# **GenC Continuous Evaluation and Consequence Management**

# **Declaration Form**

I …………, undergoing enablement in the GenC program, acknowledge and agree to the following:

1. All the GenCs going through Cognizant enablement via Classroom/Virtual mode will be obliged to abide by Continuous Evaluation and Consequence management policy.

*Reference*: <https://be.cognizant.com/sites/cognizant-academy/SitePage/770078/learning-policies> >> Continuous Evaluation approach and Graduation Policy Document

1. During the course of the learning journey, GenCs performance will be assessed continuously, at predefined checkpoints in the curriculum.
2. The continuous evaluation process will be based on the performance in each of the learning component across the milestones shared with the GenCs in line with the curriculum as listed below. The applicability of evaluation components is subject to change based on the learning path and Service line.

* Continuous Learning – Hands On Exercises, Enablement
* Assess – Type - 1 – Coding challenge
* Assess – Type - 2 – ICT / KBA / SBA / Interview\*
* Business Aligned Project & Evaluation
* Business Feedback

1. Performance Health score (PHS: scale of 100) and RAG indicators (Red: PHS <60%, Amber: PHS 60-69%, Green: PHS >=70%) will be calculated based on the performance in the various Learning components with corresponding weightages as applicable.
2. Performance Communication to the GenCs will flow at pre-defined checkpoint/intervals. The GenCs should take subsequent measure for performance improvement, as applicable.
3. If GenCs fails to keep up with the performance standards as defined in the policy within the stipulated timeline, consequence management progress would be triggered involving the Talent Management team.
4. The performance scores in the GenC program may also have an impact on the confirmation process timelines, at the discretion of Business and Talent Management.
5. Malpractices in any form will be dealt with zero tolerance. The type of disciplinary action(s) would be based on multiple factors attached to the incident and will range from issuing Warning Letters, adverse effect on career or performance pay. Incidents with high severity may call for immediate termination of services.
6. Any discrepancies or deviation observed in the defined process or procedure should be flagged to respective Learning point of contact immediately during the learning journey
7. Any concerns raised after the failure to meet the expected performance health scores will not be accounted as exception to consequence management process.

Employee Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Employee ID : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Location : \_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: *dd / mm / yy* Signature :