



Goals and Objectives for the year 2023-24

Employee Name	Mr. Chinnasamy Murugan (67531005)		
Employee Job Role	FTTx Engineer	Location	Chennai
L1 Manager's Name	Mr. S Mohan Kumar	Functional Manager's Name	Not assigned
HRBP Name	Mr. D Punkaj Dubey	HR Head Name	Mr. D Punkaj Dubey
Current Status	Completed		

Objectives and Key Results:

Sr. No	Objectives	Key Result	Measure
1	FTTx and Enterprise network availability	1.1 OLT Availability. 1.2 FND Availability. 1.3 Enterprise availability. 1.4 FTKM of F and D. 1.5 MTTR and TTR compliance	1.1 OLT and FTTx Network Availability as per SLA 99.99 percent. 1.2 Enterprise Network Availability as per SLA 99.98 percent. 1.3 FTKM less than 4. 1.4 MTTR less than 4Hrs. 1.5 TTR compliance greater than 80 percent.
2	OLT, ODN and Enterprise Network HOTO and Improvement Plan closure	2.1 Ensuring timely HOTO with quality. 2.2 Timely closure of Improvement Plan Activities	2.1 Within 7 days of offer. 2.2 100 percent target given by NHQ
3	Corrective and Preventive Maintenance	3.1 Ensuring breakdown or corrective maintenance within stipulated MTTR. 3.2 Ensuring all PM activities are executed as per schedule and work orders.	3.1 100 percent compliance. 3.2 100 percent completion
4	Resolve O2A issues assigned to O and M	4.1 THD Compliance. 4.2 High Closure compliance. 4.2.a OLT Up link High Loss. 4.2.b Enterprise Link High Loss. 4.2.c S1 or S2 High Loss	4.1 100 percent Completion as per Timelines. 4.2 Greater than 90 percent within 48 Hrs.

Support Required

Sr. No	Development Needs	Manager Remarks	Support/ Issue
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YEAR-END FEEDBACK

L1 Manager Remarks

What Went Well

1. Maintained S2 Lower compliance above circle average,
2. Taken additional responsibility for CMP related works
3. Maintained OLT uptime above 99.95% and Uplink TTs count in single digit

What can be done better

1. Need to support intracity team as an when required
2. Team building to be improved.
3. Need to maintain rapo between supporting function

Employee Remarks

What Went Well

Due to michaung cyclone , Drainage, CMRL and water pipe line work - Olt availability, and F&D performance all suffered during the course of the previous year.
Now comeback with performance:
1.1st jc recovery the michaung cyclone from OLT isolation and F&D free.
2.S2 and THD compliance were improved 80%
3.OLT isolation trend reduced.
4. ENT /ENT UBR / fiber ENT node availability achieve.
5.CM and PM compliance were closed within SLA.

What can be done better

TMI Tools calibration to be archived with in period of time.,
In order to sustain 100% olt availability, BH fibre healthiness must be guaranteed, as must the calibre of field restoration.
Plan ahead for proactive action to ensure 100% customer uptime in order to comply with S2 low power standards and reduce f&d.
closure of the feeder ring path, AUG execution, and interim case work to permanently resolve the issue.
make sure the entire ENT circuit is active in order to achieve 100% customer uptime

Q2 FEEDBACK

Employee Remarks

What Went Well

What can be done better

Self rating:

Normalized Rating	A+
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