

### APPRAISAL DETAILS

<b>Emp#:</b>	5653	<b>Name:</b>	Quamar Mehmood Siddiqui	<b>Date Of Joining:</b>	11/30/2011
<b>Appraiser:</b>	Wasim Yakub Shaikh	<b>Group Head:</b>	Mitesh Dinesh Dasani	<b>Appraiser's Manager</b>	Tushar Suresh Bhandare
<b>Designation:</b>	Sr. Associate - Quality Control	<b>Department</b>	QC-Automation	<b>Appraisal Period</b>	01/01/2013 To: 12/31/2013

**Highlights of the appraisal period [Kindly provide a detailed description of your tasks and specific achievements if any during the appraisal period]**

Sr No.	Highlights of the appraisal period
1	<p>Regression/BAT Execution and test script Fixing and Ownership of most of the RnD activity:</p> <ol style="list-style-type: none"> <li>Actively involved in Test script fixing and review activity and deliver the quality work always with No review comments.</li> <li>Come up with different approaches and suggestion to resolve any technical issue related to execution or scripting or fixing.</li> <li>Apart from regular fixing focused on root cause to resolved the issue permanently.</li> <li>Involved in Regression and BAT execution.</li> <li>Updated test scripts as per new feature changes with follow up with manual / development team.</li> <li>Always delivered the regression execution status on time and also taken care of issues faced by team during regression related to application functionality, Defect or related to schema issue without impacting my regular task.</li> <li>Have taken the ownership of RnD tasks from start to end includes Team handling, ETA, Analysis &amp; Problem solving and Reporting.</li> </ol>
2	<p>Schema Set-up (Ownership): Improve the automation execution and reduces the failure rate to great extents.</p> <ol style="list-style-type: none"> <li>Identified schema setup settings and test data and come up with a standard schema setup document with step by step instruction of all the settings and form deployments.</li> <li>Document help in setting ups all settings when and whenever we get new schema/ schema refresh.</li> <li>Started email thread for any new schema setting request required for script development /fixing. Which help us to identify new settings and for updating document.</li> <li>Automated most of the schema setup settings and test data in different phases which minimized the manual effort.</li> <li>Trained few team members for these activities and implemented a process to verify all schema settings before any regression execution. Earlier we are doing schema settings only when we get new schema or schema get refreshed. This process further reduced the script failure rate.</li> <li>Implemented schema setup reporting process. Which give us an idea about how much time we saved on script re-execution, because of missing settings.</li> <li>Apart from above also taking care of whether we consider any new request (Schema setup) as a part of schema setup activity or as a part of script pre-requisite to minimize the dependencies.</li> <li>Handle small team (ownership) for completing scripting of schema setup i.e. Task planning, ETA and task allocation.</li> </ol>

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3	<p>Schema settings related issue during execution (Ownership): Come up with approach and solution to fix scripts and functions which alter/delete the major settings of schema during execution and increase the failure rate. Prepare the ETA, planning and taking care of reporting and allocation of work. Currently working on Views, Admin Security Permission and Payment Processing issues.</p> <p>A. Search Defaults - Search Defaults are removed by few Scripts during Regression which results in further script failures for that Manager or module. Solution: fixed the scripts and added validation and reset the setting if required. Impact: 30% to 70% failure of Policy Scripts depending upon the time of execution of scripts which changes the search defaults.</p> <p>B. Views - Views created in Schema Setup are modified /deleted by few scripts during Regression Solution: 1. AO file clean up and optimization a.Captured new/updated object for View List box as per AO capturing guidelines for List Box. b.Removed duplicate view objects from the AO files and updated the script reference. 2. Optimized and created new Delete View and Edit View common functions. 3. Made Changes in the Script to make sure that the script is pointing to the Correct Object 4. implemented Proper Clean up for Views in the Scripts 5. Made Changes in the script to make sure that the script is calling the new common function for deletion of views which will prevent the deletion of any view that was created as a part of schema setup. Impact: 30% to 70% failure of Scripts depends upon the time when views get deleted during execution.</p> <p>C. Task Status Values - Multiples Values with the Same name is appearing in the drop down for Task i.e. Open/Close Solution: Developed script to fetch the duplicate value using SQL query and added script as part of schema setup. Impact: All the script performing Task search ope</p>
4	<p>Cont... Above ...:</p> <p>D. Admin Related - When user specific permission related scripts are running simultaneously for the same user then it results in failure Solution: 1. Divided the all Admin security permission scripts into two groups and associated separate user for each group. 2. Added pre-requisite code to provide all permission in common functions. 3. Added/Adding clean up code in all the scripts. 4. Updated/Updating all the scripts to use common functions Impact: Scripts related to security permission get impacted because permission is changed for same user simultaneously by different scripts running in parallel.</p> <p>E. Global Settings- When scripts are changing the global settings and are not able to revert the changed global settings as a part of clean up then it results in failure of other scripts. Solution: Adding prerequisite code in common functions to reset the settings. Impact: Impact the further execution and increase the failure percentage.</p> <p>F. Payment Processing- Optimizing all the common functions and divided the scripts in 8 groups. All of the above activities help in reducing script failure.</p>

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5	<p>Application Walker (Ownership): Improve the regression execution pass rate and minimized the manual execution effort due to object changes.          Developed Appwalker to identify the object definition changes before the regression execution. AppWalker helps in identifying any missing objects on UI and this also save re-execution time due to missing/change in object definitions.          Object without automation ID identified. In past we have saved the 90% + scripts failure due to only one object change. On an Avg. ~30 hrs of time saved on analysis and re-run.</p> <p>Session Tracking: Developed An Automation framework unit which improves the regression execution (By 15%) and execution halt issue during nightly run.          Due to session timeout execution get stuck on few machine and we have identified around 15% (~1000 test scripts/ test cases) of test scripts/test cases were in not run status. Which saved huge manual execution efforts.</p>
6	<p>Framework Enhancement and Other value additions:</p> <ol style="list-style-type: none"> <li>Object clean up activity to remove the duplicate objects from the framework.</li> <li>Modified and optimized most of the functions also enhance the framework to support AppWalker and Session tracking.</li> <li>Shouldered many R&amp;D activities and completed successfully to improve the quality of work.</li> <li>Handled/Handling 4-5 team members in every RnD activity.</li> <li>Developed Object Tracking Tool - To track Captured/duplicate/Unused object</li> <li>Involved in KT to new joiners</li> <li>Taking care of Tool PoC's to product automation</li> <li>Prepared various documents             <ol style="list-style-type: none"> <li>Product Installation document</li> <li>AppWalker document</li> <li>Agile Test Automation Strategy document</li> </ol> </li> <li>Helped/Helping other team members for their RnD task.</li> <li>Helped QTP team for their PoC</li> <li>Suggested solution and part of team to resolve tool related limitations</li> <li>Also working on to remove infinite while loop from the project which impacting the regression execution.</li> <li>Appreciated with SPOT award and Surpass nomination</li> <li>Take the ownership of most of the task and handled it successfully and handed over the task to new team member to work on new RnD and challenging task to improve the automation team quality of work/ deliverables.</li> </ol>

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### Core Skills

Sr. No.	Core Skills	Justify your rating	Appraiser Justification	Self	Appraiser
1	Programming Skills, Automation Tool Expertise, Framework Knowledge	<p>Prog. Skills: Have 4+ years of exp. and good command on C# programming. Apart from this also worked on other programming languages in past (Core Java and other scripting languages)</p> <p>Automation Tool Knowledge: Have worked on various automation tools like Telerik Web UI(2 years), Selenium\Web Driver (2 years), SOAP UI (1 year) and involved in Automation Tool PoC's for feasibility study.</p> <p>Framework Knowledge: Framework design and development is my key skill area and in my 5 years of career mostly involved in developing automation framework/Test harness tool. In current project involved in enhancing / to optimize the framework and major application common functions. Developed a framework unit called session tracking. Involved in KT training new joiners to understand Automation Architecture.</p>	Excellent programming skills	Exceeds expectations	Significantly exceeds expectations

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2	SQL Knowledge, Framework Implementation, Manual Testing, Domain Knowledge	a. Have good knowledge of SQL and written and update most of the SQL queries (Have exp. in Oracle and SQL Server) b. Participated in manual execution of Regression execution and in past (previous organization) involved in preparation of test artifacts. c. Since I join CS Stars account mostly involved and taking care of schema setup. Which give me clear picture of Application functionality and domain knowledge.	Need to work on Domain knowledge	Exceeds expectations	Exceeds expectations
3	Requirement Analysis, Defect Discovery and Reporting, Defect & Test Management Tools	a. Understand the req. from wiki and if required get it clarified from manual team/Dev team. b. Logged regression as well as adhoc testing defect to improve quality of product. c. Effectively used Jira and QC for test management activity	Goes extra mile all the time to understand the requirement/defect & tracks it to the closure	Exceeds expectations	Significantly exceeds expectations
4	Appliance to Synechron Basic Engineering Guidelines	Practice synechron engg. guideline for developing scripts, script fixing and while doing review to improve quality of code, also remove and modified unnecessary or dead code from the scripts.	Need to know more on Engineering Guidelines	Exceeds expectations	Meets expectations

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5	Task Delivery	<p>a. On time delivery of regression execution and script fixing.</p> <p>b. Completed object repository clean up for duplicate objects.</p> <p>c. Schema set up for new / refresh schema on time.</p> <p>d. Scripting of Schema Setup activities on time (Phase -I and II).</p> <p>e. Completed almost all the RnD tasks and other activities on time.</p> <p>&gt;&gt; AppWalker(Phase-1/2/3/4 ), Session Tracking, Tool PoC's, Schema Related Issues, Object Tracking Tool</p> <p>f. Estimation and planning of RnD activities.</p> <p>g. Also help other team members on technical front related to their task RnD activity.</p>		Exceeds expectations	Exceeds expectations
6	Analysis and Problem Solving	<p>This is my strenght. Have never say NO to any challenges and identified the root cause and solve the problems. And appreciated with SPOT and Surpass Nomination. 50% of my work involve in Analysis and Problem solving activity.</p> <p>a. Session Time out issue</p> <p>b. schema setup issue</p> <p>c. Involved in analysis ofscript failure and find the appropriate solution for the same.</p> <p>d. Working with team to resolved any technical as well as logical issue while developing or fixing scripts.</p> <p>e. Suggested and implemented script set-up and clean up scripts to avoid script failure. etc...</p>	Based on the performance shown for app walker, session tracking, admin script dependency etc.	Exceeds expectations	Significantly exceeds expectations

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7	Creativity	Shouldered many R&D activities and completed successfully to improve the quality of work. 1. Session Tracking Tool (Improved the execution efficiency by 15%). 2. Application Walker (Save the re-execution time and manual execution effort) 3. Schema Setup (Improve the automation execution and reduces the failure rate to great extents.) 4. Object Tracking tool (To track Captured/duplicate/Unused object) 5. Tool PoC's 6. Schema Related Issue and other activities in parallel.	Challenge of nightly execution was addressed very effectively	Exceeds expectations	Significantly exceeds expectations
8	Adherence to Synechron's Speed Program	Adheres to synechron speed program to improve quality of code, SDLC/STLC life cycle and execution.		Meets expectations	Meets expectations

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### Core Values

Sr. No.	Core Values	Justification	Appraiser Justification	Self	Appraiser
1	Customer Satisfaction	1. Understand the requirements and worked accordingly to gives the best quality of work. 2. While scripting/fixing or during review make sure that test script should be developed according to the requirement, Code should be readable, maintainable and robust to avoid script failure. 3. Detect and logged defects during execution. 4. Actively participated in achieving client goals for all the quarters. 5. Worked and participates on most of the technical discussion and provides the solution to improve the execution pass rate and reduce the manual effort (Time save), which is high priority demand from Client.		Exceeds expectations	Exceeds expectations



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2	Excellence	I had taken the ownership of RnD tasks and any technical challenges related to framework and to resolved/minimized the script failure.come up with different approaches and solution so that script development/fixing activity will be easy. Helping analysis team to select test cases for automation because of depth knowledge of application and automation tool.	Based on R&D activities	Exceeds expectations	Significantly exceeds expectations
3	Execution	Ensured planned execution and on time task deliverable with quality of work (Fixing, Execution) along with schema set-up, Appwaker execution and reporting and resolving team issue. Successful completion of of RnD task.		Exceeds expectations	Exceeds expectations

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4	Integrity	Always make sure about the process followed (QA process / Automation process). Also helped new team members to understand the process we followed. I always given my best to complete the responsibilities or task assign to me. Come up with no. of guidelines to improve the work quality and to reduce the failure rate. e.g AO Capturing, Scripting guideliness, Common function development guidelines. Prepared no. of documents which can be used by team members i.e Product installation, Agile process for automation testing, appwalker etc..		Exceeds expectations	Exceeds expectations
5	Agility	Always ready to worked on changing/Ad-hoc task E.g. scripting/fixing/execution/test Management/RnD/PoC's or as per situation demands (working on weekends/ till late night during execution or schema set up or during) During work load or any kind of technical crisis, I have shown extreme flexibility and worked with team till task completion.	Agile enough to move to any team like scripting, execution, R&D etc. Very flexible.	Exceeds expectations	Significantly exceeds expectations

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6	Organizational Initiative [Contribution to new initiatives which are not directly related to job such as CSR, Go Green Initiative, Improvement to Business Process and such other contributions]			Meets expectations	Meets expectations
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### Appraisee Comments

<b>Comments</b>	Completed 5 years in IT industry and expecting good salary hike (Expectation is high) and promotion. Thanking you for your support and confidence in me to gave me lots of opportunity to handle challenging task and RnD activities.
<b>Training</b>	~Quamar Mehmood

### KRAs for the Next Year

Sr.No	Description	Priority
1	Should emphasize more on written & verbal communications	High
2	Concentrate on Insurance domain & the Stars application	High
3	Learn more on synechron's SPEED program & engineering guidelines.	High

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Appraiser Comments

Comments/Suggestions

Areas of Improvement / Development

Training Needs

Agile Scrum – testing perspective, Email Etiquettes, Time Management