

2022-2023-Mid Year Review for Anupama K Malagi

Employee Information

Last Name	Malagi	First Name	Anupama K
Title	Professor	Department	HRM (3220)
Job Code	Professor (246)	Manager	Purushottam Bung
Division	Academics (3028)	Personnel Sub Area	Vacation (1000)
Gender	F	Username	5153

Employee Talent Portal Details

Click to view:

1. Invited Talk Delivered : [MDF_BLOCKS](#)
2. Workshop Seminar Details: [MDF_BLOCKS](#)
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5. Community Services: [MDF_BLOCKS](#)
- 6.Governance :[MDF_BLOCKS](#)
- 7.Journal Paper Details: [MDF_BLOCKS](#)
8. Conference Paper Details: [MDF_BLOCKS](#)
9. Reviewer of Journal: [MDF_BLOCKS](#)
10. Patent : [MDF_BLOCKS](#)
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Review Dates

Originator	RVIC - HR (RVIC-HR)
Review Period	07/01/2022 - 12/31/2022
Due Date	12/31/2022

Goals

This section is for evaluating accomplishments of goals.

The weights for the goals in this section must add up to 100, and there must be a rating for each goal before the form is sent for signatures.

1.1 Academic-Complete course related work-Prepare Lesson Plan, Teaching/course Material, Video Lectures, PPTs, Preparation of course docket. Uploading all the content on Quiklrn - LMS and using all the features of LMS

- 5 - Substantially Exceeds Expectations
- 4 - Exceeds Expectations
- 3 - Meets Expectations
- 2 - Approaching Expectations
- 1 - Requires Significant Improvement

Manager's Comments

Doing good. Prepare Course Docket well. it should contain everything pertaining to the course including reading material, session plan, evaluation plan, etc., and upload it on Quiklrn before the commencement of the course. Use Quiklrn for everything - be it assessments, quizzes, attendance, communicating with the students, etc.

Subject's Comments

- Successfully prepared the course content for macro economics including teaching/course material and lesson plan
- Successfully uploaded the course content on Quiklrn LMS
- Innovative progressive assignment in Macroeconomics hosted on Quiklrn LMS
- Recognised as Digital Teaching Learning Champion by Quiklrn

Goals Details

Goal Name*	Academic-Complete course related work-Prepare Lesson Plan, Teaching/course Material, Video Lectures, PPTs, Preparation of course docket. Uploading all the content on Quiklrn - LMS and using all the features of LMS	Metric	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	90.0%
Status	On Track		

1.2 Academic-Effective content delivery, facilitating experiential learning-theory classes and lab- Using Quiklrn, LMS, Impartus, Piruby and other electronic platforms to its best capacity. Usage of innovative pedagogical tools.

- 5 - Substantially Exceeds Expectations
- 4 - Exceeds Expectations
- 3 - Meets Expectation
- 2 - Approaching Expectations
- 1 - Requires Significant Improvement

Manager's Comments

Doing good. Use quiklrn, Piruby, Impartus and the other IT tools to make each and every class more interesting and engaging. Use innovative pedagogies like simulation, activity driven teaching, multi media case led teaching, field visit led teaching, inviting people from industry to deliver some topics, etc. Each and every class should become a go to class.

Subject's Comments

- Attended the 3 day pedagogy workshop organised by TLC, IIT Madras during 21-23 July 2022 and implemented the learnings from the workshop
- Emphasis on innovative Teaching- Learning Pedagogy- Experiential learning
- Teaching the subject Macro economics using real time data
- Innovative methods of content delivery used like the video content of the views of the Economic Advisor to the PM

Goals Details

Goal Name*	Academic-Effective content delivery, facilitating experiential learning-theory classes and lab-Using Quiklrn, LMS, Impartus, Piruby and other electronic platforms to its best capacity. Usage of innovative pedagogical tools.	Metric	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectation 2 - Approaching Expectations 1 - Requires Significant Improvement
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	60.0%
Status	On Track		

Academic

1.3 Academic-Students feedback, Mentees feedback

On Track

Based on Student feedback :

95-100 : 05

85-94: 04

75-84: 03

65-74: 02

< 64 :01

Manager's Comments

Good. Use recently available feedback for this parameter.

Subject's Comments

- Consistently getting an excellent rating by the students

Goals Details

Goal Name*	Academic-Students feedback, Mentees feedback	Metric	Based on Student feedback : 95-100 : 05 85-94: 04 75-84: 03 65-74: 02 < 64 :01
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	60.0%
Status	On Track		

1.4 Academic- PG projects guided and their outcome. Conversion of project into Publications.

- 5 - More than 4 Projects converted into publications
- 4 - More than 3 Projects converted into publications
- 3 - 2 Project guided converted into publication
- 2 - 1 Project guided converted into publication
- 1 - Nil

Manager's Comments

Try and convert at least some good projects (2-3) into case studies or research articles and make students present in some good conferences.

Subject's Comments

- Successfully guided 10 dissertation projects in the HR and Finance domains
- The outcome of the projects which were organisation specific were highly appreciated by the organisations.
- One dissertation project in the process of converting into publication

Goals Details

Goal Name*	Academic- PG projects guided and their outcome. Conversion of project into Publications.	Metric	5 - More than 4 Projects converted into publications 4 - More than 3 Projects converted into publications 3 - 2 Project guided converted into publication 2 - 1 Project guided converted into publication 1 - Nil
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	80.0%
Status	On Track		

Administration & Management

2.1 Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Documentation (criteria wise)

- 5 - Substantially Exceeds Expectations
- 4 - Exceeds Expectations
- 3 - Meets Expectation
- 2 - Approaching Expectations
- 1 - Requires Significant Improvement

Manager's Comments

Doing good. Develop a system where-in documentation should happen seamlessly without any hassles.

Subject's Comments

- As IQAC Convenor, Completely co-ordinated the documentation work for QS I Gauge Subject Rating leading to DIAMOND RATING

- As IQAC Convenor, co-ordinating all the activities of IQAC and ensuring timely documentation

- Maintaining all documents pertaining to NAAC, NIRF, QS and other accreditations

- As co-ordinator of Academic Rigour, completely monitoring the academic activities, preparation and implementation of timetable

Goals Details

Goal Name*	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Documentation (criteria wise)	Metric	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectation 2 - Approaching Expectations 1 - Requires Significant Improvement
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	70.0%
Status	On Track		

Administration & Management

On Track

**2.2 Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc.
- Quality initiatives to strengthen criteria (criteria wise)**

- 5 - Substantially Exceeds Expectations
- 4 - Exceeds Expectations
- 3 - Meets Expectation
- 2 - Approaching Expectations
- 1 - Requires Significant Improvement

Manager's Comments

We need to strengthen this. Every criteria coordinator should Think of some good initiatives which will strengthen their criterion and implement. they need to Be the owner of their criteria and see how we can implement this.

Subject's Comments

- As IQAC Convenor carrying out regular review of the activities/events organised in the Institution and monitoring the timely submission of documents

- Preparing plan of action for the entire year focussing on quality initiatives criteria wise

- Strengthening the mentoring process by organising Mentoring workshop by Talent Metrix and facilitated the CBMA certification for all the faculty mentors

- Successfully completed the certification and presently CBMA certified (Certified Behaviour and Mentoring Analyst) which is a globally recognised certificate.

Goals Details

Goal Name*	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Quality initiatives to strengthen criteria (criteria wise)	Metric	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectation 2 - Approaching Expectations 1 - Requires Significant Improvement
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	80.0%
Status	On Track		

Administration & Management

On Track

2.3 Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Department (Department wise)

- 5 - Substantially Exceeds Expectations
- 4 - Exceeds Expectations
- 3 - Meets Expectation
- 2 - Approaching Expectations
- 1 - Requires Significant Improvement

Manager's Comments

Doing good. Need to strengthen this. Plan and organize some good and meaningful events/activities at the Department level. Collaborate with other faculty members. Strengthen club activities. Involve students.

Subject's Comments

- As the co-ordinator of HR Department, took the lead role in organising the 2 day HR Conclave on 19th and 20th August 2022
- Moderated 2 panel discussions as part of the HR Conclave
- As co-ordinator of the HR Department, strengthening the network with HR Professionals by regularly attending the meetings of the professional bodies

Goals Details

Goal Name*	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Department (Department wise)	Metric	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectation 2 - Approaching Expectations 1 - Requires Significant Improvement
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	70.0%

Status

On Track

Administration & Management

On Track

2.4 Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc.

- Activities and initiatives to strengthen Centre (Centre wise)

- 5 - Substantially Exceeds Expectations
- 4 - Exceeds Expectations
- 3 - Meets Expectation
- 2 - Approaching Expectations
- 1 - Requires Significant Improvement

Manager's Comments

Doing good. Plan and organize some good and meaningful events through your Centre. It should buzz with activities.

Subject's Comments

- As co-ordinator of the Centre for International Collaborations, facilitating the international tie-ups through signing MOUs
- As co-ordinator of Teaching Learning Centre, undertaking rigorous review of course dockets to enhance teaching learning effectiveness
- As co-ordinator of Academic Rigour, facilitating the conduct of various activities/ events in the institution by making the necessary provisions in the timetable.
- Co-ordinating the international immersion programme to Singapore scheduled in January 2023.

Goals Details

Goal Name*	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Centre (Centre wise)	Metric	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectation 2 - Approaching Expectations 1 - Requires Significant Improvement
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	70.0%
Status	On Track		

Administration & Management

On Track

2.5 As Nodal officer and Academic Co-ordinator for Autonomy, to schedule and monitor the regular meetings of the statutory bodies like IQAC, BOS, Academic Council and Governing Body, preparing the minutes of meeting and maintaining the relevant documents pertaining to the same.

- 5-Substantially exceeds expectation
- 4- Exceeds expectation
- 3- meets expectation
- 2- Partially meets expectation
- 1- Fails to meet expectations

Manager's Comments

Doing good.

Subject's Comments

- As Nodal Officer and Academic Co-ordinator for Autonomy, monitoring and convening the regular meetings of the statutory bodies like Board of Studies, Academic Council, Finance Committee & Governing Body.
- As Member Secretary of BoS, AC and FC, Preparation of Agenda, Meeting Notes & Minutes of the meetings mentioned above.

Achievements

11/24/2022 Completely co-ordinated the process of QS I Gauge Subject Rating wherein RVIM was conferred DIAMOND RATING

Goals Details

Goal Name*	As Nodal officer and Academic Co-ordinator for Autonomy, to schedule and monitor the regular meetings of the statutory bodies like IQAC, BOS, Academic Council and Governing Body, preparing the minutes of meeting and maintaining the relevant documents pertaining to the same.	Metric	5-Substantially exceeds expectation 4- Exceeds expectation 3- meets expectation 2- Partially meets expectation 1- Fails to meet expectations
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	70.0%
Status	On Track		

Administration & Management

On Track

2.6 As co-ordinator for Academic Rigour, to prepare the class timetable, monitor the implementation, prepare the calender of events, and ensure the smooth conduct of classes and also make provision for guest lectures, expert talks and industry interaction sessions.

5-Substantially exceeds expectation
4- Exceeds expectation
3- meets expectation
2- Partially meets expectation
1- Fails to meet expectations

Manager's Comments

Doing good.

Subject's Comments

- As co-ordinator of academic Rigour, preparation of timetable, and ensuring smooth conduct of classes on a day-to-day basis.
- Ensuring the timely distribution of uniform to the students and also ensuring overall discipline in the institution
- As co-ordinator of Academic Rigour, completely co-ordinating and organising major events like Graduation Day which was held on 16th October 2022

Achievements

10/16/2022 Successfully organised Graduation Day for the 2020-22 Batch

Goals Details

Goal Name*	As co-ordinator for Academic Rigour, to prepare the class timetable, monitor the implementation, prepare the calender of events, and ensure the smooth conduct of classes and also make provision for guest lectures, expert talks and industry interaction sessions.	Metric	5-Substantially exceeds expectation 4- Exceeds expectation 3- meets expectation 2- Partially meets expectation 1- Fails to meet expectations
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	70.0%
Status	On Track		

External Connect

On Track

3.1 External Connect-Organized conferences, seminars, workshops, FDPs, MDPs, etc.

- 5 - 2 Mega events and more
- 4 - 1 Mega event and one minor event
- 3 - 1 Mega event
- 2 - 1 Minor event
- 1 - Nil

Manager's Comments

Doing good.

Subject's Comments

- Organised a major event - HR Conclave 2022 for 2 days on 19th & 20th August 2022
 - Completely co-ordinated the Mega event- Graduation Day 2022 on 16.10.2022
 - Complete co-ordination in organising a mega event- GURUVANDANA- 2022 in association with Pranav Foundation on 04.09.2022 wherein, Teacher achievers were felicitated by the Padma Awardees- Harekala Hajabba & Maata Manjamma Jogathi
 - Actively participated in the PGCET /KMAT crash course conducted during 14th -19th November 2022 and handled classes for Test of Proficiency in English Language
 - Invited as Resource Person for the FDP on Innovative Pedagogical Tools at Kristu Jayanti College on 22.10.2022
 - Invited as Resource Person for FDP on Conflict Management using Six Thinking Hats at MLA Academy of Higher Learning on 1st Sept 2022
 - Invited as Resource Person for Guest Lecture at MLA Academy of Higher Learning on 26th July 2022
-

Achievements

09/04/2022 Successfully co-ordinated the GURUVANDANA programme in association with PRANAV Foundation

08/19/2022 Successfully organised HR Conclave 2022 on the theme- Re think, Redesign, Restructure and Reinforce on 19th & 20th August 2022 Moderated 2 panel discussions during the HR Conclave

Goals Details

Goal Name*	External Connect-Organized conferences, seminars, workshops, FDPs, MDPs, etc.	Metric	5 - 2 Mega events and more 4 - 1 Mega event and one minor event 3 - 1 Mega event 2 - 1 Minor event 1 - Nil
Weight	10.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	80.0%
Status	On Track		

Finance

On Track

4.1 Finance - Funded Research/Consultancy projects undertaken

5 - 2 Projects (1 Major + 1 Minor)
4 - 1 Major Project
3 - 1 Minor Project
2 - Proposals submitted - 3 Nos
1 - Nil

Manager's Comments

Doing good. Build and submit good proposals to the funding agencies. If you submit five, you may get one. So explore all the avenues (Ministries, ICSSR, DST, Govt. Departments, Private Foundations, etc.) and keep a close watch on the 'Call for Proposals'. Collaborate with other faculty members.

Subject's Comments

- Part of the Consultancy Assignment - Capacity Building Programme for the Teachers of Kasturba Gandhi Baalika Vidyalay (KGBV Schools) at Krishnagiri in association with Aditya Birla Group.
- Submitted a proposal for setting up Centre for Indian Knowledge System

Goals Details

Goal Name*	Finance - Funded Research/Consultancy projects undertaken	Metric	5 - 2 Projects (1 Major + 1 Minor) 4 - 1 Major Project 3 - 1 Minor Project 2 - Proposals submitted - 3 Nos 1 - Nil
Weight	15.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	60.0%
Status	On Track		

Finance

On Track

4.2 Finance-Undertaking Extension Projects

5- Leading a Major project
4- Leading a Minor Project
3- Part of a major Project
2- Part of a minor project
1- Nil

Manager's Comments

Doing good. Plan and undertake a good and meaningful extension project involving students. Partner with other staff members as well. Collaborate with other Institutions/organizations, NGOs and Social Enterprises.

Subject's Comments

- Represented the institution in the AIMS National Conference to present the activities under National Management Week from 25th to 27th August 2022.

Goals Details

Goal Name*	Finance-Undertaking Extension Projects	Metric	5- Leading a Major project 4- Leading a Minor Project 3- Part of a major Project 2- Part of a minor project 1- Nil
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	50.0%
Status	On Track		

Research & Publication

On Track

5.1 Research & Publication-Publishing paper in International/National Journal of repute.

5 - 2 Publications in scopus/WOS
4 - 1 Published in scopus/WOS + 1 published in UGC Care journal
3 - 2 Publication in reputed journal of repute (UGC Care journal)
2 - 1 in UGC Care journal
1 - Nil

Manager's Comments

Good. Keep publishing!

Subject's Comments

- Published a paper titled Consumer Awareness and Perception towards Electric Vehicles with specific reference to Bengaluru City in the Scopus indexed journal - Journal of Positive Psychology Vol. 6, No. 2, 115 – 129

Goals Details

Goal Name*	Research & Publication-Publishing paper in International/National Journal of repute.	Metric	5 - 2 Publications in scopus/WOS 4 - 1 Published in scopus/WOS + 1 published in UGC Care journal 3 - 2 Publication in reputed journal of repute (UGC Care journal) 2 - 1 in UGC Care journal 1 - Nil
Weight	15.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	40.0%
Status	On Track		

Research & Publication

On Track

5.2 Research & Publication-Presenting paper in International/National Conference in renowned conference of repute

5 -Presented in 02 International conference of repute (IIM/IIT/NITs/etc.)
4 -01 International & 1 National conference of repute
3 -01 International conference of repute
2 -01 National conference of repute
1 -Nil

Manager's Comments

Good. Start presenting your research papers in high quality conferences and then incorporate the suggestions before you send it to the publisher.

Subject's Comments

- Invited as TEDx Speaker at CIT Bengaluru
- Presented the activities of our institution as part of the National Management Week at the 33rd AIMS Annual Management Convention held at Mumbai from 25th to 27th August 2022.

Goals Details

Goal Name*	Research & Publication- Presenting paper in International/National Conference in renowned conference of repute	Metric	5 -Presented in 02 International conference of repute (IIM/IIT/NITs/etc.) 4 -01 International & 1 National conference of repute 3 -01 International conference of repute 2 -01 National conference of repute 1 -Nil
Weight	5.0%	Start Date	07/01/2022
Due Date	06/30/2023	% Complete	50.0%
Status	On Track		

Competency (0.0%)

Initiative

Tackles problems and takes independent action, seeks out new responsibilities, acts on opportunities, generates new ideas, practices self-development.

Manager's Comments

Good

Meeting Basic Work Expectations

Complies with basic job requirements and tasks; arrives at work on time as scheduled; proactively informs others when he/she encounters problems that may limit his/her ability to meet expectations

Manager's Comments

Good

Pursuing Self-Development

Demonstrates ambition and desire to move forward in his/her career; engages others in discussions about career development; seeks feedback on ways to increase his/her performance; takes advantage of opportunities to build new skills and capabilities

Manager's Comments

Good

Supporting Organizational Goals

Actively supports organizational goals and values; demonstrates enthusiasm toward the company's goals and mission; aligns actions around organizational goals

Manager's Comments

Summary Section

The Manager's ratings are the "ratings of record" and will not be calculated into the overall form calculation until the form is saved in the system. You may save the form by using the save button in the upper right corner of the form to view the total score, or save at the bottom to exit the form.

Name	Weight
Goals	0.0% of total score
Academic-Complete course related work-Prepare Lesson Plan, Teaching/course Material, Video Lectures, PPTs, Preparation of course docket. Uploading all the content on Quiklrn - LMS and using all the features of LMS	
Academic-Effective content delivery, facilitating experiential learning-theory classes and lab- Using Quiklrn, LMS, Impartus, Piruby and other electronic platforms to its best capacity. Usage of innovative pedagogical tools.	
Academic-Students feedback, Mentees feedback	
Academic- PG projects guided and their outcome. Conversion of project into Publications.	
Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Documentation (criteria wise)	
Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Quality initiatives to strengthen criteria (criteria wise)	
Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Department (Department wise)	
Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Centre (Centre wise)	
As Nodal officer and Academic Co-ordinator for Autonomy, to schedule and monitor the regular meetings of the statutory bodies like IQAC, BOS, Academic Council and Governing Body, preparing the minutes of meeting and maintaining the relevant documents pertaining to the same.	
As co-ordinator for Academic Rigour, to prepare the class timetable, monitor the implementation, prepare the calendar of events, and ensure the smooth conduct of classes and also make provision for guest lectures, expert talks and industry interaction sessions.	
External Connect-Organized conferences, seminars, workshops, FDPs, MDPs, etc.	

Finance - Funded Research/Consultancy projects undertaken	
Finance-Undertaking Extension Projects	
Research & Publication-Publishing paper in International/National Journal of repute.	
Research & Publication-Presenting paper in International/National Conference in renowned conference of repute	
Competency	0.0% of total score
Initiative	
Meeting Basic Work Expectations	
Pursuing Self-Development	
Supporting Organizational Goals	

Section Comments:

Subject's Comments

- Involved in multiple roles and responsibilities in the institution apart from teaching.
- Working towards submission of AQAR for the year 2021-22- Co-ordinating and monitoring the progress made pertaining to each criteria
- As IQAC convenor, complete co-ordination of providing relevant data for QS I Gauge Subject Rating has yielded positive results in the form of DIAMOND RATING for the Institution.
- Constantly making efforts in upgrading my knowledge and also in enhancing my networking with various professional bodies.

Manager's Comments

Overall performance is satisfactory. However there is always a scope and opportunity for improvement. So keep improving.