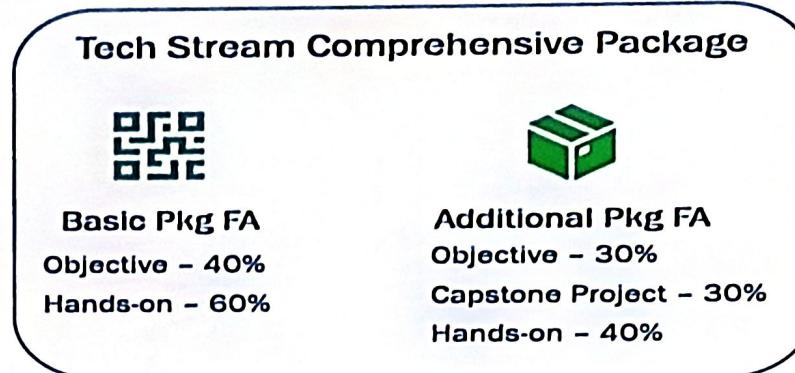
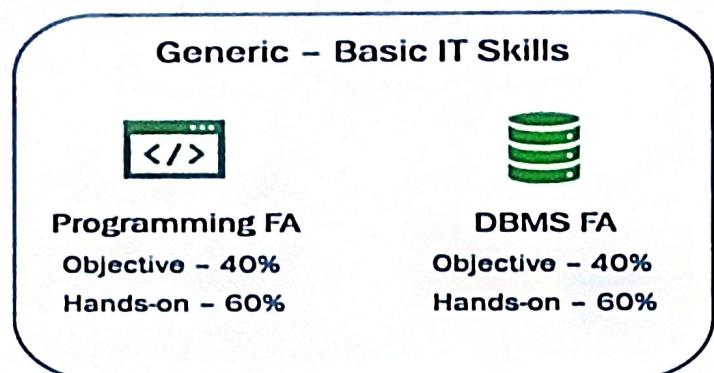


## Assessments and Qualification Criteria



**Behavioral Skills FA**  
Objective – 80%  
Global English – 20%



**Qualification  
Criteria**

$\geq 65\%$        $\geq 65\%$

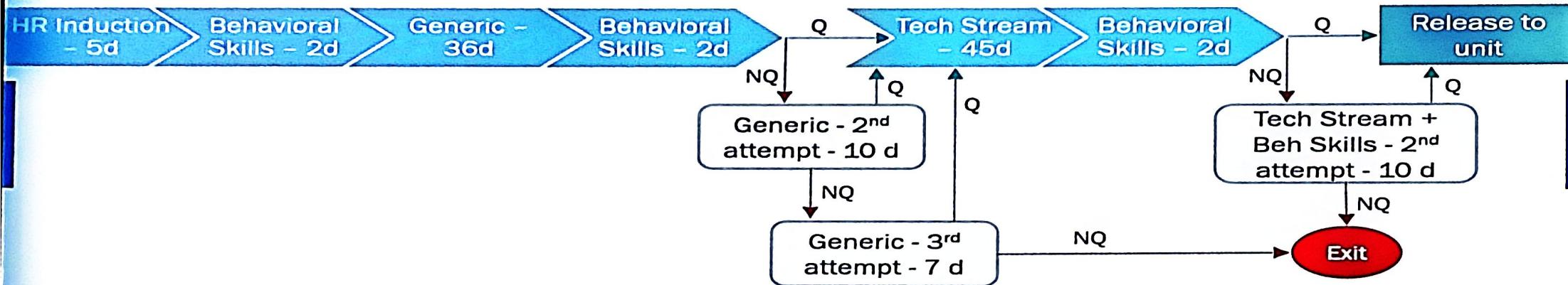
$\geq 50\%$        $\geq 50\%$

$\geq 65\%$

$\geq 65\%$  average

**Notes:** 25% negative marks apply for incorrect answers of MCQ in all the Objective assessments.  
Maximum 3 attempts are allowed for Generic FA assessments.  
Maximum 2 attempts are allowed for Tech Stream FA and Behavioral Skills FA assessments.

## FP TRAINING STRUCTURE



Q: Qualified  
NQ: Not Qualified

## RETESTS (2<sup>ND</sup> OR 3<sup>RD</sup> ATTEMPT)

1

Retest for a FA can be taken only if the score in that FA is < 65%

2

Retest for a FA cannot be taken just for improvement, if the score is already  $\geq 65\%$

3

Retest includes all the assessment components of that FA except Global English course and Capstone Project components

## Exit Criteria



**Generic:** Exit is applicable to trainees who fall to achieve a minimum score of 65% in each Focus Area of Generic, after third attempt



**Technology Stream:** Exit is applicable to trainees who fall to achieve a minimum score of 50% in each Focus Area of Tech Stream and average of 65% in Tech Stream focus areas, after second attempt

Behavioral Skills FA is **not** part of Exit Criteria.

However, its scores would be considered to calculate the final training average.

## Rounding-off Marks

Individual focus area marks  
are rounded off

E.g. 69.5 is rounded off to 70

Average of focus areas is  
rounded off

E.g. 69.4 is rounded off to 69

E.g. An average of 64.5% is rounded off to 65%

E.g. An average of 64.25% is rounded off to 64%

Individual component (like Objective / Hands-on) scores are **not** rounded off

## Example – Tech Stream Qualification Criteria (5 of 5)

Focus Area	1 <sup>st</sup> Attempt Score	2 <sup>nd</sup> Attempt Score	Final Score
Tech Stream FA1	53	45	53
Tech Stream FA2	44	79	79
Average	48.5%		66%

Maximum score of first attempt & second attempt in each FA is considered as final score

## Final Training Grade and Performance Category

Average *	Grade	TPI Category
>= 92	A+	TPF
>= 85 & < 92	A	HPF
>= 80 & < 85	A-	
>= 75 & < 80	B+	AAPF
>= 70 & < 75	B	
>= 65 & < 70	B-	APF
< 65	C	NA

### TPI (Training Performance Incentive) Categories:

- TPF: Top performer
- HPF: High performer
- AAPF: Above Average performer
- APF: Average performer

# Category

## Note:

- Trainees who would take second attempt in Generic or Technology stream will not be eligible for TPF or HPF.
- Trainees who would take third attempt in Generic will not be eligible for TPI.

## TPI (Training Performance Incentive)

### Categories:

- TPF: Top performer
- HPF: High performer
- AAPF: Above Average performer
- APF: Average performer

## TPI Policy

The detailed TPI Policy can be viewed at the following link:

<http://policies/Pages/Training-Performance-Linked-Incentive.aspx>

## Training Dossier

The details of your performance and the technologies, skills, tools etc. that would be taught to you during the training program will be shared with your project manager once you get released to the delivery units. This will help them to deploy you in appropriate projects.

Link: <https://fp.infosysapps.com/fp/apps/dossier/home>

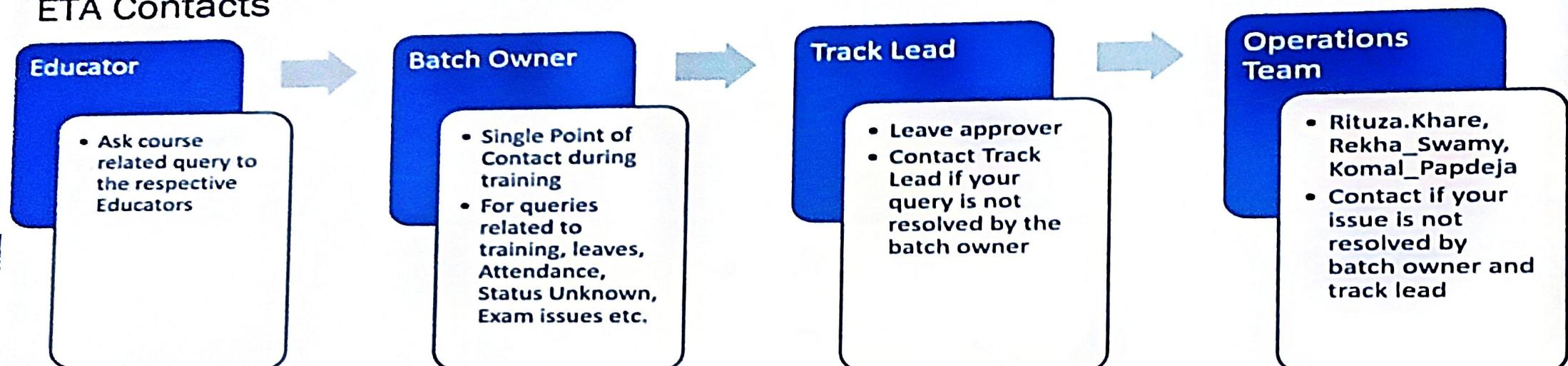
# Pretest

- Will be conducted on Day 5 of HR Induction
- To gauge your knowledge prior to FP training
- Topics: Aptitude, English, Problem Solving and DBMS. Assessment type – Objective.
- Difference in your scores before and after the FP training will be analyzed
- Pretest scores will not be included in overall training average but will be part of Training Dossier

## Attendance Related

- It's your responsibility to Swipe-in and Swipe-out regularly on working days to record your attendance in InfyMe. Also, mark your attendance in classroom during the sessions.
- Apply for leave on the days you can't attend class due to genuine reasons.
- Attendance related issues in InfyMe:
  - Induction days: No need to submit any requests. HR will take care of regularizing your attendance for these days.
  - L&D / Behavioral Skills training days: Approver: Deepa\_DeepakSingh. Check email sent on Day1 of L&D training for more details
  - Tech Training Days: Approver: your batch owner (BO) / Track Lead. The details will be shared with you on Day1 of Tech Training.
  - Do not submit your requests to default / other approvers in the system. If you have queries, contact your batch owner.
- Check your Infosys mailbox regularly for important communications and follow the guidelines / instructions given to you.

## ETA Contacts



- Communication must be through emails sent from official email id ONLY. Emails must be written in professional and respectful language.
- Wait for 2 working days to get a reply. Send a reminder if you don't receive a reply for 2 working days.
- Wait for minimum 2 more working days to get a response, before escalating to the next level.
- For urgent matters, call batch owner between 9:00 AM and 7:00 PM on working days.

lex

### Lex for Fun

Top the leaderboard.  
Unlock and earn cool  
badges and certificates



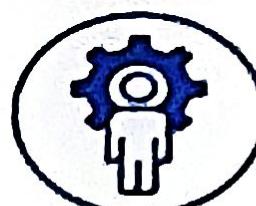
### Learning Fitness

Set your learning goals  
and track your progress



### Lex for You

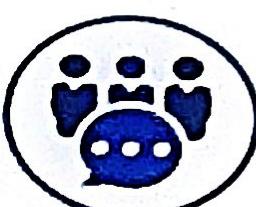
Dynamic learning paths  
for every individual  
based on their  
interests, skills and role



<https://lex.infosysapps.com/>

### Social Learning

With Lex Cohorts Co-  
learn with your peers,  
collaborate and  
interact with educators  
and experts



### Lex Catalog

Best in-class content  
aggregated from multiple  
internal and external  
sources



### Lex Anytime

Learn on the go  
anytime, anywhere  
and on any device



## Appendix – Track Anchors

Technology	Track Anchor	Technology	Track Anchor
Java	Prachi_Gupta10	SAP	Jaya_Tahalwani
Microsoft	Kaarthikha_Nataraj	Oracle	Manohar.Mishra
Mainframe	Swetha_Maheshwary	IQE	Pramod_E01
Open Source	Vidya_Rao03	CIS	Vijayakalyani_N
BI & Big Data	Kiran_rk	DCM	Sivaramakrishnan_NO2
Apple & Mobility	Renuka_Alex	UI	Umesh_S
Engineering Academy	Chetan_Bhandi	EAIS, ECAS	Haridas_P
L&D / Behavioral Skills	Divya_Kodandera	SE	Sureesh_Joseph