



Performance Nxt Appraisal Q4 2016-2017 - Confirmatory Appraisal



Appraisal WorkFlow Details

Shipra Joshi

EMPLOYEE

Digital AI Cognitive

Suman Sikdar

L1 MANAGER

WD Group

Shipra Joshi

DISCUSSION FEEDBACK

Digital AI Cognitive

Additional Supervisor Details

KARTHIKEYAN SHANMUGAM

Overall G & O Rating

Excellent Contribution

Overall Competency Rating

Strength

Objective Details

Objective 1: Project Delivery

OBJECTIVE

Completeness Of Deliverables

MEASUREMENT CRITERIA

completeness of deliverables

1. provide status updates and progress reports for wsr creation as per schedule decided by project/team lead.
2. all deliverables should be stored in one of the configuration management systems (either customers /wipro)

adherence to schedule

ADDITIONAL SUPERVISOR RATING

KARTHIKEYAN SHANMUGAM

NA

L1 MANAGER RATING

Rating



Objective 2: Customer Centricity

OBJECTIVE

adherence to
schedule

problem solving -
understand the
problem and
implement solutions
under guidance

contribution to
unit test cases
preparation

MEASUREMENT CRITERIA

- 1.meet norms on schedule deviation and cut productivity, decided by project/team lead - for development projects
- 1.meet norms on schedule adherence and not-in-time index decided by project/team lead - for maintainence projects
- quality of code
1. bug fix productivity should be as per project norm.
2. rejection % not to go above project norms - for maintainence projects
3. defect density < 4 def/kloc
4. 100% compliance with coding standard.

problem solving - understand the problem and implement solutions under guidance

1. code should be inline with design.
2. implement the solution by writing optimised and reusable code.
3. seeking code review and implementing review comments.

contribution to unit test cases preparation

1. 1ut/10 loc or ensure the test cases are prepared for all scenarios. measure on # of bugs passed to the next stage target: 0
2. 95% path coverage

ADDITIONAL SUPERVISOR RATING

KARTHIKEYAN SHANMUGAM

NA

L1 MANAGER RATING

Rating



Objective 3: Financial Results

OBJECTIVE

quality and process

compliance to the processes and standards

quality of documentation

completing timesheet on time

MEASUREMENT CRITERIA

fill quantitative targets (as applicable)

compliance to the processes and standards

1. build-up awareness about quality processes that are followed in the wipro and customer, based on which overall process in project is defined. ensure compliance to them, zero non-compliance. updating the status of the workitems in the system defined for the project.

2. quality of the deliverables should be as per client s expectation or as set by the project delivery guidelines

3. maintain review records.

4. 100% compliance with defined process / checklistss.

quality of documentation

1. zero cosmetic errors.

2. self review to capture all cosmetic & minor errors

3. % of requirement slip incase of rs

4. % of test case coverage in case of utp

5. % of critical review comments

completing timesheet on time

1.adherence to planned schedule of maintaining and updating tms

ADDITIONAL SUPERVISOR RATING

KARTHIKEYAN SHANMUGAM

NA

L1 MANAGER RATING

Rating



Objective 4: Talent & Technology Focus

OBJECTIVE

competency/ self
development

MEASUREMENT CRITERIA

fill quantitative targets (as applicable)

build expertise in identified technology

1. develop knowledge on respective dms product suite i.e documentum / opentext/filenet

2. develop in-depth knowledge of specific tools / component architecture as discussed with project supervisor

3. gain hands-on and in-depth programming skills


4. showcase the expertise in the form of poc or developing reusable components

	team work and communication		5. technical paper presentations in internal/external forums, writing technical articles (min 1 and max 2)
build expertise in identified technology	participation in team activities & initiatives	effective communication within the team	6. participation in organizational forums (tech forum, coe, qc etc.)
			7. measured on # of relevant trainings attended
			8. measured on # of relevant certiications acquired
			fill quantitative targets (as applicable)
			participation in team activities & initiatives
			1.participate in team meetings
			2. quantifiable effort spend on helping own/others projects. which includes
			i. mentoring/sharing the best coding practice
			ii. solving the project specific challenging technical problems
			effective communication within the team
			1. interact with the support teams for problem resolution

ADDITIONAL SUPERVISOR RATING

KARTHIKEYAN SHANMUGAM	NA
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L1 MANAGER RATING


Rating	
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Objective 5: Delivery Transformation	
OBJECTIVE	MEASUREMENT CRITERIA
trendnxt	trendnxt
	1. complete trendnxt assessment within the stipulated time window - for mapped level

ADDITIONAL SUPERVISOR RATING

KARTHIKEYAN SHANMUGAM	NA
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L1 MANAGER RATING

Rating	
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Key Competency Areas

Client Centricity

- * Asks questions and shows keenness to understand client perspective.
- * Is responsive to client needs and requests.
- * Works to meet timelines with minimal or no escalation.

Employee

Rating	NA
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L1 Manager

Rating	
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Collaborative Working

- * Works well with colleagues from other parts of the organization.
- * Willingly asks for others’ ideas and views.
- * Makes changes in own way of working for the benefit of the client and organization.
- * Seeks out opportunities to work on projects and virtual teams.

Employee

Rating NA

L1 Manager

Rating 

Confidence

- * Is aware of own strengths and weaknesses; seeks guidance and support when necessary.
- * Seeks feedback proactively and reacts positively to constructive feedback.
- * Establishes credibility based on own knowledge, experience and contribution.
- * States opinions and perspectives clearly and appropriately, even if others disagree.

Employee

Rating NA

L1 Manager

Rating 

Effective Communication

- * Can pass on vital, relevant information quickly and clearly.
- * Understands written and oral information and instructions and takes appropriate action.
- * Consistently delivers accurate, clear and concise messages orally and/ or in writing.
- * Asks questions to clarify understanding

Employee

Rating NA

L1 Manager

Rating 

Learning Agility

- * Demonstrates eagerness to learn on the job.
- * Asks questions, is curious about the task at hand and the results expected.
- * Applies learned concepts and skills on the job with minimal guidance.
- * Seeks guidance on own professional and personal development and understands own strengths and weaknesses.

Employee

Rating NA

L1 Manager

Rating 

Passion for Results

- * Is committed to perform the job to the highest possible standard.
- * Agrees achievable goals at the start of each project. Regards new challenges as learning opportunities.
- * Is determined despite frequent obstacles

Employee

Rating NA

L1 Manager

Rating 

Problem Solving & Decision Making

- * Seeks data and information pertaining to the issue at hand.
- * Breaks down issues to logical parts.

- * Actively investigates and discusses the problem.
- * Solves basic day to day operational problems.

Employee

Rating NA

L1 Manager

Rating 

Overall Comments

Employee Comments

- Azure Microsoft Training For Two Days Where We Learned Concepts Of Cloud Computing. And How To Work With Virtual Machine.
- For Two Months We Undergone Topgear Learning Including Java N J2ee. We Also Did Few Assignment In Greater Noida. I Got Transfer From Greater Noida To Bangalore As Tagged In Wipro Digital.
- In October Our Full Stack Training Started. Where We Learned Html And Bootstrap And Completed Assignment Associated To Them. JQuery And Javascript Concept Were Also Taught.
- I Was Assigned Into Mern Stack And Completed A Mini Project. We Created An Spa Application Using Mern Stack Named Oxygen. Oxygen Is A Semantic Indexer Which Indexes The Documents Based On The Intent And Query.this Provides Refined Results According To The Query. React Was Used For Front End.
- It Was Divided Into 3 Modules:
- Searcher
- Crawler
- Intent Parser
- Pipeline Was Used To Connect The Modules. We Used The Google Search Api For Getting The Results In Form Of Urls. The Urls Were Further Crawled As Per The Intent Based Search.this Task Was Performed By The Crawler Module.
- For Handling Request We Used Nodejs And Express Js
- We Used Neo4j And Mongodb Databases For Storing The Data.
- For Parser Module We Performed A Intent Based Search By Creating Relationships Nodes In Neo4j
- In January We Were Certified As Full Stack Developers
- Few Weeks We Worked In Ai Cognitive Where We Started A Project That Is Based On Machine Learning And Ai Concepts And Still Working On That.

L1 Manager Comments

Good Learning So Far. Keep It Up.
Do More Pocs To Enhance Your Skill, Work In Customer Assignment.