

Performance Review Results



For Mr Anand Nidamanuru
Status Completed
Substatus Employee Agreement Ind. Perf.
On 28 February 2013

TIP DNA Dev Sol India II

Manager Mr Sudipto Shankar Dasgupta

SAP Goals

Validity period 01/01/12 - 31/12/12

For information and details on the SAP corporate strategy, please view the information located on the SAP Strategy page.

Team Objectives

My Manager's Team Objectives

Individual Objectives

Validity period 01/01/12 - 31/12/12

Operational Excellence

Measurement: Manager judgement

1. Executing administrative tasks in a timely manner, promoting positive team dynamics.
2. Team player and result oriented
3. To adhere with SAP standards and processes in all phase of development of the projects assigned.

Employee Self-Assessment

1. Completed all administrative tasks in timely manner
2. Always result oriented. Improved my interaction with team members and helped the team whenever required
3. Adhered to SAP Standards and processes in all phases for smooth execution of Project

Manager Assessment

Performance rating Fully meets expectations

Anand adhered to SAP processes and standards as part of his projects. Anand worked on his interpersonal skills and it improved over the year. He completed all his tasks on time and with the desired quality.

Provide as much support to CTO and Board member asks

Measurement: Manager judgement

1. Flexible approach to accommodate Board adhoc requests

Employee Self-Assessment

1. Helped the team in evaluating ERP on HANA.

2. Reliance POC/Project requirement was completely ad-hoc and it was of high importance, visibility

3. Though working actively in Condor Project, immediately agreed to the assignment after understanding its importance

4. It was a customer engagement project and there was no idea of the requirement from the customer.

5. Reliance being a highly valued customer, we had to pitch for a very good HANA deal. Though there was dependency on me in Condor Project and even after aware that Reliance project is going to be challenging, agreed to travel to customer site and work in the project

6. Continued working in Reliance project even after the duration originally planned for the POC was greatly extended and the scope for POC was increased.

Manager Assessment

Performance rating Exceeds expectations

Anand has been flexible in taking up any adhoc tasks . He contributed to Condor significantly . Although he was new to Java , learnt the technology and delivered the project on time and with the desired quality. He also worked on Reliance POC and contributed significantly to the success of the same.

Be the Thought Leader for Intellectual Renewal across SAP Labs India

Be the Thought Leader for Intellectual Renewal across SAP Labs India through TIP Forum, adoption Design thinking Methodology in practice, Internal & External Trainings

Measurement: Manager judgement

1. Contribute in TIP forum from DNA perspective

2. DNA to become the model team on taking Innovation to market

3. DNA to become the model team for Design led Product Development

4. DNA to be the team to contribute in Internal/External trainings

Employee Self-Assessment

1. Provided ideas for new product development

2. Submitted new ideas to the Idea management team that would help improve HANA as a Platform

Manager Assessment

Performance rating Fully meets expectations

Anand is always proactive in taking knowledge sharing sessions with colleagues. For his efforts at Wilmar he received the developer excellence award.

Adoption of Condor Application and more suite of Condor apps to be delivered to the market

Measurement:

Manager judgement of:

1. Successful and timely delivery of Condor
2. Successful adoption of Condor in the market

Employee Self-Assessment

1. Actively involved in the framework development of Condor
2. Had a clear understanding of where the Condor framework is heading and actively suggested, implemented valuable ideas and solution. Always tried to improve the Condor solution.
3. Though completely occupied with Reliance POC, contributed to the development of framework whenever it was possible. Provided timely communication, extended my help whenever required.

Manager Assessment

Performance rating Exceeds expectations

Anand is a key member to the Condor project and Condor framework development. Although he was new to Java as technology , he learnt it and delivered the project on time.

Additional Appraisals

Validity period 01/01/12 - 31/12/12

Additional appraiser feedback by Vijayarajendran, Shanmugapriya

Anand has been a tremendous technical help for Reliance Retail project , his attention to detail would bring any project home , i have to admire his sense of accountability on projects . His willingness to go out of the way and support projects needs appreciation .

Anand's technical knowledge sure helps projects and he is a great mentor for new team members .

Wishing Anand all the very best

Overall Assessment

Validity period 01/01/12 - 31/12/12

Interim Review

Employee Self-Assessment

Manager Assessment

Employee Self-Assessment

During the last year I worked mostly in two projects that were both challenging

1. Condor

- Though completely new to Java environment, readily accepted the request from Gansu to

work in Condor project with the idea to take over complete responsibility

- Condor is a Java server side framework. I joined the team during the development phase of Customer view application
 - Had to understand the framework fast and involve in the development. It was a crucial phase for the project as there was resource scarcity.
 - Though new to Java, understood the framework and actively contributed to the development. Developed the entire Server side API using REST Services and JPA
 - JPA/EclipseLink (JPA Implementation) was relatively new to entire DNA team and no one in the team has implemented it prior to Condor. The documentation for EclipseLink was also not available properly. After several trial and errors, research, developed the best approach to work with JPA using EclipseLink
 - Implemented changes so that Condor Framework is flexible and can be adapted, customized for wide variety of applications with different requirements
 - Became the primary contact person for entire server side APIs and entity development using JPA. Provided and implemented crucial suggestions that helped in improving the Framework
 - Improved my interpersonal communications and tried to play a better role in the team
 - Proved my capabilities and gradually took over the development lead responsibilities
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- Played a major role in understanding the requirements and improving the functionality of Condor framework for MyRunway application. Helped & supported the China team in the developing the app.
 - MyRunway was well appreciated for its aesthetic UI, performance and most importantly the total time it took for developing and releasing such a great app. The total development time was greatly reduced due to the Condor Framework. MyRunway was an instant hit in China
 - Condor Framework is now adopted for several other applications like Care circles, Carousal etc.

2. Reliance POC/Project

- Was totally involved in Condor framework development when received the request to travel Customer site for Reliance Project
- Reliance project was difficult in many aspects. The customer had complex use case requirements including real time KPIs, segmentation, mark down planning etc. Adding to this, the customer is highly knowledgeable in technical aspects.
- By the time we approached Reliance, the customer was already evaluating BW on HANA and Open HANA in a POC. Apart from this Reliance was also evaluating many competitor technologies like Greenplum, RoamBI, Micro Strategy.
- Reliance had complete knowledge on latest technologies, algorithms and procedures used for Big data analysis
- Understood Reliance landscape quickly and tried to provide a use case for the POC/Project
- Though initially Reliance never accepted use cases that we provided, we effectively communicated the status to our team management in a timely manner. Requested for Retail expert to be able to provide a use case that provides business justification
- After several discussions, Reliance agreed to the Retail expert suggestions for Customer Segmentation on the fly and Affinity analysis as the use case
- Though the concept of Customer segmentation and Affinity analysis was completely new, understood the algorithm behind K-Means clustering and Affinity analysis there by bridging the gap between Retail domain expert, Reliance and development team
- Working with Reliance was difficult as the customer was not helping with the use case finalization and yet evaluating all the competitor technologies in parallel
- Though we were trying to pitch for HANA by working on a POC, the customer was rather considering it as a Project/Pilot. The data volume of Reliance business is very high with great volume of POS transactions (around 3 million transactions per day) and historical data.

- Customer landscape was complex with multiple source systems and ETL provided by Informatica.
- Adding to this the use case was also complex with Customer segmentation on the fly (typically segmentation on customers is done over a period of time and not on demand), Affinity analysis/Market Basket analysis on large amount of POS transaction data
- Actively involved in the development once the use case was evaluated and HANA hardware was available
- Though faced with personal problems, travelled back to customer site after request from Venu/Siva as there was no good Java resources available who can understand the complete scenario
- Completed the development of all KPIs with in a very short period and provided the basis for future developments. Handed over the development successfully by providing clear path and approach for further developments for the required use case.
- Understood each and every requirement and provided solutions to complex scenarios that we were facing; not only in the Java side but also with the Data Services, KPI development, Customer segmentation

Manager Assessment

Performance rating Fully meets expectations

Manager's comments

Met expectations by delivering on all requirements for the Condor framework and Customer View. He exhibited a commitment to quality on time delivery. He has also contributed significantly to the success Reliance POC .

Mr Anand Nidamanuru

The full terms and conditions of this Bonus plan are described in the current version of the incentive framework and/or Bonus Plan for your subsidiary/board area.

Contact your HR Business Partner for details. Management reserves the right to change, adjust or discontinue this incentive plan at any time.

Wishing you every success.

Sincerely Yours,

SAP LABS INDIA PVT. LTD.

GLOB-RE-MAST---12-Global Bonus Plan RE roles_Global

Mr Anand Nidamanuru

28-Feb-13

Dear Anand,

This document is to confirm your targets for the 2012 fiscal year.

Time Period 01/01/12 - 31/12/12

The current bonus will be determined on the basis of your performance using the following performance measures and the payout method: 1 to 1 RE curve

For your target bonus please refer to your actual target salary

Target Description	Long Description	Weight	Method of Target Assessment	Target Value	Actual Value	Target Achievement	Weighted Target Achievement
Revenue enabling Bonus plan objective		100.00 %	Management Assessment	0	0	105.00 %	105.00 %
Total		100 %					105.00 %

Manager Signature & Date (if required)

Employee Signature & Date (if required)