**KRA Setting & Performance Evaluation - Period of Appraisal 2023-24**

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| **Name** | Punam Shinde  | **Employee No.** | 60 | Quarter |  |
| **Title** | Junior Developer | **Location** | **Pune HO** | **Dept.** | **Information Technology & System** |
| ***Sr. No.*** | ***Key Result Areas*** | ***Tasks to Satisfy the Requirement*** | ***Weightage for KRA (out of 10)*** | ***Agreed Measure (Deadline, % completion, % achievement, Order value, etc.)*** | ***Mid-Year Rating***  | ***Full-Year Rating*** |
| ***1*** |  | ***Effectiveness - Percentage Deviation from Developer Estimates ( 2 Marks) - Tasks***  | 2 | 95% - 100% - 2 Marks90% - 94.99% - 1.5 Marks80% - 89.99% - 1 Marks70% - 79.99% - 0.5 MarksElse 0 Marks | 0 |  |  |  |
| ***Percentage Deviation from Developer Estimated time ( 2 Marks) - Actual time taken*** | 2 | 95% - 100% - 2 Marks90% - 94.99% - 1.5 Marks80% - 89.99% - 1 Marks70% - 79.99% - 0.5 MarksElse 0 MarksPlay Pause mandatory if not then –1 mks  | ***0.5*** |  |  |  |
| ***2*** |  | **Code Quality** (After 1 st implementation there should minimum bugs in application) | 2 | 95% - 100% - 2 Marks90% - 94.99% - 1.5 Marks80% - 89.99% - 1 Marks70% - 79.99% - 0.5 MarksElse 0 Marks | 2 |  |  |  |
| **4** |  | **Code commenting** | 1 | **100% Code commenting, and code review – 1 Marks** | 1 |  |  |  |
| 5 | **Team Satisfaction** | Feedback from BA - 0.5 mksFeedback from Testers - 0.5 mksBetween developers – 0.5 mks  | 1.5 |  | 1.5 |  |  |  |
|  | Self-Improvement  | ***Skills Upgrade*** | 0.5 |  | ***0.5*** |  |  |  |
|  |  | ***Behaviour & Sincerity*** | 1 | ***Following office policies properly***  | ***1*** |  |  |  |
|  | Total |  | 10 |  | ***6*** |  |  |  |

**Specific Feedback & Remarks**

**Appraisee’s Signature: Appraiser’s Signature:**