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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 Marks  90% - 94.99% - 1.5 Marks  80% - 89.99% - 1 Marks  70% - 79.99% - 0.5 Marks  Else 0 Marks | | 0 |  | |  |  |
| ***Percentage Deviation from Developer Estimated time ( 2 Marks) - Actual time taken*** | 2 | 95% - 100% - 2 Marks  90% - 94.99% - 1.5 Marks  80% - 89.99% - 1 Marks  70% - 79.99% - 0.5 Marks  Else 0 Marks  Play 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 Marks  90% - 94.99% - 1.5 Marks  80% - 89.99% - 1 Marks  70% - 79.99% - 0.5 Marks  Else 0 Marks | | 2 |  | |  |  |
| **4** |  | | **Code commenting** | 1 | **100% Code commenting, and code review – 1 Marks** | | 1 |  | |  |  |
| 5 | **Team Satisfaction** | | Feedback from BA - 0.5 mks  Feedback from Testers - 0.5 mks  Between 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:**