APPRAISAL

Employee Details

Name :Sabarish

Designation :Junior Developer

Date of Joining :28-02-2019

Performance goals

Goal	Weightage	Employee Rating	Employee Comments	Manager Rating	Manager Comments
Quality adherence (Code review , Unit testing, Number of SIT/UAT defects reported)	4	B+	Adhered to this goal in XYZ phase	B+	Satisfactory
Schedule adherence (Meet internal and external target release dates)	4	B+	Adhered to this goal in XYZ phase	B+	Satisfactory
Time- Maintains time for all activities	3	A	Adhered to this goal in XYZ phase	B+	Satisfactory

Competency goals

Goal	Weightage	Employee Rating	Employee Comments	Manager Rating	Manager Comments
Communication - Proactive and timely communication with team, management, and/or with customer	4	A	Adhered to this goal in XYZ phase	B	Need to work on it
Learning - Acquire knowledge in Known as well as new Technology areas	4	B+	Adhered to this goal in XYZ phase	B	Need to work on it
Team Collaboration - Step in and Step up as needed for other team members outside of allocated project responsibilities	4	B+	Adhered to this goal in XYZ phase	B	Need to work on it

Leadership goals

Goal	Weightage	Employee Rating	Employee Comments	Manager Rating	Manager Comments

Manages, leads, and enables the process of change and transition while helping others deal with the impacts.	4	A	Adhered to this goal in XYZ phase	C	Poor
Sets appropriate objectives to meet commitments within budget. Establishes priorities and organizes workflow to meet objectives.	4	A	Adhered to this goal in XYZ phase	C	Poor
Focuses on results and desired outcomes and how best to achieve them in order to get the job done	4	B+	Adhered to this goal in XYZ phase	C	Poor

Final Grading = B