

Title	Appraisal review					
Target Population	Field Engineers, Field Specialists & Equipment Operators					
This requirement is applicable to:	✓	JFE	✓	FST	✓	EOT
	✓	FE1	✓	FS1	✓	EO1
	✓	FE2	✓	FS2	✓	EO2
			✓	FS3	✓	EO3
					✓	GEO

Objective:

The objective of this task is to review the overall performance of the employee after the successful completion of all requirements before his breakout.

Tasks:

The employee is to meet his Mentor and the FSM to schedule an appraisal session after completing all requirements. The assessors will:

- Review all completed tasks
- Evaluate the employee's skills and knowledge in executing the job safely and successfully.
- Assess the employee's understanding on CTS operation
- Determine the strengths and weaknesses of the candidate and discuss actions plan for improvement.
- Discuss the employee's future plan and what he needs to do.
- FSM to complete the evaluation / appraisal form after the session.

The session will determine if the employee is fully ready for a promotion. The assessors are fully accountable for the decision made.

Please provide evidence of the above activities

Mentor / Assessor and FSM to review Employee's CMS to verify completion of the promotion requirements prior to the Appraisal Review

REQUIRED EVIDENCE:

1 Promotion Booklet



APPRAISAL OUTCOME [to be completed by FSM – please (✓) at the relevant column]

Employee fully satisfied all requirements for promotion with complete evidences (Please provide HR-FORM-19 Employee Change Request Form)	
Improvement Needed - Employee requires more exposure	

OVERALL SCORE	STRONG			ADEQUATE			IMPROVEMENT NEEDED		
	10	9	8	7	6	5	4	3	2

MENTOR / ASSESSOR's Comments & Recommendation:

Objective met. Task completed.

Signature		Assessment Date	12/01/24
Name	KUNG YEEHAN	Position	TECH ADU

FSM / OM Comments & Recommendation:

- Candidate already handle CTO & pumping job standalone.
- Candidate is a focal person or FIC for every CTO & pumping job.

Signature		Assessment Date	13/01/24
Name	M. KHAIRUL RIDHWAN AZIZAN CTS FIELD SERVICE MANAGER Dimension Bid (M) Sdn Bhd	Position	FSM