Appraisal Details

Employee ID	4810	Employee Name	Vimal Raj Viswaraj
Appraiser Name	Mareeswaran Balaji	Department	Delivery
Review Period	16 Feb 2021 - 28 Oct 2021	Date of Joining	01 Sep 2020

Key Result Area	Weightage	Self Rating	Actual Achievement	L1 Rating	L1 Remarks	L2 Rating	L2 Remarks
Delivery Excellence	30.00	5	1. Implemented a macro-based accelerator to fastrack the report preparation with a benchmark running time of 3 minutes, thereby reducing the manual efforts by 90% (manual effort – 30 minutes). 2. By understanding the pain areas of setting up scenarios for each performance execution, I developed and implemented a macro-based accelerator that creates a property file by reading the Jmeter scripts and workload model. This property file was used as a source for execution and thus avoids the manual interventions. In addition, this accelerator also creates a windows batch file (.bat) that was integrated with Jenkins pipelines for continuous performance execution. This significantly reduced the reduced 40-50% of the manual efforts involved in configuring the performance scenario for each execution. 3. Developed a tech-enabled solution in capturing the client-side performance metrics by reusing the existing automation scripts and this implementation helped PT team in monitoring the application behavior with both client and server-side metrics. 4. QE BU Fly High Award was awarded for the contributions made in developing and implementing the accelerators to reduce the manual efforts and bringing automation into day to day activities in the workplace 5. Supported Team in creating Performance Testing Framework, which would solve most of the pain areas faced by associates during the project delivery by automating the execution scenario setup, scheduling the execution in CI/CD pipelines	4	Agreed, took up E2E delivery ownership for all BAU projects in Bank Muscat replaced a top talent and gained velocity in short span of time. Has delivered engagements of different magnitudes. Has reported the issues & blockers to key stakeholders but need to drive it to logical closure Has also effectively coordinated with the Bank's IT team and Development vendor. Need to improvise in managing dependencies Need to be influential among key stakeholders	4	Agreed, took up E2E delivery ownership for all BAU projects in Bank Muscat replaced a top talent and gained velocity in short span of time. Has delivered engagements of different magnitudes. Has reported the issues & blockers to key stakeholders but need to drive it to logical closure Has also effectively coordinated with the Bank's IT team and Development vendor. Need to improvise in managing dependencies Need to be influential among key stakeholders

			using cron jobs and generating the HTML reports and sharing the high level execution summary report with all stake holders 6. Dedicated effort has been contributed throughout the end to end testing phase including requirement gathering, scope and approach document preparation, scripting, execution, and performance bottleneck isolation 7. Delivered a project in Jmeter by handling the NTLM Version 2 authentication, which was shared with Maveric PT Team due to the complexities faced in handling the same by Bank's internal PT Team. Direct recording the network traffic using the Jmeter tool was a challenge therefore captured the network traffic using a HAR file and then created the HTTP request manually and changed the configuration in property files to handle the challenge 8. Performance tested SAS AML systems by triggering the web service request directly to ESB middleware, where we faced a challenge in authenticating the request in ESB since it was not coming from the application servers. Managed to handle the same by configuring the server certificate in ESB the same was sent with the request in Jmeter along with the encrypted password. The generated certificate (jks file) and other artifacts are saved and documented the details for future reference. 9. Escalated the issues/blockers instantly to all stakeholders that affect the product delivery & quality. Also mitigated the risks by suggesting an alternate plan to the customer through calls & emails which helped to progress a lot aligning to the project schedule				

Operational Excellence	15.00	4	1. Project debrief sessions were arranged with the internal teams to share the learning and challenges faced during the project and documented the same for future reference. During the upgrade phase of the projects which I handled in BSF and GIB, complete knowledge transfer was provided to the new teams to make the transition process smooth for both client and associate, also helped them in resolving few technical challenges faced in their roadmap. 2. Extended technical support with other project teams and have resolved the technical challenges faced in their projects. Preventative measures were taken in the upcoming projects to tackle similar issues and thus reducing the time and effort in fixing the same. 3. Undergo periodic review of tailor-made project deliverables with the client and internal team to ensure that the clients expectations are meet with no compromise on the quality. 4. Created test scripts and artifacts which could be used as regression packs to run the PT execution on regular intervals to validate the impact of deploying the OS patch or application path in test servers whereby saving the cost and effort. 5. Have set daily, weekly and monthly goals & completed them on time with less than 5% of deviation through frequent re-prioritization according to the client needs.	4	Proactively transfer the knowledge to team members and provide support on domain, tool & technologies. But he needs improvement in collaboration skills and team work. Also he must focus on delegation of tasks - empowers team members with resources to achieve the results. Need to focus on repository management, project case studies, regular maintenance of project documents. Need to start involving in RFP solutions & recruitment drives	4	Proactively transfer the knowledge to team members and provide support on domain, tool & technologies. But he needs improvement in collaboration skills and team work. Also he must focus on delegation of tasks - empowers team members with resources to achieve the results. Need to focus on repository management, project case studies, regular maintenance of project documents. Need to start involving in RFP solutions & recruitment drives

Project Management & Delivery Impact	40.00	5	1. Delivered multiple projects by taking the complete responsibility and ownership to adhere to 100% project scope by extending the timelines thereby reduced the schedule deviation by less than 5%. 2. Predominant importance was given to deliver tailor-made project deliverables to the client to meet the expectations. During regular intervals the deliverables were reviewed and updated based on the lessons learned from the experience, and the same was appreciated by senior management in Bank Muscat. 3. Reused existing accelerator created to analyze the middleware logs whereby reducing the manual efforts by more than 95% and reused the existing scripts delivered to the client with minimalist efforts on script maintenance for the upgrade projects which reduced the effort and created customer wow, in turn, resulted in cost saving 4. Reused the existing traceability matrix tracker for performance tuning in BSF project to suggest the recommended server parameters in WAS layer which in turn reduced the server configuration level fine tuning 5. Have ensured standard in delivering the project deliverables by following the best practices and guidelines with zero follow-ups on the deadlines 6. Potentially involved in providing technical solutions to project deliverables with the best of my knowledge	4	Agreed, SPOC for NFT delivery for Bank Muscat and has been self sufficient in managing the E2E delivery. Need to focus on project management aspects such as risk, dependencies, defect reporting, status reporting, pipeline project projections etc.	4	Agreed, SPOC for NFT delivery for Bank Muscat and has been self sufficient in managing the E2E delivery. Need to focus on project management aspects such as risk, dependencies, defect reporting, status reporting, pipeline project projections etc.
Self-Improvement	15.00	5	1. Completed multiple certification courses in technology space whereby making me updated in my domain and the latest technology, few of them includes Blazemeter certification for Advanced Performance Testing, Computing Technology Industry Association certification on Core Concepts of Cloud Computing and Testing Automation University certification on Mobile Automation with Appium.	4	Agreed. He doesn't hesitate to learn a new technical area/tool/technology and cascading the knowledge to team members. Supported leadership team in building team competencies on new technical areas.Adapted to new systems and	4	Agreed. He doesn't hesitate to learn a new technical area/tool/technology and cascading the knowledge to team members. Supported leadership team in building team competencies on new technical areas.Adapted to new systems and

			2. As a part of the talent transformation initiative taken by the organization trained resources on the basics of Jenkins, Git, and Automation frameworks (Cucumber and TestNg). The Learning and Development (LAD) honored this achievement with the gold card for completing 20+ hours of training. Also trained freshers on Performance Testing and handhold them with a few demo applications post which all were deployed in projects and were able to deliver from day one. 3. Awarded the Emerging Techie award by the LAD team for showcasing the urge to study new things in technology space during the Picnic program, special jury mention was given for my performance on the final drill day as the team captain and made my team finish in the third position. 4. As a part of upskilling activities started practicing performance engineering concepts in current projects handled by not just pinpointing issues rather started to analyze the complete system and proactively recommending the developers to fix the same upfront. Also, has started to explore more on Zabbix tools to provide more meaningful insights. 5. Implemented the lessons learned from the past experience and improvised the standards of deliverables and processes to meet the client requirements. 6. Proactively attends the PSC, PT signoff, PWG, and Defect Triage meeting to sharing the PT results and the issue faced with their recommendations (if any) with all stakeholders and upfront highlighting the risk and mitigation plans which in turn reduced the escalations on PT teams.		processes well and seeks out training to enhance knowledge, skills and abilities.		processes well and seeks out training to enhance knowledge, skills and abilities.
Knowledge, Skills Attitude and Values	**Weightage**	**Self Rating**	**Provide Instances**	**L1 Rating**	**L1 Remarks**	**L2 Rating**	**L2 Remarks**

I adhere to processes laid down consistently and diligently and deliver work as per planned schedule	20.00	5	1. Always I adhere to the process and take care at most care to deliver 100% quality without any exceptions on the deliverables. 2. Delivered multiple projects in parallel by taking the complete responsibility and ownership to adhere to 100% project scope by extending the timelines thereby reduced the schedule deviation by less than 5%. 3. While delivery the project in BSF (Fixed Bid Project), in which we delivered the completed the complete project within the agreed timelines. 4. Planned the activities and prepare the schedule and make sure there is no slippage on the timeline	4	Agreed, the contribution/ extended support towards critical milestones during the Bank Muscat delivery was commendable. Lot more focus to defect management has to be put in place to avoid the schedule slippages. Has the ability to adapt to new process.	4	Agreed, the contribution/ extended support towards critical milestones during the Bank Muscat delivery was commendable. Lot more focus to defect management has to be put in place to avoid the schedule slippages. Has the ability to adapt to new process.
I am highly conscious of the impact of my work with the customer and continually raise the bar	20.00	4	1. Proactively involved in discussions with developers and banks IT teams to isolate the performance bottleneck and documented the same for future reference. 2. Tailor-made project deliverables were delivered to the client to meet the expectations and during regular intervals the deliverables were reviewed and updated based on the lessons learned from the experience. 3. Involved in providing technical solutions to project deliverables with the best of my knowledge.	4	Agreed, has been prompt in handling customer quires. He has an ability to understand the problem statement and analyze the root cause with the available information.Need to gain lot more buy in from the key stakeholders. Need to focus on continuous improvements and time-box the CI's	4	Agreed, has been prompt in handling customer quires. He has an ability to understand the problem statement and analyze the root cause with the available information.Need to gain lot more buy in from the key stakeholders. Need to focus on continuous improvements and time-box the CI's

I endevour to constantly update my work related skills through various sources	20.00	4	1. Completed nearly 12 certification courses in technology space whereby making me updated in my domain and the latest technology, few of them includes Blazemeter certification for Advanced Performance Testing, Computing Technology Industry Association certification on Core Concepts of Cloud Computing and Testing Automation University certification on Mobile Automation with Appium. 2. As a part of upskilling activities started practicing performance engineering concepts in current projects handled by not just pinpointing issues rather started to analyze the complete system and proactively recommending the developers to fix the same upfront. Also, has started to explore more on Zabbix tools to provide more meaningful insights.	4	Agreed, a quick learner and continuous effort has been put in place to update on the technical skill set. Need to focus more on Performance Engineering aspects and need to improvise in reporting the performance bottleneck observations.	4	Agreed, a quick learner and continuous effort has been put in place to update on the technical skill set. Need to focus more on Performance Engineering aspects and need to improvise in reporting the performance bottleneck observations.

| I go above and beyond the goals set and take up additional responsibilities enthusiastically | 20.00 | 5 | 1. As a part of the talent transformation initiative taken by the organization trained resources on the basics of Jenkins, Git, and Automation frameworks (Cucumber and TestNg). The Learning and Development (LAD) honored this achievement with the gold card for completing 20+ hours of training. Also trained freshers on Performance Testing and handhold them with a few demo applications post which all were deployed in projects and were able to deliver from day one. 2. Extended technical support with other project teams and have resolved the technical challenges faced in their projects. Preventative measures were taken in the upcoming projects to tackle similar issues and thus reducing the time and effort in fixing the same. 3. Supported Team in creating Performance Testing Framework, which would solve most of the pain areas faced by associates during the project delivery by automating the execution scenario setup, scheduling the execution in CI/CD pipelines and generating the HTML reports and sharing the high level execution summary report with all stake holders | 4 | Agreed, has provided a valued contribution to build PT framework as part of NFT specialization. Has provided valued contribution for L&D training programs. | 4 | Agreed, has provided a valued contribution to build PT framework as part of NFT specialization. Has provided valued contribution for L&D training programs. |

I have made noteworthy efforts to bring about new ideas to my work and such innovation is impactful in nature	20.00	5	Implemented a macro-based accelerator to fastrack the report preparation with a benchmark running time of 3 minutes, thereby reducing the manual efforts by 90% (manual effort – 30 minutes). 2. By understanding the pain areas of setting up scenarios for each performance execution, I developed and implemented a macro-based accelerator that creates a property file by reading the Jmeter scripts and workload model. This property file was used as a source for execution and thus avoids the manual interventions. In addition, this accelerator also creates a windows batch file (.bat) that was integrated with Jenkins pipelines for continuous performance execution. This significantly reduced the reduced 40-50% of the manual efforts involved in configuring the performance scenario for each execution. 3. Developed a tech-enabled solution in capturing the client-side performance metrics by reusing the existing automation scripts and this implementation helped PT team in monitoring the application behavior with both client and server-side metrics. 4. QE BU Fly High Award was awarded for the contributions made in developing and implementing the accelerators to reduce the manual efforts and bringing automation into day to day activities in the workplace	4	Agreed, has been a go to person for any technical implementations and good at technical exploration.	4	Agreed, has been a go to person for any technical implementations and good at technical exploration.

Section Name :	Appraiser & Reviewer Feedback
Name	**Values**
Is the appraisee motivated in his/her current role?	Yes
In your assessment, has the appraisee been utilized to the fullest of his/her potential?	Yes, Recommending for Stream change from STE to SSE.

Is the associate at risk of low performance, what are the areas you would suggest he/she works on?	NO, Collaboration and Team work in the project Delegation of tasks Decision making with viable alternatives and influencing multiple stakeholder Enabling team competency and build self-sufficient TE's Identify the decision makers at the client place and influence them with the right set of data Need to focus on insightful reporting Need to start driving CI's
Do you think that the appraisee has overwhelming number of sponsors from the other clusters?	Has sponsors from various tribes and has delivered PT engagements for key accounts - Bank Muscat GIB & BSF under different leadership team.

Section Name :	Supplementary Feedback
Name	**Values**
Name of the Feedback Provider	NA
Supplementary Feedback	NA

Overall Performance Rating :   Meets Expectations Consistently & Exceeds in some - 4