EDITION

November 2026

iTechnoSol Inc.

PROJECT OVERVIEW

Performance appraisal system for an Indian services company

Quarterly objectives set, approved and rated on the web, with a team summary for second-line managers.



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CLIENT

An Indian services company

INDUSTRY

Operations and logistics

PLATFORMS

Web

THE REQUIREMENT

The company ran a quarterly objectives cycle. Employees set objectives, managers approved them and later rated them as percentages. It needed one place for this cycle, with reminders and a view for senior managers.

WHAT WE BUILT

We built a web system for the quarterly objectives cycle. Employees set objectives and criteria and submit them to their first-line manager, who approves or rejects them and later rates each one. Second-line managers see a summary for their team. Email and in-system alerts move each step along.

THE OUTCOME

Each employee's objectives, approvals and ratings sit in one record per quarter. Second-line managers see their team's summary without collecting it by hand.

CLIENT PROJECT

What it does

In short: objectives, approvals and ratings per quarter.

Objectives and criteria

Employees enter their objectives and success criteria for the quarter.

Manager approval

The first-line manager approves or rejects submitted objectives.

Percentage ratings

The first-line manager rates each objective as a percentage.

Team summary

Second-line managers view the objective summary of everyone below them.

Alerts

Email and system alerts tell each person when it is their turn to act.

BUILT WITH

React · Node.js · Express.js · MongoDB · AWS · GitHub Actions · Git

PLATFORMS

Web

SERVICES

- Web application development
- Workflow automation
- Custom software development

WORKING WITH US

How a project runs

The same four stages for every project, with working software early and the option to stop after any stage.

STAGE 1

Audit

We map the current process and agree on a first release.

STAGE 2

Trial

A working version on your data before the full build.

STAGE 3

Build

Weekly working demos, integrated with your systems.

STAGE 4

Go live

Rollout to one team, then company-wide.

INCLUDED IN EVERY QUOTATION

- Written scope with dated milestones
- Testing before delivery
- Documentation for your team
- Weekly working demo
- Code in your repository from day one
- Free bug fixes in the warranty period after launch

OUR PROMISES

- **NDA before anything**
- **You own all the code**
- **Your first call is with a founder**

Planning something similar?

Send us a few lines about your project. A founder replies within 4 business hours with an indicative cost and timeline, free and with no obligation.

EMAIL
info@itechnosol.com

PHONE AND WHATSAPP
+91 97220 14000

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