Primary Job Responsibilities of a Associate Software Engineer

TatvaSoft
sculpting thoughts...

Note: You need to have 3 reasons to support ratings 5 & 1, to be verified by reporting office

#	KRAs	Objectives	KPIs & Weightage (%)	Competencies	Weightage
1	UI Requirement Understanding	To understand all functional and non-functional UI requirements based on information provided by client or project team	1. UI Requirement Understanding (20%) 2. Query Resolutions (20%) 3. Efficient designs and process (20%) 4. Proper Impact Assessment (20%) 5. Innovations and Suggestions (20%)	Understanding skills, Innovations, Evaluations	10
2	UI Design & Development	Designing layouts ,mockups and Developments as per the requirements, schedule, and quality	1. Creative UI design & development (25%) 2. Productivity (25%) 3. Defects Resolutions (25%) 4. Solution & Quick Troubleshooting (15%) 5. Can work in critical situation (10%)	Creativity, Visualization, HTML Codding skills, Execution & Troubleshooting	40
3	UI Quality	Compliance with quality and other standards	1. UI Standards & Browser compatibility testing (30%) 2. Reviews & User Testing (25%) 3. No. of UI, cosmetic defects (15%) 4. No. of reopens post delivery (15%) 5. No. of new defects injected post delivery (15%)	Knowledge of UI and HTML codding practices, Quality and Proactive	30
4	Skills (Soft + Hard)	Soft skills that help projects/organization	1. Effective Communication & Interpersonal (20%) 2. Technical Skills & Problem Solving Skills (20%) 3. Team Player (Help to others) (20%) 4. Can do attitude & Time Management abilities (20%) 5. Punctuality & Discipline (20%)	Good mix of technical and soft skills, attitude, Self Management	10
5	Organization Support	To Support organization in various activities	1. Volunteer activities, HR activities (30%) 2. Support in pre-sales, marketing activities (30%) 3. Support organization objectives (40%)	Supportive, Discipline, and Proactive for help	10

TatvaSoft Confidential