

## Self Assessment

**Your KRA Assessment has been successfully reviewed by your manager.**

**You can acknowledge the review with your comments by clicking Acknowledge button.**

**Employee Score: 3.795**

**Manager Score: 3.079**

Category	Employee Score	Employee Comments	Manager Score	Manager Comments
<b>B3_Technical Competency Assessment</b>	<b>3.774</b>		<b>2.997</b>	

Accountability	Often Exceeds Expectations	<p>Work on the tasks assigned and responsible for the ownership of tasks.</p> <p>Work independently and also with team to deliver the tasks on time.</p> <p>Complete the task within the timeframe and with best practices to optimize the code for efficiency.</p> <p>Provide the faster way to fix various bugs in realtime situations.</p> <p>Took full ownership of end-to-end delivery for critical modules in Titan, ensuring timely and high-quality releases.</p> <p>Maintained high code quality standards through regular code reviews and adherence to best practices,</p>	Meets Expectations	There is still a scope of improvement to be consistent in taking responsibility of assigned tasks. including off hours and weekend as per roster
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contributing to  
a more stable  
and  
maintainable  
codebase.  
Work during  
the extra  
support hours  
and provide the  
support even  
during the non  
working hours  
and weekends.

Client Relationship Management	Meets Expectations	<p>Have calls with client for requirements gathering and understanding the new implementations.</p> <p>understand and provide the optimal solution to the requirement.</p> <p>To respond within the SLA to the Production support tickets.</p> <p>Maintained regular communication with client stakeholders to manage expectations and provide updates on progress, timelines, and risks.</p> <p>Resolved client-reported issues efficiently and professionally, reinforcing trust and satisfaction with our team.</p>	Needs Improvement	<p>Client is not very happy with level engagement they expect from Md salmon with them.</p> <p>Also, Nagarajan ji often questions his availability and tech skills</p>
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Communication	Meets Expectations	<p>Communicate on the progress and blockers for the tasks assigned.</p> <p>Conducted knowledge-sharing sessions and team briefings to keep everyone informed about architectural changes and new technologies.</p> <p>Provided constructive feedback in code reviews and performance discussions, contributing to a culture of openness and continuous improvement.</p> <p>Actively listened during team discussions, ensuring all voices were heard before making decisions.</p>	Meets Expectations	Generally ok on this point
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Cultural Sensitivity	Often Exceeds Expectations	To follow professional respect towards all the team members and treat them equally. To follow etiquettes when communicating to clients and team members. To speak to all peers with same professionalism and act with Supported new team members during onboarding to help them integrate smoothly into the team.	Often Exceeds Expectations	Generally ok on this point
	Meets Expectations	To follow professional respect towards all the team members and treat them equally. To follow etiquettes when communicating to clients and team members. To speak to all peers with same professionalism and act with Supported new team members during onboarding to help them integrate smoothly into the team.	Meets Expectations	Meets Expectations

		<p>Actively mentored junior and mid-level developers through regular one-on-one sessions, resulting in measurable growth in their technical skills and confidence.</p> <p>Facilitated knowledge-sharing sessions, including deep dives into system architecture, performance optimization, and secure coding practices.</p> <p>Provided timely and constructive feedback during code reviews, focusing not just on the "what" but the "why," to encourage learning and improvement.</p>		
Developing People	Often Exceeds Expectations		Often Exceeds Expectations	He is helping Sachin's KT and learning OMS

Holding People Accountable	Often Exceeds Expectations	<p>Set clear expectations for deliverables, quality standards, and timelines at the start of each sprint, ensuring team alignment and ownership</p> <p>Addressed performance issues and recurring blockers directly and constructively, leading to improved individual accountability and reduced project delays</p> <p>Balanced accountability with empathy—supported team members facing challenges while ensuring work commitments were respected and timelines remained on track.</p>	Meets Expectations	Generally ok on this point

Influencing	Often Exceeds Expectations	Influenced by working independently and ownership of tasks. work during the extra support hours and provide the support even during the non working hours and weekends.	Meets Expectations	Md has yet to get there to make an impression in front of customer.
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		Maintained a calm, solutions-focused approach during high-pressure situations such as production incidents, setting the tone for the rest of the team. Prioritized collaboration and respect in all interactions, setting a standard for open communication and mutual support across team members. Actively participated in code reviews, design discussions, and retrospectives as an engaged peer committed to collective success.	Needs Improvement	he is far from becoming an example for others to follow him
Lead By Example	Often Exceeds Expectations			

Setting Direction	Often Exceeds Expectations	Set technical standards and development processes that reinforced a culture of quality, efficiency, and continuous improvement. Collaborated closely with team members to ensure engineering decisions were aligned with customer needs and market trends.	Meets Expectations	Generally ok on this point

B3_Goal sheet	3.8	3.1	
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Customer Relationships	Often Exceeds Expectations	<p>Have calls with client for requirements gathering and understanding the new implementations. understand and provide the optimal solution to the requirement.</p> <p>To respond within the SLA to the Production support tickets.</p> <p>Maintained regular communication with client stakeholders to manage expectations and provide updates on progress, timelines, and risks.</p> <p>Resolved client-reported issues efficiently and professionally, reinforcing trust and satisfaction with our team.</p>	Meets Expectations	His relationship with Ragu is ok. But need to create good re
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On time delivery	Meets Expectations	<p>Work on the tasks assigned and responsible for the ownership of tasks.</p> <p>Work independently and also with team to deliver the tasks on time.</p> <p>Complete the task within the timeframe and with best practices to optimize the code for efficiency.</p> <p>Provide the faster way to fix various bugs in realtime situations.</p> <p>Took full ownership of end-to-end delivery for critical modules in Titan, ensuring timely and high-quality releases.</p> <p>Maintained high code quality standards through regular code reviews and adherence to best practices,</p>	Meets Expectations	Generally ok on this point. can be more consistent and visible
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		<p>contributing to a more stable and maintainable codebase.</p> <p>Work during the extra support hours and provide the support even during the non working hours and weekends.</p>		
Process Adherence	Often Exceeds Expectations	<p>Follow security measures and protocols to ensure the data and code is secure.</p> <p>Follow Confidentiality, Integrity, and Availability triad for providing the best interest of the company and the client.</p> <p>Follow company policies and professional uphold even outside the work environment.</p> <p>Follow the data security and compliance best practices during work from home also.</p>	Meets Expectations	Generally ok on this point

Quality of Work	Often Exceeds Expectations	<p>Work on the tasks assigned and responsible for the ownership of tasks.</p> <p>Work Independently and also with team to deliver the tasks on time.</p> <p>Complete the task within the timeframe and with best practices to optimize the code for efficiency.</p> <p>Provide the faster way to fix various bugs in realtime situations.</p> <p>Maintained high code quality standards through regular code reviews and adherence to best practices, contributing to a more stable and maintainable codebase</p>	Meets Expectations	Can do better to avoid bugs during testing
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		<p>Set clear expectations for deliverables, quality standards, and timelines at the start of each sprint, ensuring team alignment and ownership</p> <p>Addressed performance issues and recurring blockers directly and constructively, leading to improved individual accountability and reduced project delays</p> <p>Balanced accountability with empathy—supported team members facing challenges while ensuring work commitments were respected and timelines remained on track.</p>	Meets Expectations	Generally ok on this point. Not his role at this point
Team Management	Often Exceeds Expectations			

Training & Development	Often Exceeds Expectations	<p>Completed all required mandatory courses in the organisation.</p> <p>Keep upskilling my self with new features and releases related to Sterling OMS.</p> <p>Keep upto date knowledge on the work related tools and programs.</p> <p>Actively mentored junior and mid-level developers through regular one-on-one sessions, resulting in measurable growth in their technical skills and confidence.</p> <p>Facilitated knowledge-sharing sessions, including deep dives into system architecture, performance optimization, and secure coding practices.</p> <p>Provided timely and</p>	Often Exceeds Expectations	Giving KT to Sachin
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constructive feedback during code reviews, focusing not just on the "what" but the "why," to encourage learning and improvement.

### **Manager OverAll Comments:**

#### **Employee Comments:**

As Lead Developer I am looking forward to upskill myself to further get promoted to the next organisational hierarchy

#### **Career Aspirations**

What are your career aspirations in the next 12 months?

As a lead developer I am looking forward to upskilling with managerial skills communication, decision-making, problem-solving, delegation, and strategic thinking

#### Manager Comment

There is a visible improvement in Md Salmon from his prev review at time of confirmation. But there is still road ahead to make good impression in eyes of customer. His regular

#### **Tech Skills**

What are the Technical Skills that you would like to Develop in the next 12 months?

As a lead developer I am looking forward to upskilling with managerial skills related to scrum master skills and JIRA planning skills.

#### Manager Comment

He should pick what is already executed by Ankur and become independent of him. I look forward for him to be more tech strong resource

#### Further Discussion

#### Comments

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Acknowledge