



## Appraisal Cycle 2023-24 (CBU)

01-Apr-2023 - 31-Mar-2024



696 - Venkateswar Vikranth

PROGRAMMER ANALYST - ESG-IMDS

Final Score

**8.62**

Rating

**Outstanding**

### self Appraisal

Self Appraisal Document : \*

Vikranth\_Self\_appraisal.ods


Rating :

Outstanding

**KRA vs GOALS****Venkateswar Vikranth**

<b>15%</b> Weightage	<b>Adherence to time/schedule</b>  Comment(s)	<b>8.00</b> While I generally managed my time well, a few tasks went past their deadlines as I was new to the project and learning the ropes. I have since improved my time management skills and am working to ensure better adherence to schedules
<b>10%</b> Weightage	<b>Knowledge Sharing</b>  Comment(s)	<b>8.00</b> Regularly shared insights and updates with the team through code reviews and knowledge-sharing sessions. There is room to increase the frequency and depth of these sessions to further benefit the team
<b>10%</b> Weightage	<b>Personal Skill Development</b>  Comment(s)	<b>9.00</b> Proactively engaged in learning new technologies and improving my existing skills, particularly in React and TypeScript. Consistently participated in training and self learning to enhance my professional growth.
<b>10%</b> Weightage	<b>Client and Internal Team coordination</b>  Comment(s)	<b>9.00</b> Maintained strong communication with internal teams, ensuring clear understanding and execution of requirements. Demonstrated good teamwork and collaboration, facilitating successful project outcomes.

10% Weightage	Customer Satisfaction (Internal / External)  Comment(s)	8.50 Consistently received positive feedback from both internal and external customers regarding the features and fixes implemented. Strive to further understand customer needs to enhance satisfaction.
20% Weightage	Process Compliance  Comment(s)	8.50 Adhered to established processes and best practices in software development. Ensured compliance with project standards and guidelines, contributing to project efficiency and quality.
25% Weightage	Quality  Comment(s)	8.50 Delivered high-quality code with a focus on functionality and performance. Performed thorough testing to ensure reliability, with ongoing efforts to achieve even higher standards of quality.
Total Average		8.48

Competency			 Venkateswar Vikranth
50% Weightage	<b>Meeting Time Scales (L1)</b> Effectively managing one's time and resources to ensure that work is completed efficiently.	<b>9.00</b> I effectively manage my time and resources, ensuring all tasks are completed efficiently and on schedule. Moving forward, I aim to improve delegation and continue learning new time management techniques.	
50% Weightage	<b>Developing Expertise (L1)</b> Demonstrates an understanding of the core functional issues; Demonstrates a basic understanding of the broad tools and techniques in their field - leverages a range of secondary sources to develop this awareness.	<b>8.50</b> I have a strong understanding of core functional issues and basic knowledge of the tools and techniques in my field. By utilizing various secondary sources, I continuously expand my expertise. I plan to further develop my skills through specialized training and hands-on experience.	
Total Average		8.75	
Review Questions			

No Review Questions Found

Overall Score by Venkateswar Vikranth		
Modules	Actual Score	Actual Average
KRA vs GOALS	8.48	4.24
Competency	8.75	4.38
Final Score		8.62