

APPRAISAL DETAILS

Emp#:	6609	Name:	Vishal Bhardwaj	Date Of Joining:	08/06/2012
Appraiser:	Rajesh Appaso Chougule	Group Head:	Anurag Bhargava	Appraiser's Manager	Anurag Bhargava
Designation:	Lead - Software	Department	Mobile	Appraisal Period	02/01/2015 To: 03/31/2016

Highlights of the appraisal period [Kindly provide a detailed description of your tasks and specific achievements if any during the appraisal period]

Sr No.	Highlights of the appraisal period
1	Was involved in complete application development across all the carriers throughout the year. Successfully delivered the Telstra app to the client, incorporating all the changes/fixes mentioned by the client and Telstra team Supported and fixed the performance issue on the existing Telstra Labs4 app Provided support for Telstra production issues. Took interviews for android developers.
2	Telstra - Customized full codebase as per Telstra guidelines. Modified the complete workflow of the application as per new requirements. Integrate Liveperson chat library and provided support for the same. Developed complete PSS functionality as per the new requirements. Implemented search engine functionality and full notification module. Integrated new web services for logging mix panel events.
3	CHT/M1 - Fixed CHT and M1 backup issue which was a major blocker. Always performed unit testing before providing the build to the QA.
4	Team Work- Gave sessions on Android development to the team to make them familiar with Android Framework. Helped Prateek to understand the existing app flow and cope up with the client requirements. Provided KT to the testing team to understand the complete workflow for PSS and notification modules. KT on GIT to the team.
5	Android M Challenges- Implemented changes to make existing apps have support for Android Marshmallow. Did a lot of background work to gather all the changes required for the same. Setup Android Studio after facing the critical build issue for Telstra on Eclipse.
6	Starhub/AIS- Provided support for these carriers too as and when required.

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Core Skills

Sr. No.	Core Skills	Justify your rating	Appraiser Justification	Self	Appraiser
1	iOS[Apple Design/Programming Guides, Jenkins,OOAD Concepts/Code Optimization Techniques, Custom Frameworks/Design Patterns, UML), Estimations, Usage of Estimation Tools	Have a Theoretical Knowledge on iOS App Development.	Though Vishal is Android developer , he understand basic concepts of iOS.	Below expectation s	Meets expectation s
2	Android [Robotium, FindBugs, OOPS, Google Design/Programming Guides, Jenkins, OOAD Concepts/Code Optimization Techniques, Custom Frameworks/Design Patterns, UML], Estimations, Usage of Estimation Tools	<p>Have a good in-depth knowledge of Android Framework and Core Components.</p> <p>Have a good exposure on Android Native App development, worked on all the carrier apps and was involved in the complete app development.</p> <p>Used JSON/XML Parsing and hands-on robotium.</p> <p>Design GUI according to standards and write effective and quality code to remove redundancy and improve performance of application.</p>		Exceeds expectation s	Exceeds expectation s

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3	Cross Platform [Titanium, PhoneGap, Apple or Google Design/Programming Guides, Jenkins, OOAD Concepts/Code Optimization Techniques, Custom Frameworks//Design Patterns, UML], Estimations, Usage of Estimation Tools	Adapted to new technologies for Cross Platform App Development like Titanium and Oracle ADF Mobile. Have complete understanding of ADF mobile including Maps Integration, Native Device Feature usage, etc		Exceeds expectations	Exceeds expectations
4	Appliance to Synechron Basic Engineering Guidelines	Always followed Synechron coding and design guidelines. Always wrote accurate and reliable code with focus on writing modular and optimized code to improve quality.		Exceeds expectations	Exceeds expectations
5	Task Delivery	Always worked keeping in mind the deliverables and tried to adhere to the timelines for specified tasks.	Vishal has worked on very critical project and delivered against all odds, like ever changing business requirements, demanding client. In few business scenarios Vishal's contribution helped business achieve better result	Exceeds expectations	Significantly exceeds expectations

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6	Analysis and Problem Solving	Always applied correct and innovative methods to identify the problem and find the solution to meet expected results.		Exceeds expectations	Exceeds expectations
7	Adherence to Synechron's Speed Program	<p>Always followed Synechron and Google coding and design guidelines.</p> <p>Wrote quality code with accuracy, reliability and always wrote modular, optimize code to improve quality and to make it reusable and improve performance and reduce efforts.</p>		Exceeds expectations	Exceeds expectations
8	Decision Making	<p>Have been constantly involved with the client in decision making and provided necessary inputs as and when required.</p> <p>While customizing the app for Telstra, have always remained focused to cater to the solution rather than fixing anything randomly</p>		Exceeds expectations	Exceeds expectations

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9	People Skills	Always targeted to achieve the best results for the tasks and modules assigned.		Exceeds expectations	Exceeds expectations
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Core Values

Sr. No.	Core Values	Justification	Appraiser Justification	Self	Appraiser
1	Customer Satisfaction	<p>Always worked with the approach to keep client expectations and needs in mind and find more innovative ideas to suggest to client so that they can get more than what they desire.</p> <p>While working with DCD staff, provided solution to them on various queries and problem scenarios they came up with.</p> <p>Also appreciated by the client for completing satisfactory delivery for Telstra.</p>		Exceeds expectations	Exceeds expectations
2	Excellence	<p>Excellency is always targeted and always tried to add additional values for results.</p> <p>Always perform unit testing before sending the build for QA just to be sure that everything is working fine.</p>	Because of over arching approach to business requirements ; most of the times Vishal could deliver functionalities immune to defects and exceeding business expectation.	Exceeds expectations	Significantly exceeds expectations

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3	Execution	Always worked with proper planning, clear requirements and keeping objectives in mind.		Exceeds expectations	Exceeds expectations
4	Integrity	Achieving great quality result and always eager to apply new technical methodology. Completed all the task or modules assigned in time frame with quality,consistency and efficiency.		Exceeds expectations	Exceeds expectations
5	Agility	Writing code in modular manner that is easy to understand and further changes can be made easily. Always followed agile methodology to write code that result into loose coupling and adhere to changes. Did changes and integrated new requirements as per project requirement.		Exceeds expectations	Exceeds expectations

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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]	Actively participated in Go green Initiative. Always switch off system before leaving office. Took Prints only when needed.		Meets expectations	Meets expectations
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Appraisee Comments

Comments	
Training	Design Patterns (GoF), J2EE Design Patterns, Project Estimation Techniques, Selenium with Java, Web Services

KRAs for the Next Year

Sr.No	Description	Priority
1	Focus on enhancements and improvement required for Project	High
2	Get hands-on in Amazon AWS and explored AWS mobile technologies	Medium

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Appraiser Comments

Comments/Suggestions

Vishal is good in communication , especially in verbal , and able to convey the message across eloquently. Along with enhancing technical skills Vishal should focus more on sharpening managerial and BA abilities as well.

Areas of Improvement / Development

Training Needs

Design Patterns (GoF), Effective Interaction Skills, Email Etiquette, J2EE Design Patterns, Listening Skills, Personality Development, Project Estimation Techniques, Selenium with Java, Telephone Etiquette, Web Services