



Performance ▾



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Vittal Kamkar (M1020535) ▾

Reviews

Team Overview

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2014-15 - Annual Performance Review for Vittal Keshav Kamkar



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Due: 03/18/2015

04/02/2015

04/16/2015

04/28/2015

Annual-Self Review
Completed ✓Annual Manager Review
Completed ✓Calibration
Completed ✓Discussion
Completed ✓Signed by
Appraiser ✓

Completed

Annual Review 2014-15.

Appraiser Information

Performance Goals

Behaviour Assessment

Annual Performance
Summary

Signature

Annual Review 2014-15.

Annual Review 2014-15 is complete. Please find the details below.

Appraiser Information

First Name: Vittal
Last Name: Kamkar
Manager: Boban Abraham
Location: IN
Business: PRAC
Department: DELIVERY
Vertical:
Service Line: Digital

Performance Goals

Rating Scale

<=2.50 - Non contributor	Performance falls short of agreed expectations in most or all areas
3.0 - Learning Contributor	Performance meets the agreed expectations in most areas and falls short in few areas of responsibility
3.5 - Valued contributor	Performance meets agreed expectations in all areas of responsibility
4.0 - Significant Contributor	Performance consistently meets the agreed expectations in all areas and exceeds in some areas of responsibility
4.5 - Outstanding Contributor	Performance consistently exceeds agreed expectations in all areas of responsibility
5.0 - Distinguished Contributor	Performance far exceeds the agreed expectations in all areas of responsibilities with superior result. Made exceptional or unique contributions throughout and have a line on visibility in larger forums

1.1 Increasing the operational efficiency

Category: Mindtree's strategic aspirations

Measurement Criteria : <3% build breaks and
<1% high/ critical severity deployment issues

Start Date : 04/01/2014

End Date : 03/31/2015

Status :

Completed

Target :

Actual :

Percent Complete : 100.0%

Manager Rating: Valued contributor - 3.5

Manager Annual Comments:

No comments

Self Annual Comments:

I got good code review comments from client and my senior team members.

I have committed the code with 0 defects

I have maintained < 1% high/ critical severity deployment

Comments by Loritha C R:

- Vittal has got a good remark from all his right to feedback managers.
- He was allocated to a project in critical stage and was able to handle pressure, deliver the work as planned.
- Helps his peer java developers to integrate UI
- Had worked in Dashboard and completed RWD in 2 days.
- Stretches weekends for expected delivery.

Comments by Dinesh Kumar Sharma:

Vittal could have done much better by keeping the team informed of his unavailability. His code check-ins in Adidas also caused multiple defects that took significant time to fix and delay to SIT.

2.1 Technical Solution and Code Review

Category: Reference-able capabilities / Differentiated solutions

Measurement Criteria : • Complete ownership of tasks assigned
 • Zero escalations from onsite team or customer on quality of technical solutions
 • No unit level defects to be captured in System testing"

Start Date : 04/01/2014

End Date : 03/31/2015

Status :
Completed

Target :

Actual :

Percent Complete : 100.0%

Manager Rating: Valued contributor - 3.5

Manager Annual Comments:
 No comments

Self Annual Comments:

I have completed my task which are assigned to me in all projects. The code which we got from the client is not a simple code to start forward because the technology what they used were latest one and well structured,

I have started the use case implementation without any proper neither KT nor any architect design.

Initially I faced many obstacles to get digest that code structure and code flow and eventually I took lesser time implemented few use cases and defect fixing.

Many things I learnt from that project and I am trying to implement those features in future projects.

I have and implemented use cases without any customer escalations

Comments by Loritha C R:

- Right to feedback from managers has good remark and all managers are happy with Vittal's technical contribution.
- Vittal was able to take vendor code and with little help he was able to understand the code and complete the assign task without any escalations.

Comments by Dinesh Kumar Sharma:

In Tailormade project, you had to change the code to make it work with iPad and other devices. RWD was broken and were to fixed at later stage. you could have done better by keeping team and CoE lead informed and should have sought guidance. You would need to ensure that the learning are applied in VisionMedia and CoE head and CoE Lead are kept well informed of the progress and challenges.

4.1 Delivery Quality

Category: Operations / Delivery Management

Measurement Criteria : • Schedule Adherence
 – 100%
 • Effort Overrun < 5%
 • Review effectiveness > 70%
 • Zero escalations from customer on quality of delivery"

Start Date : 04/01/2014

End Date : 03/31/2015

Status :
Completed

Target :

Actual :

Percent Complete : 100.0%

Manager Rating: Valued contributor - 3.5

Manager Annual Comments:
 No comments

Self Annual Comments:

I had maintain the proper schedule adherence 100% and attended the daily status meeting and daily status call with client in all projects which I have done in 2014-15

I had put more effort than expectations.

I got good feedback from client on code review effectiveness.

Again I had completed my task with 0% escalations and review effectiveness more than 70%

Comments by Loritha C R:

- No Escalation from customer
- Has received good feedback from his managers for his technical work in respective projects.

Comments by Dinesh Kumar Sharma:

There were escalations in Adidas project and had impacted the project negatively. You should work on keeping the team informed, share the learning in projects with CoE lead and seek guidance proactively.

5.1 Interview Panel

Category: Org & Talent development / People management**Measurement Criteria :** I had been part of many interview panel for CoE ,Delivery Platform and AIG.**Start Date :** 04/01/2014**End Date :** 03/31/2015**Status :**
Completed**Target :****Actual :****Percent Complete :** 95.0%**Manager Rating:** Significant Contributor - 4.0**Manager Annual Comments:**

No comments

Self Annual Comments:

I had been part of Interview panel for CoE,AIG account,Delivery Platform in week end drive even week days also

Comments by Loritha C R:

- Vittal was very active in taking interviews despite his busy work in adidas and COE.

Comments by Dinesh Kumar Sharma:

Vittal has supported the interviews. Though I had to request for your availability personally, your consideration and availability was well appreciated.

5.2 Support to Other Projects

Category: Org & Talent development / People management**Measurement Criteria :** Resolved the UI related issues in SVB account and got Master Mind Award**Start Date :** 04/01/2014**End Date :** 03/31/2015**Status :**
Completed**Target :****Actual :****Percent Complete :** 90.0%**Manager Rating:** Outstanding Contributor - 4.5**Manager Annual Comments:**

No comments

Self Annual Comments:

I had supported the UI related task in Delivery Platform with dot Net developers and completed successfully without any escalations.

I have resolved the issue in IE browser compatibility issues in SVB account and for the same I got appreciation award called Master Mind

Comments by Loritha C R:

- Vittal has provided great support and helped other than COE projects and has got good review and appreciations.

Comments by Dinesh Kumar Sharma:

Agreed. You should do more of such support activities.

6.1 Customer Satisfaction

Category: Customer delight**Measurement Criteria :** • CSAT parameters:

score >= 6; No breakaway *

• Adoption on structured Value add program for every portfolio – 1 Value add each quarter

• Tracking CSAT action items closely in DP and taking them to closure

• Directly have relationship with key senior contacts and actively be involved in reviews with customers

Start Date : 04/01/2014**End Date :** 03/31/2015**Status :**

Completed

Target :**Actual :****Percent Complete :** 0.0%**Manager Rating:** Valued contributor - 3.5**Manager Annual Comments:**

No comments

Self Annual Comments:

I met CSAT score very well as equal to 6

I have adopted many new procedure and technology which were suggested by clients .

I have been clarified my doubts and clarification with my senior members

I had reviewed the javascript code which are written by Java developers and suggested some inputs to increase in the performance of web application in ADIDAS-GTS project

I have informed to Java developers regarding improvement of site performance and even I have also adopted those in HTML and JS code level

I have used many new concepts like(gunzip,JS code compressor,Image smashing and image sprites) to increase the page performance .

Comments by Loritha C R:

- Vittal has always been assigned in critical work and he has take the pressure to understand and complete it on time.
- Lot of hard work, being new to backbone, understanding the existing code and is capable of handling new backbone projects.

Comments by Dinesh Kumar Sharma:

Not sure how the CSAT score of 6 was arrived but on holistic note Vittal did well in supporting CoE Activities. You need be proactive and keep everyone informed of progress and challenges.

7.1 Learning and knowlegde pool creation

Category: Learning and self-development**Measurement Criteria :** At least 3-4 instances of knowledge reuse during project implementation.

• 100% Compliance for Weekly Timesheets, Objective submissions

• Punctuality to office and meetings

• Follow instructions from Leads and managers related to:

- Daily tasks to be performed

- Mail box archival

- Operations related mails/ notifications

• Learning Credits of 36 for the appraisal year

• Inspirational Leadership"

Start Date : 04/01/2014**End Date :** 03/31/2015**Status :**

Completed

Target :**Actual :****Percent Complete :** 95.0%**Manager Rating:** Valued contributor - 3.5**Manager Annual Comments:**

No comments

Self Annual Comments:

I have built reusable component and in small scale I have built reusable component.For example RWD.(basic skeleton of RWD website)

I had submitted time sheet daily basis and objective submission.

I had attended meeting on time and came to office on time.

I had followed instructions from Seniors and mangers

I had gone through mail. trello ,notification for quick response.

I had been part for inspirational leadership.

Comments by Loritha C R:

- Vittal has written blogs on his understandings and contributed to COE portal. Needs to plan for sessions in future to cater his learning across organization
- Earned overall 1084 credit points.
- Keeps discussing with peers on new learning and works hard to update himself.

Comments by Dinesh Kumar Sharma:

As Web Tech CoE, there was no community session and point of views. We discussed converting the work to a framework but no action was initiated. As team, you need to do it much more.

7.2 Advance Client Side Tecnology Exlpore ,POCs,Sessions, Blogs and Self learning

Category: Learning and self-development

Measurement Criteria : 1. >5 reusable knowledge assets each quarter (these can be combination of PoVs, components, framework ...; at least one framework component distributed through centralized repository) – mainstream techs

2. Guidance on Watch | Experiment | Invest for each stream (half yearly) – first release targeted in June/July 2014

3. >5 emerging technology workshops per quarter in Platinum and Gold accounts

4. Enabling > 5 MCTL certified minds each quarter

5. > 5 Blogs on 'Mindtree.com' per quarter

6. > 5 presentations in external forums per quarter

7. Integrated Emerging Technologies Platform rollout by end of Qtr2

Start Date : 04/01/2014**End Date :** 03/31/2015**Status :**

Completed

Target :**Actual :****Percent Complete :** 95.0%**Manager Rating:** Valued contributor - 3.5**Manager Annual Comments:***No comments***Self Annual Comments:**


I have blogged on advanced web technologies in CoE website and for the same got good comments from viewer
I have built reusable component and in small scale I have built reusable component. For example RWD.(basic skeleton of RWD website)
And gone through the blogs which are blogged by other CoE members and got good knowledge
I have attended external Seminars, Webinars and Summit on advanced web technologies which has conducted by Salt Media
I had submitted time sheet daily basis and objective submission.
I had attended meeting on time and came to office on time.
I had followed instructions from Seniors and managers

Comments by Loritha C R:

Vittal has written blogs on his understandings and contributed to COE portal.
Needs to plan for sessions in future to cater his learning across organization

Comments by Dinesh Kumar Sharma:

There's a lot of scope for improvement in this area. Please plan for 2015-2016 and act on the objectives proactively.

Behaviour Assessment
 Team Rater
Rating Scale

1.0 - Does not exhibit	The individual does not exhibit this behavior at all
2.0 - Exhibits rarely	The individual exhibits this behavior only rarely and not often
3.0 - Proficient	The individual exhibits this behavior often but not all the time
4.0 - Exhibits all the time	The individual exhibits this behavior at all times


This section will be assessed by the annual manager


	NA	Official Rating			
		1.0	2.0	3.0	4.0
 Collaborative Spirit					
 Expert thinking					
 Unrelenting Dedication					

Comments on behavior**Comments by Loritha C R:**

- Maintains good working relationships with peers.
- Seeks help with peers at critical situations

Comments by Dinesh Kumar Sharma:*No comments***Annual Performance Summary**

This section summarizes the employee's overall performance during the review period. Refer the  Icon in the toolbar for viewing the feedback from previous managers before providing annual rating

Click the  icon in the toolbar to update summary.

Please click [Employee Performance History](#) to view past Employee Performance

Overall Form Rating: Valued contributor - 3.5

Rating

Performance Goals	
Increasing the operational efficiency	Valued contributor - 3.5
Technical Solution and Code Review	Valued contributor - 3.5
Delivery Quality	Valued contributor - 3.5
Interview Panel	Significant Contributor - 4.0
Support to Other Projects	Outstanding Contributor - 4.5
Customer Satisfaction	Valued contributor - 3.5
Learning and knowlegde pool creation	Valued contributor - 3.5
Advance Client Side Tecnlogy Explore ,POCs,Sessions, Blogs and Self learning	Valued contributor - 3.5
Behaviour Assessment	
Collaborative Spirit	Exhibits often - 3.0
Expert thinking	Exhibits often - 3.0
Unrelenting Dedication	Exhibits often - 3.0

Overall performance comments

Comments by Loritha C R:

- From day one of challenges like working on Liferay portal, he has taken the new learning enthusiastically and was able to deliver.
- He has high commitment for work he has taken and delivers on accepted time
- Escalates if he requires help in fixing any problem.
- He works effectively and adapts to changes in project demand.
- Independently works well and need to interact with team and understand module integration.
- Does not require constant supervision
- Maintains good working relationships with peers.

Improvement Areas

- Keep managers informed at critical situations and provide alternate backup. This was escalated twice and impacted project for more than 15 days due to which the work pressure was given to co-worker.
- Needs to plan for sessions in future to cater his learning across organization

Signature

Review the feedback, complete your discussion with your manager and provide signoff below. Incase of grievance, raise your query in People Hub ==>Org ==> MindSpeak.

Mindtree Mind: Vittal Keshav Kamkar09/30/2016

Vittal Keshav Kamkar