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| 3**60-Degree Feedback Method** | |
| This method gathers feedback from multiple sources for a holistic evaluation. | |
| **Feedback IRP/Manager:** | **9** |

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| **Key Performance Indicator (KPI-Based Appraisal)** 📈 | |
| Employees are evaluated based on: | |
| * Code Quality |  |
| * Delivery Timelines |  |
| * Problem-Solving |  |
| * Collaboration & Communication |  |
| * Client Satisfaction |  |
| * Adaptability: Learning New technologies |  |

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| **Objective and Key Results (OKR Method) 🎯** | |
| It method helps employees set clear, achievable goals with measurable outcomes, improving performance tracking | |
| * Website Performance |  |
| * Validate: https://validator.w3.org/ |  |
| * Code review |  |
| * Unit Testing: |  |

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| **BARS Method 📊** | |
| Behavior-based evaluation system ensuring fairness. BARS is a behavior-based evaluation system that rates employees based on real-world performance scenarios, ensuring fairness and accuracy. | |
| * Behavioral Attributes: | **10** |
| * Discipline: | **10** |
| * Attendance: | **9** |
| * Dedication: | **10** |
| * Support for Other Departments: | **9** |
| * Participation in Cultural or Social Events (e.g., SPL, Cricket, Office Decorations): | **10** |

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