

FY14 Performance and Development Form for Venugopal Devarapalli



Employee Information

First Name: Venugopal
 Last Name: Devarapalli
 PTC Org: PDV
 Preferred First Name: Venugopal
 Job Title: Software Development Engineer, Senior
 Business Title: R&D Senior Software Development Engineer
 GS Progression Level:
 Employee Id: 61201
 Location: USA-East Moline, IL (4CS)
 Location Country: USA

Introduction

The Performance Review is the final step in PTC's Performance Management process and is made up of four major sections:

1. Contribution
2. Core Values & Competencies
3. Job Competencies
4. Commitment

Each section plays a unique and important role in your overall performance and ultimately helps you understand your role in helping PTC achieve its corporate objectives. The performance review process provides a more formal opportunity for managers and employees to reflect on the accomplishments of the past year and review development goal progress. It is recommended that employees and managers have ongoing discussions about performance and development throughout the year.

Visit the [Performance Management](#) website for more information and helpful resources.

Contribution (Performance Goals)

This section contains the Performance Goals you and your manager established for this fiscal year. For each goal, describe your progress and results achieved. If the goals listed here are not up to date, you can update them within the form. Any changes you make here will also be made to the goal plan itself.

1.1

Category: Financial Success

<p>Goal Name : Accurately record the time on all development work in VersionOne. This is important for all stories, but absolutely critical for any story flagged as CAT_SOW.</p>	<p>Measures/Target : This goal is achieved if Release/Development Management is able to pull reports from VersionOne at any time especially at the end of each quarter and accurately report the information to finance.</p>	<p>Weight : 10.0%</p>	<p>Start : 10/01/2013</p>	<p>Due : 09/30/2014</p>	<p>Complete : 100.0%</p>	<p>Status : Goal Completed</p>
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Tasks :
Comments :

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:
 No comments

Venugopal Devarapalli's Comments:

- I am always punctual and is very consistent where reporting timings are concerned in VersionOne for stories.

Rating by Venugopal Devarapalli: 3.0 - Achieves expectations

Category: Employee Engagement

	Measures/Target : - Timely completion of all assigned ethics and compliance related training and certifications.					
Goal Name : Compliance and Ethics	- Ensuring high standards of ethical behavior in all work activities consistent with PTC's Code of Business Conduct & Ethics and our Core Value of Integrity and Professionalism.	Weight : 0.0%	Start : 10/01/2013	Due : 09/30/2014	Complete : 100.0%	Status : Goal Completed

Tasks :

Comments :

Rating: 3.0 - Achieves expectations**Biju Ninan's Comments:***No comments***Venugopal Devarapalli's Comments:**Completed all assigned ethics and compliance related training and
certifications**Rating by Venugopal Devarapalli:** 3.0 - Achieves expectations

Category: Employee Engagement

Category: Employee Engagement		Measures/Target :				
Goal Name : Successfully execute Scrum team member responsibilities the entire year		1) Develop, test, document and deliver quality functionality based on the assigned stories within reasonable margin of estimated effort				
		2) Participate Sprint planning for each sprint				
		3) Participate in retrospective held each sprint				
		4) Participate Daily stand-ups held				
		5) Escalate or work to resolve any barriers in knocking down roadblocks throughout the year				
		Weight :	Start :	Due :	Complete :	Status :
		15.0%	10/01/2013	09/30/2014	100.0%	Goal Completed
Tasks :						
Comments :						

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

<!--[endif]---->

Venu actively participates in all sprint related activities. He completes all assigned functionality on time, within estimated time. Takes assistance from others as needed and raises his point of view regarding the resolution of certain issues. Promptly responds to the SPRs.

<!--[endif]----><!--[endif]----> <!--[endif]---->

Venugopal Devarapalli's Comments:

- delivered quality functionality based on the assigned stories within reasonable margin of estimated effort
- Participated Daily stand-ups held Escalate or work to resolve any barriers in knocking down roadblocks throughout the year

Rating by Venugopal Devarapalli: 4.0 - Exceeds expectations

Category: Employee Engagement

Goal Name : Mentor surge team members on Client technologies esp. AngularJS/JQuery	Measures/Target : Mentor the surge team by providing timely assistance in resolving any technical issues they may have on Client technologies esp. AngularJS/JQuery.	Weight : 10.0%	Start : 10/01/2013	Due : 09/30/2014	Complete : 100.0%	Status : Goal Completed
Tasks :						
Comments :						

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

<!--[endif]---->

Venu provided mentoring to his peers on Client technologies used in InService development, esp. to those joined as part of surge for development.

<!--[endif]----><!--[endif]----> <!--[endif]---->

Venugopal Devarapalli's Comments:

- Provided assistance for the team members on Angular / J Query.
- Provided quick resolution to team members for fixing the technical issues at client side and Server Side.
- i am desired to help other team members to handle the technical difficulties.
 - assist other team members for any technical challenges.

Rating by Venugopal Devarapalli: 4.0 - Exceeds expectations

Category: Operational Excellence

Goal Name : Train all new team members and ensure they contribute effectively	Measures/Target : All new hires, surge and/or transferred team members should be trained in the process and technology skills in order to quickly contribute to Service Center development. This goal is successful if each new team member has been able to contribute substantial work to the product releases	Weight : 10.0%	Start : 10/01/2013	Due : 09/30/2014	Complete : 100.0%	Status : Goal Completed
Tasks :						
Comments :						

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

As a mentor to the new team members, Venu supported them during their initial work assignments. I find Venu is available to help anyone within the team and outside.

Venugopal Devarapalli's Comments:

- Provided Training for the team members on Service Center application.
- Provided Training for the team members on technologies.

Rating by Venugopal Devarapalli: 3.0 - Achieves expectations

Category: Operational Excellence

	Measures/Target : 1) Complete all OOTB development stories assigned that are necessary for Service Center 10.1, 10.2, InService 6.0					
Goal Name : Complete all software deliverable for Service Center 10.1, 10.2 and/or InService 6.0	2) Complete all possible unit and integration tests for all developed functionality 3) Proactive and quick resolution of all SPRs and defects, with minimal number of deferrals (meeting the release criteria)	Weight : 25.0%	Start : 10/01/2013	Due : 09/30/2014	Complete : 100.0%	Status : Goal Completed

Tasks :**Comments :****Rating:** 4.0 - Exceeds expectations**Biju Ninan's Comments:***No comments***Venugopal Devarapalli's Comments:**

- Completed all stories in SC 10.1 and 10.2 with in time frame
- Provided quick resolution of all SPRs and defects in 10.1.
- Completed all possible JUnit tests for all developed functionality

Rating by Venugopal Devarapalli: 4.0 - Exceeds expectations

Category: Operational Excellence

Goal Name : Assist in the development, verification and integration of Client infrastructure

Measures/Target :

AngularJS/JQuery is one of the core components of Service Center solution and the development success relies on timely development, verification and integration of this software component with rest of the product. Be part of the team that works closely with the Core UI and other UI focused teams and work for the success of this integration.

Weight :
10.0%

Start :
10/01/2013

Due :
09/30/2014

Complete :
100.0%

Status :
Goal Completed

Tasks :**Comments :**

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- Verification of the latest Core UI build with Service Center Application.
- made couple of changes on Advance Search Form to integrate with latest Core UI Builds.
- Communicated with Core UI and River Team to develop the Custom Filter Context Selection using bread crumb model.

Rating by Venugopal Devarapalli: 3.0 - Achieves expectations

Category: Customer Success

Goal Name : Assist Global Services in the successful execution of the contract to implement Caterpillar Bucyrus NGS 1.x and 2.x

Measures/Target :

- 1) Assist GS as-needed with any request
- 2) Complete GS customization stories assigned to the R&D team
- 3) Identify and add any additional OOTB stories to reduce the amount of customization
- 4) Advise, guide, and manage GS on technical and functional matters

Weight :
20.0%

Start :
10/01/2013

Due :
09/30/2014

Complete :
100.0%

Status :
Goal Completed

Tasks :**Comments :**

Rating: 4.0 - Exceeds expectations

Biju Ninan's Comments:

Venu maintains a very good working relation with the GS Team working on CAT implementation. He goes out of his assignments to answer and help the team to complete the custom work.

Venugopal Devarapalli's Comments:

- Assist the GS team to customize the View Applicability window on client side.
- Assist GS team for necessary customization for SC 10.1 and SC 10.2 .. (Ex : Context Picker Window).
- Assist GS team to customize the Search Preview Templates.

Rating by Venugopal Devarapalli: 4.0 - Exceeds expectations

Overall Contribution Rating

Please rate the employee's overall contribution for their performance goals.

Overall Contribution

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

Venu is a very committed, hard worker who is not hesitant to help others and take assistance from others when needed. Participates in all sprint related activities and completes all assigned work with good quality and within the estimated time. Certain aspects in the client tier is specifically his contributions esp. the Disambiguation dialog and applicability view.

Venugopal Devarapalli's Comments:

- I actively seeks input from others when making important decisions. I always makes an effort to find people who can add to understanding of a situation or offer a fresh perspective. This openness to other opinions allows to gather all the necessary information to make sound judgment calls.
- easily picks up new and highly complex skills and integrates them into work.
- Highly adept at technical coursework. I readily grasps new concepts and technical applications.

Rating by Venugopal Devarapalli: 3.0 - Achieves expectations

Core Values & Competencies

In this section, provide a review of the employee's demonstration of **PTC's Core Values:** (*Customer Success, Excellence, Innovation & Empowerment, Integrity & Professionalism, Social Responsibility through Shared Value, Teamwork, and Winning*) and **Core Competencies** (*Action Oriented, Dealing with Ambiguity, Customer Focus, Integrity & Trust, and Drive for Results*).

Core Values are the operating philosophies or principles that guide an organization's internal conduct as well as its relationship with its customers, partners, and shareholders. They are important because they provide a standard for behavior at every level of the business. At

PTC, we expect that all employees abide by these values. For more information, please visit the [Core Values](#) page located on SharePoint.

Competencies are the demonstrated behaviors, skills, knowledge, abilities, talents, self-concepts and attitudes most required to successfully perform a job. Consistent demonstration of these five Core Competencies is directly related to strong performance across all levels of the organization. For more information, please visit the [PTC Core Competencies](#) SharePoint page. **Rate each competency compared to the expected proficient level for your job level.** To learn more about competencies and view the [proficiency level descriptions](#), visit the [Competencies](#) webpage.

01. Action Oriented

Enjoys working hard; is action oriented and full of energy for the things he/she sees as challenging; not fearful of acting with a minimum of planning; seizes more opportunities than others.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Venugopal Devarapalli's Rating:

Rating by Venugopal Devarapalli: 4.0 - Advanced

02. Dealing with Ambiguity

Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Venugopal Devarapalli's Rating:

Rating by Venugopal Devarapalli: 3.0 - Proficient

15. Customer Focus

Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Venugopal Devarapalli's Rating:

Rating by Venugopal Devarapalli: 3.0 - Proficient

29. Integrity and Trust

Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Venugopal Devarapalli's Rating:

Rating by Venugopal Devarapalli: 4.0 - Advanced

53. Drive for Results

Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Venugopal Devarapalli's Rating:

Rating by Venugopal Devarapalli: 3.0 - Proficient

Core Values & Competencies Comments

Managers Comments:

It is good to see that Venu always consider customer usage of the product. The solutions he develop are easy to be customized as needed for a customer implementation.

Venugopal Devarapalli's Comments:

- I am always ready to handle problems. I doesn't let difficulties simmer. I quickly assumes ownership of even the most challenging problems.
- I makes a point to get customer feedback. When I knows of a new idea or change that may affect customers, i am sure to get their input before moving forward. i am flexible and willing to adjust his direction based on input from customers.
- I makes an effort to admit mistakes and to correct the situation.

Overall Core Values & Core Competency Rating

Please provide an overall rating that reflects the employee's proficiency of the core competencies and demonstration of the core values.

Core Values

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- I relishes new challenges. I eagerly investigates problems, asking questions and looking at issues from different angles to develop solutions. I clearly enjoys tackling new problems and breaking new ground.
- I always searches for ways to improve productivity and profitability.

Rating by Venugopal Devarapalli: 3.0 - Achieves expectations

Job Specific Competencies

In addition to the five Core Competencies, additional competencies may be required to excel in your particular job. **Rate each competency compared to the expected proficiency level for your job.** To learn more about competencies and view the [proficiency level descriptions](#), visit the [Competencies](#) webpage.

You may customize the competencies that appear below, removing or adding competencies as needed. An employee should gain the agreement of their manager before making any changes.

14. Creativity

Comes up with a lot of new and unique ideas; easily makes connections among previously unrelated notions; tends to be seen as original and value-added in brainstorming settings.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Biju Ninan's Comments:

Venu has creative ideas to solve the problems. With the new client technology being used in InService development, the team had to develop features that are not supported by the core, he came with an idea of rendering the effectivity data from an xml file thus enabling a better presentation of the feature. This helped in easily presenting the group effectivity.

Venugopal Devarapalli's Comments:

- Comes up with new and original ideas. I uses analogies, makes surprising connections, and finds something new and different.

Rating by Venugopal Devarapalli: 4.0 - Advanced

17. Decision Quality

Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- I actively seeks input from others when making important decisions. I always makes an effort to find people who can add to understanding of a situation or offer a fresh perspective. This openness to other opinions allows to gather all the necessary information to make sound judgment calls.

Rating by Venugopal Devarapalli: 3.0 - Proficient

30. Intellectual Horsepower

Is bright and intelligent; deals with concepts and complexity comfortably; described as intellectually sharp, capable, and agile.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- easily picks up new and highly complex skills and integrates them into work.

Rating by Venugopal Devarapalli: 4.0 - Advanced

51. Problem Solving

Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.

Rating: Select One.... **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- I makes it a priority to come up with as many options as possible. I doesn't get stuck in a pattern of falling back on solutions he has tried before. I always asks the second question and looks broadly for solutions.

Rating by Venugopal Devarapalli: 4.0 - Advanced

61. Technical Learning

Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge-like Internet technology; does well in technical courses and seminars.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- Highly adept at technical coursework. I readily grasps new concepts and technical applications.

Rating by Venugopal Devarapalli: 4.0 - Advanced

F123. Performance Engineering

Demonstrates an ability to model, benchmark, and/or simulate computer systems; develops performance characteristics for applications, e.g. data and transaction volumes, etc.; demonstrates an understanding and employs performance design options, e.g. partitioning, indexing, etc.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- Develops performance characteristics for applications, e.g. taking care of removing watches from search

Rating by Venugopal Devarapalli: 3.0 - Proficient

F126. Project Control

Follows PTC's project management standards to enable and enforce timely control processes; audits using PTC's internal control systems; anticipates project/process risks related to scope, approach, client, and subcontractors/vendors; applies risk assessment and mitigation techniques; identifies and analyze risks; plans risk mitigation; coordinates product releases into a production environment, e.g. application software, and hardware; insures the integrity of core products via version control.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- working with scrum master to achieve the timely control processes

Rating by Venugopal Devarapalli: 3.0 - Proficient

F127. Project Planning and Estimating

Defines high-level goals, objectives, scope, and economics; ensures feasibility and proposed business benefits; creates accurate macro and detail level plans following project management standards; uses established guidelines to define major project phases, milestones, and tasks; can judge proper plan detail based on project size and complexity; effectively defines project triple constraint; creates accurate estimates for tasks identified in a work breakdown structure; applies commonly accepted estimating approaches; can judge estimates based on task/process size and complexity.

Rating: 2.0 - Intermediate **Expected Rating:** 3.0

Biju Ninan's Comments:

Venu's estimates are very tight. Need to improve to have better estimate. Probably keep track of time taken and quantify and compare the new work against previous actual.

Venugopal Devarapalli's Comments:

- working with scrum master to achieve the correct time estimate for the stories.

Rating by Venugopal Devarapalli: 3.0 - Proficient

F129. Prototyping

Demonstrates an understanding of various prototyping approaches, e.g. technical feasibility, conceptual, developmental, and other industry approaches; uses good judgment in applying the correct prototyping approach in a given situation.

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- understanding of various prototyping approaches eg . technical feasibility (decide how to reuse the rest resources for business scenario and reuse the search preview templates)

Rating by Venugopal Devarapalli: 4.0 - Advanced

F135. Software Application/Infrastructure

Skilled in installing, configuring, and supporting application and/or infrastructure software on multiple technical platforms using one or more families of languages, e.g. PC /workstation operating systems and utilities, server software, performance measurement and tuning, systems programming, security, and software distribution; understands software architecture; demonstrates the ability to analyze and develop key components using methodology prescribed techniques during design, selection, installation and testing.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- skilled in supporting application eg : understands software architecture; demonstrates the ability to analyze and develop key components using methodology prescribed techniques during design, selection and testing.

Rating by Venugopal Devarapalli: 3.0 - Proficient

F136. Software Languages

Designs, develops, maintains, and implements effective application software on multiple technical platforms using one or more families of languages; examples include 3GLs (e.g. C, PL/SQL, ProXC), Object Oriented (e.g. C++, HTML, Java, JavaScript, VBScript), and product-specific (e.g. Microsoft).

Rating: 4.0 - Advanced **Expected Rating:** 3.0

Biju Ninan's Comments:

Venu has thorough knowledge of the technologies he is using for the development. He learns fast and able to develop using it. We switched the client technologies during the current review period and Venu started using it very quickly.

Venugopal Devarapalli's Comments:

- Designs, develops, maintains, and implements effective application software on multiple technical platforms using one or more families of languages eg : java and client side Object Oriented (JavaScript, YUI ,jQuery and angularJs)

Rating by Venugopal Devarapalli: 4.0 - Advanced

F137. Software Process Engineering and Life Cycle

Demonstrates expertise in the application of software process engineering methodology principles, approaches, steps, phases, concepts, techniques and work products; possesses a holistic understanding of the scope, purpose, triggering events, results, and activities related to the development life cycle; uses flexibility and judgment to customize the process to fit the need when determining the activities to perform and work products to develop.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

expertise in the application of software process engineering methodology principles. ex :

- attending daily scrum meeting
- gather requirements from the Product Owner.
- discuss with Scrum Master and other team members for the technical clarifications.
- prepare the documents for the story related.
- communication with QA team to understand the issues with the functionality.

Rating by Venugopal Devarapalli: 3.0 - Proficient

F138. Software Process Engineering Work Products/Tools

Demonstrates expertise in the use of software process engineering methodology toolkits, discussion and work product databases, etc., to develop appropriate task-related work products; appropriately applies tools to generate work products; contributes to work product reuse and the development/improvement of tools.

Rating: 3.0 - Proficient **Expected Rating:** 3.0

Biju Ninan's Comments:

No comments

Venugopal Devarapalli's Comments:

- expertise in the use of software process engineering methodology toolkits, to develop appropriate task-related work products ex : (visual studio , DB Visualizer)

Rating by Venugopal Devarapalli: 3.0 - Proficient

Overall Job Competency Rating

Please provide an overall rating that reflects the employee's achievement of the proficiency levels required for their job competencies.

Overall Capability

Rating: 3.0 - Achieves expectations

Biju Ninan's Comments:

<!--[endif]-->Venu has all needed skills for the job. He has picked-up all the necessary knowledge on the new development tools and infrastructure components very fast after InService development switched to the new Architecture. He has provided mentoring to surge team members esp. the new team members joined from Pune, India. He is always productive, completes all the work assignments on-time. Very punctual to work and willing to help others. He worked very closely with NGS team members when they were working on customizations. He analyses the impacts of changes very well and communicates it to the rest of the stakeholders. <!--[endif]--><!--[endif]--> <!--[endif]-->

Venugopal Devarapalli's Comments:

- I actively seeks input from others when making important decisions. I always makes an effort to find people who can add to understanding of a situation or offer a fresh perspective. This openness to other opinions allows to gather all the necessary information to make sound judgment calls.
- easily picks up new and highly complex skills and integrates them into work.
- Highly adept at technical coursework. I readily grasps new concepts and technical applications.

Rating by Venugopal Devarapalli: 3.0 - Achieves expectations

Commitment

In this section provide a review of the employee's commitment. Simply having the right capabilities to perform a job is important, yet it is not enough for success. An employee's desire to use those capabilities in their job is essential. A committed employee having the right capabilities is very likely to use his or her talents fully. Employee commitment is critical to evaluate in the Performance Review process.

Examples of measurable commitment criteria include: Level of motivation; Desire to do great work; Support of PTC's and his or her organization's success; Personal accountability; Initiative to take on additional responsibilities; Inspiring others to be committed.

Commitment

Rating: 4.0 - Exceeds expectations

Biju Ninan's Comments:

<!--[endif]-->Venu is a very committed team member in InService development team. He has always completed his assignments within planned time-frame and always willing to take-up more work. He applied his skills properly. All deliverable are well tested and put sufficient attention to the quality of the code by providing unit test cases. <!--[endif]--><!--[endif]--> <!--[endif]-->

Venugopal Devarapalli's Comments:

- completed all stories in SC 10.1 and 10.2 with in time frame
- i am desire to handle the complex functionality and willing to do hard work.
- Provided quick resolution of all SPRs and defects.
- i am desired to help other team members to handle the technical difficulties.
- i am worked hard to do PTC organization's success.

Rating by Venugopal Devarapalli: 4.0 - Exceeds expectations

Development Goals

While progress on development goals does not formally impact overall performance ratings at PTC, the performance review process is a good opportunity to do a more formal review on an employee's progress of their development goals. Making progress on development goals over time can help an employee excel at their current role and be prepared for their next role.

Provide comments related to the progress of the goals. If the goals listed here are not up to date, you can update them within the form. Any changes you make here will also be made to the goal plan itself.

Others' Feedback

This section is for documenting feedback received from others during the performance review process.

Please provide specific examples

Comments by Biju Ninan:

Given below are the positive feedback:

"Venu is quick to ask for help when he needs it. He is also quick to provide a code review or verification when needed. He does a pretty good job of investigating bugs and identifying root causes. His code is good quality, and he is quick to make changes when suggested in code reviews.

"Venu is hardworking, dedicated and focused at work. He identifies problem situations within the appropriate time frame. He is able to balance the needs of the team with his individual responsibilities"

"Venugopal is nice person and works hard. He discuss and share knowledge with the Team and helps the Team."

"Venugopal is a very hard working person.He has contributed a lot for the forest team especially developing the UI components. He works extended hours when needed to resolve the issues."

"Venu can be trusted to accomplish his work on time and with attention to quality. He is a valued team member who can be counted on for help & assistance, and has contributed a lot to the product and to the CAT engagement"

Given below are the suggestions for improvement:

"Venu comes across as a fairly shy individual. Given his knowledge and skills, he can certainly afford to be more outspoken; as a team we can benefit from his input"

"Venu could more thoroughly test changes to make sure that he has covered all functionality and data flows affected by his submissions."

"Can improve written communication skills."

"Venu can improve his decisions making skills in certain situations. He can be more proactive on being a team player"

Summary

This section provides a summary of the ratings that have been selected for each section and the final overall performance rating. (Save the form to view the updated section ratings below.) Take each component of the employee's performance into consideration when selecting the overall performance rating for the employee.

	Overall Performance Rating	3.0 - Achieves expectations Rating	Weights
Contribution (Performance Goals)			
Accurately record the time on all development work in VersionOne. This is important for all stories, but absolutely critical for any story flagged as CAT_SOW.	3.0 - Achieves expectations	3.0 - Achieves expectations	10.0%
Compliance and Ethics	3.0 - Achieves expectations	3.0 - Achieves expectations	0.0%
Successfully execute Scrum team member responsibilities the entire year	3.0 - Achieves expectations	3.0 - Achieves expectations	15.0%
Mentor surge team members on Client technologies esp. AngularJS/JQuery	3.0 - Achieves expectations	3.0 - Achieves expectations	10.0%
Train all new team members and ensure they contribute effectively	3.0 - Achieves expectations	3.0 - Achieves expectations	10.0%
Complete all software deliverable for Service Center 10.1, 10.2 and/or InService 6.0	4.0 - Exceeds expectations	4.0 - Exceeds expectations	25.0%
Assist in the development, verification and integration of Client infrastructure	3.0 - Achieves expectations	3.0 - Achieves expectations	10.0%
Assist Global Services in the successful execution of the contract to implement Caterpillar Bucyrus NGS 1.x and 2.x	4.0 - Exceeds expectations	4.0 - Exceeds expectations	20.0%

Overall Contribution Rating	
Overall Contribution	3.0 - Achieves expectations
Overall Core Values & Core Competency Rating	
Core Values	3.0 - Achieves expectations
Overall Job Competency Rating	
Overall Capability	3.0 - Achieves expectations
Commitment	
Commitment	4.0 - Exceeds expectations

Signature

The manager and employee must discuss what was written in this review and the reasons for the rating. Focus on specific performance examples and include both the manager's and employee's perspectives. Completion of this step indicates a meaningful and open discussion has occurred. The employee's signature indicates that this performance review has been read and discussed with the employee. A signature does not necessarily indicate agreement with this review.

Employee: Venugopal Devarapalli 12/19/2014
 Venugopal Devarapalli
 Manager: Biju Ninan 12/19/2014
 Biju Ninan