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| **GOAL CATEGORY** | **GOAL COMPETENCY NAME** | **GOAL DESCRIPTION** | **Weightage** | **Rating** |
| Functional | Project Management | Ensuring high levels of customer satisfaction Created effective relations with the team that works on the project (including peers, subordinates and seniors)  Demonstrated good understanding of the domain (CASA,CCPL - India, Singapore and Malaysia project) Monitor the team's productivity on daily basis(Singapore and Malaysia team) Sending daily report and execution status of the project. Raised risks /issues in prior for showstoppers on daily basis. Based on the run plan we are executing the test cases. | 45% | 4 |
| Supervisory | Project Management | Ability to delegate work and groom juniors to mentor and progress their career - Handled Malaysia and Singapore project. Constantly monitoring and accessing the work allocated to each of the resource in project. Participation in group activities (helping the team during crunch, identifying the pain areas in project & providing proactive solutions) | 15% | 4 |
| Self Management | Self Management | Ability to take certification/Minimum no of trainings in a calendar year as defined ( I have completed ISTQB Certification, training attended (Java, Selenium tool) and inline automation testing (NTB- Completed till document page -preparation is in progress to implement in test execution) Ability to complete task with less supervision | 5% | 4 |
| Service Strategy | Reliability, Expertise, Responsiveness, Passion, Integrity, Innovation | Innovation - thank you note concept for my team members regarding hard work and cmmitment at work. So that people will be recognised in a right way and motivation at work.I have take ownership for many critical functionalities and delivered project on time. I have done work with passion and delivered work whenever required. | 15% | 4 |
| Team Management | Team Management | Handling team members(OPS-CCPL Domain - India and Malaysia project),Positive approach, teamwork and reporting to work on time. Groom my team member for next level( Preparing one to one form for my team members) | 10% | 4 |
| Test Planning | Test Planning | Based on the run plan we are executing the test cases. Based on the run- plan allocating work to each of the resource and re-allocating work for my team members. | 10% | 4 |