Archived Annual Appraisal
2016-2017

Appraisal WorkFlow Details

Shyam Pratap Singh	KARTHIKEYAN SHANMUGAM	Suman Sikdar	Shyam Pratap Singh
EMPLOYEE	L1 MANAGER	L2 MANAGER	DISCUSSION FEEDBACK
Digital Academy	Digital Academy	Internet of Things	Digital Academy

Overall G & O Rating

Excellent Contribution

Overall Competency Rating

Strength

Objective Details

Objective 1: Customer Centricity

MEASUREMENT CRITERIA

	Fill Quantitative Targets (as applicable)
	<u>Completeness of Deliverables</u>
	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)
	<u>Adherence to Schedule</u>
<u>Project Delivery</u>	1.Meet norms on Schedule deviation and CUT productivity, decided by Project/Team lead - For Development Projects
Completeness of Deliverables	1.Meet norms on Schedule Adherence and Not-in-Time Index decided by Project/Team lead - For Maintenence Projects
Adherence to Schedule	<u>Quality of code</u>
	1. Bug fix productivity should be as per project norm.
Problem solving - understand the problem and implement solutions under guidance	2. Rejection % not to go above project norms - For Maintenence Projects
	3. Defect Density &< 4 def/Kloc
	4. 100% compilance with Coding standard.
Contribution to Unit test cases preparation	<u>Problem solving - understand the problem and implement solutions under guidance</u>
	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.
	<u>Contribution to Unit test cases preparation</u>
	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

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Objective 2: Talent & Technology Focus

MEASUREMENT CRITERIA

Fill Quantitative Targets (as applicable)

	Build expertise in identified technology
Competency/ Self Development Build expertise in identified technology Team work and communication Participation in team activities &; initiatives Effective Communication within the team	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 5. Technical paper presentations in internal/external forums, writing technical articles (min 1 and max 2) 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

L1 MANAGER RATING

Rating	⭐⭐⭐⭐⭐

Objective 3: Delivery Transformation

	MEASUREMENT CRITERIA
TrendNXT	TrendNXT 1. Complete TrendNXT assessment within the stipulated time window - for mapped level

L1 MANAGER RATING

Rating	⭐⭐⭐⭐⭐

Objective 4: Quality and Process

	MEASUREMENT CRITERIA
	Completing timesheet on time
	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
Quality and Process	3. Maintain review records.
Compliance to the processes and standards	4. 100% compliance with defined process / Checklistss.
Quality of Documentation	Quality of Documentation
Completing timesheet on time	1. Zero cosmectic 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

L1 MANAGER RATING

Rating	⭐⭐⭐⭐

Overall Comments

Employee Comments	Customer Centricity:
	
	Project Delivery :
	
	- Started working in Credit Suisse Project Under Dheeraj Khanna.
	- Working under Digi Cell to build prototype for Integration Layer between Credit Suisse and Other Utilities.
	- Understanding the Banking and Asset services, and developing deep knowledge about them.
	
	Talent and Technology Focus :
	
	- Self Development :
	  ◦ Apart from MERN Stack, developed knowledge in Kafka, WSO2, Rabbit MQ, Vue.js and AWS.
	  ◦ Build Kafka API to produce data a one end and consume at another end for developing high end transmission pipeline.
	  ◦ Learn JEE, Restful API and Web Services.
	- Team Work and Communication:
	  ◦ Actively involve in team activities and help team whenever possible.
	  ◦ always have constructive debate about technology and reach to best conclusion.
	  ◦ Prepare documentation, so that it can be helpful for team to learn things easily.
	
	Delivery Transformation:
	
	- TrendNXT : Clear successfully **Project and Practice skill of Reference Level L2 and scored 186 Points in Digital Technologies.**
	
	Quality and Process:
	
	- **Gain Knowledge about Digital Transformation and Life cycle of building Product in short time.**
	- **Adopted Agile way of development environment and working on it.**
	- **follow 100% quality compliance while building any product.**
	
	Achievements :
	
	- **Score 9.3 CGPA in Wista 3rd Year and got 20th Rank all over VIT, Vellore.**
	- **Restarted design of Life Saving Seat with the help of Wista Faculty.**

L1 manager Comments	One of the TopGun of his batch. Significant contribution in product development. Keep up the focus and bring in more value to the project that you are working with.

Key Competency Areas

Confidence

Independent and self-reliant; able to stand ground in face of opposition. Demonstrates belief in own ability to select appropriate courses of action. Accepts criticism, seeks out and acts on feedback on own performance.

Employee

Rating ⭐⭐⭐⭐⭐

L1 Manager

Rating ⭐⭐⭐⭐

Client Centricity

Makes client success the primary focus of action Understands client's needs and cultivates mutually beneficial client relationships. Takes ownership for meeting commitments to the clients.

Employee

Rating ⭐⭐⭐⭐⭐

L1 Manager

Rating ⭐⭐⭐⭐

Effective Communication

Conveys ideas, thoughts and feelings in a simple and clear manner. Listens actively and asks relevant questions to improve understanding. Engages audience by use of appropriate communication medium and achieves desired impact.

Employee

Rating ⭐⭐⭐⭐

L1 Manager

Rating ⭐⭐⭐⭐

Collaborative Working

Comfortable working across business and cultural boundaries. Respects and appreciates others' contribution. Works with others to maximize client and organizational results.

Employee

Rating ⭐⭐⭐⭐

L1 Manager

Rating ⭐⭐⭐⭐

Passion for Results

Displays sustained confidence, energy and determination in the face of obstacles. Asks for and fulfills challenging, stretch goals. Pushes self and others for results.

Employee

Rating ⭐⭐⭐⭐⭐

L1 Manager

Rating   ⭐⭐⭐⭐

Performance Summary
Areas of Strength

Passionate towards learning Significant contribution in product development

Areas Of Improvement

Effective communication