

## APPRAISAL DETAILS

<b>Emp#:</b>	2260	<b>Name:</b>	Ravikant Netam	<b>Date Of Joining:</b>	08/11/2008
<b>Appraiser:</b>	Kedar Ghanshyam Parundek	<b>Group Head:</b>	Pratik N Patel	<b>Appraiser's Manager</b>	Akhlaque Ahmed Nisar Ahmed Khan
<b>Designation</b>	Manager - Technology	<b>Department</b>	BI/DW/ETL	<b>Appraisal Period</b>	04/01/2020 To: 03/31/2021

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Sr No.	Highlights of the appraisal period
1	<p>Maintained a good relationship with client in terms of delivery, communication and adding up new resources in the team Synechron.</p> <p>Delivered all assigned task on scheduled time and helped client on understanding the new technologies and how to take advantage and apply to current work.</p> <p>Developed a comprehensive technical document required for ongoing implementation.</p> <p>Translated the requirements of the clients into highly technical specifications</p> <p>Facilitated training and discussion on newly implemented Tableau reports.</p> <p>Handled the job of monitoring and supervising the work of proper implementation of new systems</p> <p>Worked closely with all level of stack holders and communicated well in terms of requirement gathering and providing solution in the on going implantation and assured for best result.</p> <p>Coordination on designing and deploying reports for all environments.</p>
2	<p>Working on Analytics reporting using Qlikview / SSRS reporting tool.</p> <p>Interacting with internal client, business user on the reporting requirements.</p> <p>Collaborate with team members and stakeholders on needs</p> <p>Provide support of automation queue of reoccurring and ad hoc reports</p> <p>Troubleshoot report issues, discrepancies, optimization and other risks and concerns</p> <p>Manage requirement and assigning it to dev team.</p> <p>Handle all types of enhancements and queries raised from business and other teams.</p> <p>Learnt more towards new domain and functionalities, Process etc</p>

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### Core Skills

Sr. No.	Core Skills	Justify your rating	Appraiser Justification	Self	Appraiser
1	Skill & Domain Knowledge	Quickly learned and applied my skills to match with domain requirement for best result and achieve the timeline and assure meet the target	Need to more focus on domain knowledge	Meets expectations	Meets expectations
2	Project Implementation & Execution			Meets expectations	Meets expectations
3	Accountability and Ownership	Taken a proactive step with accountability and ownership of the assigned task with 100% best result.		Exceeds expectations	Exceeds expectations

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4	Communication Skills	Always keep communication on top for clear understanding and delivery of task.		Meets expectations	Meets expectations
5	Innovation	Helped and came with new ideas and solutions to enhance the ongoing report implementation by applying my BI skills and domain knowledge		Meets expectations	Meets expectations
6	Delivery and Operations	worked independently on all the task assigned by client and delivered on scheduled timeline with accuracy and provided solution		Meets expectations	Meets expectations

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7	People Management and Leadership Skills			Meets expectations	Meets expectations
8	Attrition and utilization percentage			Meets expectations	Meets expectations
9	Client Management	Worked closely with all level of stack holders and communicated well in terms of requirement gathering and providing solution in the on going implantation and assured for best result.		Meets expectations	Meets expectations

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#### Core Values

Sr. No.	Core Values	Justification	Appraiser Justification	Self	Appraiser
1	Customer Satisfaction	Quickly learned and applied my skills to match with domain requirement for best result and achieve the timeline and assure meet the target		Meets expectations	Meets expectation
2	Excellence	Followed the best practice and expertise on the given area for the best results		Exceeds expectations	Exceeds expectation
3	Execution			Meets expectations	Meets expectation

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4	Integrity			Meets expectations	Meets expectation
5	Agility	Worked on different applications and technologies as per the assignment given to me where I learnt and excel.		Exceeds expectations	Exceeds expectation
6	Organizational Initiative [Contribution to new initiatives which are not directly related to job such as CSR, Go Green Initiative, Improvement to Business Process and such other contributions]			Meets expectations	Meets expectation

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### Appraisee Comments

Comments	
<b>Training</b>	Agile SCRUM, Capital Markets, Data Modelling, PMP
<b>Development Plan</b>	Enhance Financial domain knowledge i.e. Capital Market, Investment Banking etc.and learn more about latest technologies.

### KRAs for the Next Year

Sr.No	Description	Priority
1	Enhance Skills / Knowledge 1) Complete Qlikview Certification 2) Acquire Knowledge about QlikSense: Conduct knowledge sharing session for same with the team once a month while acquiring the new skill. 3) SQL 4) Knowledge on multiple BI tools	Medium
2	Improve Business Knowledge Focus on how a particular calculation/expression relates business point of view apart from its technical implementation. Create document or Update calculation repository with same.	Medium
3	Strengthen Stakeholder Relationships	High
4	Improve Business Knowledge Focus on how a particular calculation/expression relates business point of view apart from its technical implementation. Create document or Update calculation repository with same.	Medium
5	Strengthen Stakeholder Relationships	High
6	Strengthen Stakeholder Relationships	High