a month/ 21 hours in a quarter

Appraisee Remarks

I am now working as a Full stack developer in ING Full stack squad Team 1. I have completed 5 trainings which account for around 50 hours in quarter. Trainings done in: 1. Docker and Kubernetes 2. Grafana 3. Azure CI/CD 4. Design patterns

Achievement	Score
9	9

Appraiser Remarks

Agree

My Goals - Total Weightage : 50.00 %

Category/KPP

Operations/Utilization_DBS

Weightage	Target	Score as per actuals	Actual Achievement - ⓘ	Appraiser-Actual Achievement	Appraiser Score
50.00	90	10	100.00000	10	10

KPP Description

Economic Utilization rate as per respective GEO

Appraisee Remarks

I have maintained 100% utilisation with respect to Billing being at offshore. All my leaves are pre planned and approved with client and HCL.

Achievement	Score
10	10

Appraiser Remarks

Agree

Overall Remarks

Appraisee Remarks

For the past 2 months or so, I am the only developer in Java Platform Team actively working on assignments. By offering value to the customer through strict adherence to SLA, value adds and flexibility to learn new digital technologies like Kubernetes , I strived to obtain a healthy lead generation and gain trust of the customer. In return, I have been actively involved in all the initiatives that require attention. I have also maintained 100% utilisation with respect to Billing being at offshore. All my leaves are pre planned and approved with client and HCL. I actively participate in Sprint Zooming and always adhere to SLAs. I am prompt in status reporting through Daily Standup meeting, HCL Governance Calls etc. I actively participate in Hiring Drives for HCL. There are a number or Competent Engineers selected by me as a TP1 panelist.

Appraiser Remarks

Keep continuing your efforts. Put in place a handful of innovative ideas.

OND-24(01 Oct 24- 31 Dec 2024)

My Goals - Total Weightage : 10.00 %

Category/KPP

Process Adherence/Project Support & Other Project Related activities_DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	100	1	8	8

KPP Description

Estimation, Timely and accurate and comprehensive status reporting, review participation, hiring, etc.

Appraisee Remarks

I have actively participated in all HCL and ING status reporting meetings as well as Sprint Meetings setup by Apurva and Sunil, our Agile Coaches.I have never missed BILA with my Chapter Lead, Amit, ever. I respond promptly on any information required through other channels. Actively participated in hiring.

Achievement	Score
8	8

Appraiser Remarks

Agree

My Goals - Total Weightage : 10.00 %

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KPP Description

Contribution to lead Gen

Appraisee Remarks

By offering value to the customer through strict adherence to SLA, value adds and flexibility to learn azure devops , I am strived to obtain a healthy lead generation and gain trust of the customer. In return, I have been actively involved in all the initiatives that require attention.

Achievement	Score
8	8

Appraiser Remarks

Agree

My Goals - Total Weightage : 15.00 %

Category/KPP

Billing/Fresher billing _DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
15.00	100	1	8	8

KPP Description

Freshers Billing - 70% of freshers billed within 90 days or where there are no Freshers 10% of HC should be Freshers - Incremental

Appraisee Remarks

Even though there has no fresher being allocated to Java Platform Team, probably as per client requirement, I have actively worked in providing support and feedback to fresher resource in the project. I have brought Mahesh Genedi , new recruit, to bring upto speed to ING Way Of Working. I have actively worked with Freshers to ensure that I achieve 70% of freshers billed within 90 days or where there are no Freshers 10% of HC should be Freshers.

Achievement	Score
8	8

Appraiser Remarks

Submit a proposal to ING to employ at least one new graduate from HCL.

My Goals - Total Weightage : 15.00 %

Category/KPP

Learning/Learning_DBS

Weightage	Target	Score as per actuals	Actual Achievement - ⓘ	Appraiser-Actual Achievement	Appraiser Score
15.00	21	5	9.81	7	7

KPP Description

Client Training / HCL training & Certifications - Training hours in a quarter - Technical & Behavioral Skills - 7 hours in a month/ 21 hours in a quarter

Appraisee Remarks

I am now working as a Full stack developer in ING Full stack squad Team 1. I have completed 5 trainings which account for around 50 hours in quarter. Trainings done in: 1. Docker and Kubernetes 2. Azure Devops 3. Java 21 4. Design patterns

Achievement	Score
7	7

Appraiser Remarks

Engineers interested in obtaining certifications in various technologies, such as AI, can receive vouchers from HCL. Please let me know if you have any plans.

My Goals - Total Weightage : 50.00 %

Category/KPP

Operations/Utilization_DBS

Weightage	Target	Score as per actuals	Actual Achievement - ⓘ	Appraiser-Actual Achievement	Appraiser Score
50.00	90	10	93.17000	10	10

KPP Description

Economic Utilization rate as per respective GEO

Appraisee Remarks

Appraisee Remarks

For the past quarter or so, I am the only developer in Java Platform Team actively working on assignments. Only recently we have a new Junior recruit , Mahesh. By offering value to the customer through strict adherence to SLA, value adds and flexibility to learn new digital technologies like azure devops , I strived to obtain a healthy lead generation and gain trust of the customer. In return, I have been actively involved in all the initiatives that require attention. I have also maintained 100% utilisation with respect to Billing being at offshore. All my leaves are pre planned and approved with client and HCL. I actively participate in Sprint Zooming and always adhere to SLAs. I am prompt in status reporting through Daily Standup meeting, HCL Governance Calls etc.

I actively participate in Hiring Drives for HCL. There are a number or Competent Engineers selected by me as a TP1 panelist.

Appraiser Remarks

Maintain your efforts and come up with a few innovative ideas that will aid customers in improving their business.

Annual-25(01 Jan 25- 31 Mar 2025)

My Goals - Total Weightage : 10.00 %

Category/KPP

Process Adherence/Project Support & Other Project Related activities_DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	100	-	8	8

KPP Description

Estimation, Timely and accurate and comprehensive status reporting, review participation, hiring, etc.

Appraisee Remarks

I worked on Major Merak upgrade for Loans api, SNAP Orientation API, which required extensive code changes and good knowledge of application. Inspite of challenges with application team on code review, I was able to do this upgrade within SLA. This was well appreciated by my Chapter lead and application Team manager and I have send the appreciation mail to my HCL delivery lead. I have actively participated in all HCL and ING status reporting meetings as well as Sprint Meetings setup by Apurva and Sunil, our Agile Coaches. I have been an active member of code review cycle as well as process and status review cycle. I have never missed BILA with my Chapter Lead, ever I respond promptly on any information required through other channels. Actively participated in hiring.

Achievement	Score
8	8

Appraiser Remarks

Agree

My Goals - Total Weightage : 10.00 %

Category/KPP

Eagerness to Contribute/Lead Gen _DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
10.00	1	-	8	8

KPP Description

Contribution to lead Gen

Appraisee Remarks

I am also working on coding of feature for aggregator connection to Insurance , so that third party can also access Insurance api , which would lead to increases in ING revenue. I initiated adoption of Standard ING IntelliJ code formatter for all Consumer Loans apis in Tempo and Evolution Team. I also initiated adoption of sonarqube as part of pipeline to introduce standard coding practice across Loans and Insurance space. By offering value to the customer through strict adherence to SLA, value adds and flexibility to learn azure devops , I am strived to obtain a healthy lead generation and gain trust of the customer. In return, I have been actively involved in all the initiatives that require attention.

Achievement	Score
8	8

Appraiser Remarks

Agree

My Goals - Total Weightage : 15.00 %

Category/KPP

Billing/Fresher billing _DBS

Weightage	Target	Score as per actuals	Appraiser-Actual Achievement	Appraiser Score
15.00	100	-	9	9

KPP Description

Freshers Billing - 70% of freshers billed within 90 days or where there are no Freshers 10% of HC should be Freshers - Incremental

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Achievement

9

Score

9

Appraiser Remarks

Agree

My Goals - Total Weightage : 15.00 %

Category/KPP

[Learning/Learning_DBS](#)

Weightage	Target	Score as per actuals	Actual Achievement - ⓘ	Appraiser-Actual Achievement	Appraiser Score
15.00	21	1	1.00	9	9

KPP Description

Client Training / HCL training & Certifications - Training hours in a quarter - Technical & Behavioral Skills - 7 hours in a month/ 21 hours in a quarter

Appraisee Remarks

I am now working as a Full stack developer in ING Full stack squad Team 1. I have completed 3 trainings which account for around 30 hours in quarter. Trainings done in: 1. Java 21. 2. Spring 6. 4. Github Copilot as part of AI lead development.

Achievement

9

Score

9

Appraiser Remarks

Agree

My Goals - Total Weightage : 50.00 %

Category/KPP

[Operations/Utilization_DBS](#)

Weightage	Target	Score as per actuals	Actual Achievement - ⓘ	Appraiser-Actual Achievement	Appraiser Score
50.00	90	10	98.00000	10	10

KPP Description

Economic Utilization rate as per respective GEO

Appraisee Remarks

I have maintained 100% utilisation with respect to Billing being at offshore. All my leaves are pre planned and approved with client and HCL.

Achievement

10

Score

10

Appraiser Remarks

Agree

Overall Remarks

Appraisee Remarks

I have stepped upto every challenges that have been put to me, be it major technical upgrades or optimising functional processes. My team and leadership has imposed faith in me to create api features like External Aggregator econnection to Insurance API so that we can have connectivity from non ING websites, so that ING reach is increased. I keep updating my knowledge and leverage ING Udemty to the fullest. I have also maintained 100% utilisation by planned leaves and Spring planning , optimally.

Appraiser Remarks

The customer has given you positive feedback so far, Keep up your efforts.

Behavioural Competency

Competency		Level of Proficiency (Mandatory) ⓘ	Appraiser Remarks (Optional)
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	ⓘ	4	

Competency		Level of Proficiency (Mandatory) ⓘ	Appraiser Remarks (Optional)
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Customer Orientation : The demonstrated ⓘ 4

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Customer Orientation : The demonstrated ability of the manager to provide solutions commensurate with the customers’ needs within the ambit of the given environment so as to lead to business results ⓘ

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 ⓘ 3

Cultural Competence : The demonstrated capability to interface, partner and work effectively with stakeholders across a diverse set of cultures, nationalities, race, age and sex ⓘ 3

Annual Performance Discussion Feedback

I am satisfied with the feedback given.	4
I have understood the feedback given by my manager.	4
Manager gave me comprehensive feedback.	4
Manager spent time in sharing my strengths & weaknesses.	4
Overall Discussion Feedback Rating.	Yes
I believe my manager is committed to supporting a culture of inclusion and can resolve employee conflicts related to it.	Yes

Appraisee Discussion Feedback Remarks

We had discussion in which all the points for better delivery of services to client were discussed.

Quarterly Score



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