

Srivastava, Saransh

Senior Analyst Programmer

Manager: Rakesh Shahabadi

Evaluated By: Anurag Varshney

2015 Performance Review

Organization: Rakesh Shahabadi

Location: Gurgaon Office

01/10/2014 - 30/09/2015

Overall Performance Rating

Manager Overall Evaluation

Rating: 4 - High Performer

Comment: Overall, I believe you have established yourself as a very committed and honest team player. You are technically good and only need to build on the functional knowledge of the platform/MF industry. Also strengthen your technical acumen by virtue of exploring other POC's and sharing insights with the larger team.

Additional Manager Evaluation

Employee Overall Evaluation

Comment:

Acknowledgement

Manager

Entered by:

Date:

Status:

Comment:

Employee

Entered by: Saransh Srivastava

Date: 13/11/2015

Status: Acknowledge

Comment: Would surely start to work on the feedback provided.
Thanks

Values

Excellence

Striving to be the best while knowing we can always be better next time.

We are agile, driven, solutions focused, high performers, fast paced, forward thinking, accountable and responsive.

Manager Evaluation

Employee Evaluation

Comment: Agreed

Comment: Most of the Upgrade project deliverables have been following Agile framework. Focused on the end solution i.e. the 3 hrs SLA. Changes introduced in the end like security framework was handled quickly.

Additional Manager Evaluation

Innovation

Being willing to experiment and try new and better ways to serve our clients. We are progressive, modern, flexible, ideas driven, visionary, insightful, innovative, creative and bold.

Manager Evaluation

Comment: Agreed. Also appreciate that fact that you participate in activities beyond your immediate project such as POC's, codeathon, etc..

Employee Evaluation

Comment: Giving the best shot to deliver a good piece of optimized code onto the production environment. trying to implement new ideas such as sla and non-sla differentiation of the batch

Additional Manager Evaluation

Integrity

Taking personal responsibility for always acting in the best interests of our clients. We are accessible, honest, transparent, collaborative, trustworthy and loyal.

Manager Evaluation

Comment: Agreed

Employee Evaluation

Comment: Always transparent through means of email or verbal communication. This has helped in increasing the trust between application and TIS team.

Additional Manager Evaluation

Behaviours

Client Focus

We are expected to, and measured on, our ability to put our client first. We go the extra mile to understand their needs and strive to exceed their expectations. We listen carefully, we communicate clearly, and we're quick to respond. We're respectful of the trust placed on us to manage their money.

Manager Evaluation

Comment: Agreed. One improvement in this aspect is to go beyond the technical details and functionally understand the clients needs. This will help in generating real value for our customers and not just technically superior systems

Employee Evaluation

Comment: Always provided prompt reply to stakeholders associated.

Additional Manager Evaluation

Collaboration

We collaborate with colleagues, seek alternative views, invite different ideas and always challenge traditional thinking. This approach allows us to create a whole which is much greater than the sum of its parts.

Manager Evaluation

Comment: Agreed

Employee Evaluation

Comment: Different ideas were implemented during the creation of new drafts for the EDW upgrade project

Additional Manager Evaluation

Commitment

We are committed to our clients and proud to work at Fidelity. We push through obstacles to make things happen, we make decisions quickly and thoughtfully. We are individually committed to building a culture of excellence.

Manager Evaluation

Comment: Agreed. The commitment shown is highly commendable as you are self motivated to the tasks success and do not need a manager/ lead to identify and stress upon the urgency.

Employee Evaluation

Comment: Took decisions and thoughtfully implemented them during the project phase

Additional Manager Evaluation

Goals

Contribution towards FIL as an employee

FIL is benefitted with the security and the domain level knowledge gained.

Measures of success

- a) Try to represent the EDW team in various cultural events.
- b) Provide security related information to the security team.
- c) Draft all the good to have features withing the current EDW control framework.
- d) Work for the Upgrade project to enhance the EDW platform
- e) Successfully completed CI POC on bamboo platform
- f) Currently involved in Pilot of CI for performance HUB team.

Due Date: 31/12/2015

Status: In Progress

Category:

Supports:

Manager Evaluation

Employee Evaluation

Comment: You have continuously delivered on your engagements and have shown commitment towards the project needs.
At the same time,, actively participated in multiple activities, like platform backlog, codeathon, team events, etc..
Would also urge you to start working on the team aspects where you take the other members of the team along. This will help you develop people skills and set the path for other members to follow..

Comment:

- a) Try to represent the EDW team in various cultural events.
 - Representation of team in events such as codathon and youth brigade club
- b) Provide security related information to the security team
 -
- c) Draft all the good to have features withing the current EDW control framework
 - Working on improving the job status monitoring through job status logic changes
- d) Work for the Upgrade project to enhance the EDW platform
 - As part of the Upgrade project
- e) Successfully completed CI POC on bamboo platform
 - Undertaken CI using bamboo, redgate, queriesurge, svn. The POC was successful and now pilot is being carried out.
- f) Currently involved in Pilot of CI for performance HUB team.
 - Part of the database stack pilot for the CI implementation.

Additional Manager Evaluation

Contribution towards the EDW team

- The overall EDW team is benefited with the set objectives in this area.

Measures of success

- a) Helping out other team members whenever extra bandwidth is available.
- b) Control-M draft to table creation and Table to xml creation utility creation
- c) Tune jobs as part of the Upgrade project, which would benefit the EDW platform
- d) Provide KT to the new team joiners.
- e) Create App-Store for EDW related utilities.
- f) POC for team-city CI implementation
- g) Work on Big-Data model. Currently working on DIM module.

Due Date: 31/12/2015

Status: In Progress

Category:

Supports:

Manager Evaluation

Comment: Good progress. Also, need to improve on your functional understanding of the platform.

Employee Evaluation

Comment:

- a) Helping out other team members whenever extra bandwidth is available.
 - Provided help to FATCA and SCV members in discovering Control-M related development
- b) Control-M draft to table creation and Table to xml creation utility creation
 - Currently working on the system design. This has high usability in re-engineering the control-m drafts and re-designing them
 - Easy dump of the xml into a database table and latter changing values directly in the table
 - Once table content is modified accordingly, creation of a xml to be read through control-m
- c) Tune jobs as part of the Upgrade project, which would benefit the EDW platform
 - Worked on major time consuming jobs such as ASSET to reduce them drastically
- d) Provide KT to the new team joiners
 - Providing KT for Control-M, Unix structure, UTC-UTR documentation
- e) Create App-Store for EDW related utilities
 - In progress to create a template to represent the utilities available within team
- f) POC for team-city CI implementation
 - Successfully completed POC for team-city implementation. Next task is to start a pilot for EDW specific implementation
- g) Work on Big-Data model. Currently working on DIM module.
 - Initiative as part of codathon challenge. The design is in place and currently the DIM (data identification module) is being worked upon

Additional Manager Evaluation

Contribution towards the project

Ensure the above categories are met related towards the project.

Measures of success

- a) Ensure completeness of project related activities on set time.
- b) Ensure proper creation of UTCs/UTRs during each delivery related to the project.

- c) Ensuring proper coding guidelines are followed during development.
- d) Provide help to my other team members and assisting them in various types of tasks.
- e) Try to provide business with add-on features, which would anyway help the business.
- f) Draft out new ideas for the project modules.
- g) Work on job tuning as part of Upgrade project. This includes re-ordering of jobs in Control-M and Informatica session partitioning along with session memory attribute optimization.
- h) Creation of WSRs on timely basis

Due Date: 31/12/2015

Status: In Progress

Category:

Supports:

Manager Evaluation

Comment: Agreed. You should also consider building on your strengths by exploring other solution options to day to day technology tasks, ensure repeatable performance by virtue of reusable checklists, etc..

Employee Evaluation

- Comment:**
- a) Ensure completeness of project related activities on set time
 - Always in compliance with the project timelines. The project deliverables may it be completion of sprints or handover to the testing teams was completed on time.
 - b) Ensure proper creation of UTCs/UTRs during each delivery related to the project.
 - All UTCs/UTRs created for every module worked upon. Also ensured that the documents were made for all the components which were worked by other team members.
 - c) Ensuring proper coding guidelines are followed during development.
 - All proper coding guidelines were followed during the upgrade tuning
 - d) Provide help to my other team members and assisting them in various types of tasks.
 - Always guided and groomed my team members.
 - e) Try to provide business with add-on features, which would anyway help the business.
 - Provisioned substitute EDW_OWNER tables

to the production support team. This has resolved the issue of data loss whenever stage table refresh is executed twice

f) Draft out new ideas for the project modules.
- Worked on the SLA and NON SLA job differentiation. This change has been implemented in the new control-m draft as part of EDW upgrade project deliverables.

g) Work on job tuning as part of Upgrade project. This includes re-ordering of jobs in Control-M and Informatica session partitioning along with session memory attribute optimization.

- Covered as part of the project deliverables. Also tried to groom other team members to take responsibilities for the individual modules.

h) Creation of WSRs on timely basis

- Worked on creation of WSRs on weekly basis. This showcased progress of the project to the stakeholders.

Additional Manager Evaluation

Professional ethics

Always adhered to professional ethics and followed them.

Measures of success

a) Always adhere to proper dressing policy.

b) Use English as the medium of communication.

c) Respect for individual.

d) 100% compliance in timesheet filling and JIRA items

Due Date: 31/12/2015

Status: In Progress

Category:

Supports:

Manager Evaluation

Comment: The JIRA discipline shown by you and the upgrade project team was commendable.

Employee Evaluation

Comment:

a) Always adhere to proper dressing policy.
- I have always made sure to be in compliance with proper dressing

b) Use english as the medium of communication.
- Always used english as medium of communication while engaging with stake holders

c) Respect for individual.
- Always respected what others do.

d) 100% complaine in timesheet filling and JIRA items
- Always try to be complaint in filling timesheets and JIRA items

Additional Manager Evaluation
