

APPRAISAL FORM**EmpCode : 674 Name : Lokesh k m Date-Time : 09-01-2020 03:36:13****(Achievement)**

1	Recorded individual plant observation in induced mutation nursery and tracking of variants behaviour season wise along with photograph.
2	DUS characterisation of new elite lines along with photograph.
3	Recommended utilization of insects traps for pest management.

(Feedback)

1	What is your feedback regarding the existing & new processes that are being followed or needs to be followed in your respective functions?
Ans.	No such feedbacks
2	At work, are there any factors that hinder your growth?
Ans.	No such factors are observed
3	At work, what are the factors that facilitate your growth?
Ans.	Good working environment, healthy discussions of Breeding related issues with reporting manager and with subordinates and support of reporting manager in different issues.
4	What support you need from the superiors to facilitate your performance?
Ans.	Training programmes in related to molecular breeding methods.
5	Any other feedback !
Ans.	1) Providance of machinery(equipments)in sufficient quantity per farm most of the time we spend more expenses in transportation of it from farm to farm 2)We need minimize the water usage by using different irrigation system.

(KRA)

SNo.	KRA/Goals	Description	Measure	Unit	Weightage	Target	Self Rating	Remarks
1	To Prepare sowing plan, sowing list, seed preparation, field layouts and growing successful crop for maize breeding activities.	All sowing to be complete by 10th july in Kharif and 10th December in Rabi	Time	%	14.0	100.0	48.5	All program sowing was completed by 25th December with proper plan and layouts.
2	Responsible for maintaining breeder records (field books), data recording, data entry, analysis and generating reports in a systematic way.	All data and reports to complete by 5 th December in Kharif and in Rabi by 5th July	Time	%	14.0	100.0	50	All records are maintained properly according to season and updated in time for report generation.

3	Responsible for Maintenance of test cross nursery, evaluation and promotion of entry for the trail.	Evaluation of TCN with proper maintenance , data recording and promotion.	Program	%	20.0	100.0	48	Maintained test cross nursery with good plant stand in most of the entries and promotion of entry to trail without any manual bias (manual errors). Need for improvement in maintenance of crop stand.
4	Responsible for Maintenance of induced mutation nursery and proper data recording of mutants and assistance in experimental seed production whatever required.	Maintenance of IMN and data recording. According to variability promotion IMN entries to line development programme	Program	%	20.0	100.0	49	All data has been recorded in Induced mutation nursery and identification of variants has been done and involved them in crossing program. Assistance has been given in experimental seed production of sweet corn.
5	Responsible for giving assistance for Planning and coordinate crosses, population improvement programmes, introgression cross(IC) and generation advancement for line improvement.	Assistance in crossing programme, MPDN, IC and PIP programmes under the guidance of reporting manager.	Program	%	15.0	100.0	48.5	Assistance has been given in planning of crossing list, made DH crosses in F2 population of field corn and sweetcorn and also made different MX crosses for line development under the

								guidance of reporting manager for different objectives.
6	To guide and train field staff in all activities related to maize breeding.	To guide and develop existing staff working in maize.	Maintenance	%	5.0	100.0	48.5	Training and suggestions are given to field staff regarding maintenance of crop agronomy and about different breeding programs.
7	Physical keep up seeds in storage and maintenance of seeds in good healthy condition.	physical keep up of seeds by quarterly.	Maintenance	%	6.0	100.0	25.38	All seed material are arranged in store according chronological order and seeds are maintained in healthy condition.
8	Manage all farm activities, maintenance and expenses related to maize farm.	All farm expenses to be settled every 15 days.	Maintenance	%	6.0	100.0	50	All farm activities are correctly managed with limited expenses.

(Skill/ Behavioral)

SNo.	Behavioral/Skills	Description	Weightage	Target Rating	Self Rating	Comments
1	INTERPERSONAL SKILLS	Degree of co-operation with team members; Ability to interact effectively with superiors, peers and subordinates	10.0	100.0	97.0	Maintained good cooperation with team members and friendly relationship with subordinates.
2	COMMUNICATION	Clarity of thought and expression; skills and desire of sharing relevant information with all concerned (upward, lateral, downward)	10.0	100.0	98.0	Having good and acceptable communication along with healthy discussions with colleagues

						and team members.
3	INITIATIVE	Takes the first step. Proactive. Creates and is alert to opportunities	10.0	100.0	96.0	Use of opportunities effectively and be proactive to take new decisions.
4	PROBLEM SOLVING	Ability to go to the core of the problem. Makes a correct diagnosis with relevance	20.0	100.0	98.0	I like to take new challenges and sort out solutions by discussing with team and reporting manager.
5	ATTENDANCE & PUNCTUALITY	Regularity of attendance. Punctuality related to work place and work/ assigned tasks	10.0	100.0	94.0	I am very punctual towards my work and responsibility with positive attitude towards the organization. Maintained 90 percent attendance.
6	ATTITUDE TOWARDS ORGANIZATION/WORK/AUTHORITY	Attitudinal pre-disposition. Approach to work; sensitivity and temperament	10.0	100.0	100.0	Very faithful and like to maintain good posture towards the organization with all due respect.
7	TEAM LEADERSHIP	BUILD effective teams recognizing individual, contributions, cultural factors and organizational context; MOTIVATE self and team members for results; INSTILL team agenda before personal/individual interest; ENCOURAGE dialogue and ACT in accordance with team inputs	20.0	100.0	98.0	As a leader, I motivate every team members to face new challenges and work with them in achieving the objective of the assigned work.
8	MENTORING AND COACHING	SHARE wisdom and professional expertise with others;ASSESS accurately individual strengths and	10.0	100.0	97.0	Effectively and efficiently monitor the activities assigned to me

		developmental needs; FACILITATE individual learning; GUIDE and SUPPORT on performance, career or succession trends.			and to my team members.
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