

2019 AMJ Anniversary

Employee Information

Employee: Gogula Dinesh Gandhi
Employee PERNR: 50303259
Performance Reviewer: Sagar Deshmukh
Validity Period: 01.01.2018 to 31.12.2018
Status: Completed
Substatus:

Additional Employee Data

Job Name: *Default Job Name
Preferred Name:
Country: India
SBU: EUROPE_ABL
Local Organization:
Global ID: 1329992
N/A:

Predefined Objectives

Individual Objectives

Organizational Process Compliance

Description:

1. Following shift timings.
2. On time Timecard & Clarity submission.
3. Proper ITRP handling (following guidelines)

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I have followed proper shift timings and submitted time card and clarity accordingly. My average rolling working hours for three months is 10 hours. I have handled ITRP properly without any breaches and also got great feed back from users.

Reviewer Year-End Assessment:

Refer last section

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Behavioral

Description:

1. Team Player.
2. Positive work attitude.
3. Backup creation.
4. Ownership of activities.
5. Activity handover during absence.

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I worked as a good team player and ensure that i will work for the upcoming years too with maintaining good positive work attitude as earlier. I have taken ownership of my activities and also taken care of my colleagues when they are absence.

Reviewer Year-End Assessment:

Refer last section

Performance & Productivity

Description:

1. AET reduction 5% every month/complexity.
2. Ability to handle complex issues.
3. Managing individual & Team's ticket queue.
4. Pro-activeness & Initiatives in daily operational activities.

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Since i was fresher i made mistake in handling one top incident but from then i have improved my skills and the way of handling things in TOP & high incidents. I have managed my tickets and helped team's tickets as well without any resolution breach. Because of my proactive monitoring many HIGH incidents are resolved within expected time.

Reviewer Year-End Assessment:

Refer last sectionv

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Flexibility

Description:

1. Availability on project needs. (weekend/holiday)
2. Availability on short notice.
3. Proper management of leaves.

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I have worked on weekends and holidays.

I had maintained proper management planned leaves for every three months without taking any privileged and sick leaves in these three months.

Reviewer Year-End Assessment:

Refer last section

Quality

Description:

1. On time task completion with quality.
2. No breaches.
3. Identify Failure points for improvements.

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I had completed so many tasks with in time and got appreciation from many people. i have not done any breaches related to resolution.

I had identified many failure points and now i had improved a lot with the expansion of technical and functional knowledge and also email writing as well by attending training.

Reviewer Year-End Assessment:

Refer last section

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Customer Centric

Description:

1. Keeping customer updated.
2. Regular ticket updates.
3. Regular follow-up on issues.
4. Customer Appreciations.
5. Effective escalation management.

Weighting:

20

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I have been always keeping customer updated on every performing task. I have been maintaining track of notes for the tickets and daily task missions for following up on the issues which helps me in tracking of each and every ticket with update and resolution. I have received customer appreciations for supporting and also updating ticket on time.

Reviewer Year-End Assessment:

Refer last section

Improvements & Innovations

Description:

1. Canon-Improvements.
2. Capgemini-Improvements.

Weighting:

20

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I had made automated of Steelwedge users list which helps in saving of monthly - 24 hours and also i am in the process of making automation of status mail for all the instances which will save monthly - 80 hours works

Reviewer Year-End Assessment:

Refer last section

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Knowledge Management

Description:

1. Updating knowledge database.
2. Knowledge sharing.
3. Improvement in learning curve.

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I am expanding my knowledge in SCM modules and also learning technical & functional issues with the help of Oracle Support.

I am also sharing the knowledge with my colleague which helps them to become strong as well and i have improved a lot when compared to earlier.

Reviewer Year-End Assessment:

Refer last section

Financial KPI's

Utilization

Description:

KPI Target:

KPI Actual:

Contribution Margin

Description:

KPI Target:

KPI Actual:

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Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

Late Timesheets

Description:

KPI Target:

KPI Actual:

Other 1

Description:

KPI Target:

KPI Actual:

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Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

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Competency & Career Development Plan

Click here to review and assess the competencies for your current role: "Talent Review Profile".
In the field below, indicate your training objectives (for competency and career development) for current and future potential roles.

Competency & Career Development Plan

Description:

Need to learn new technologies to improve my competencies by doing certifications.

Need to improve leadership skills by learning from the seniors and how they gonna tackle the high priority issues.

Need to provide good quality delivery management by improving my communication skills and email writing.

Need to work in a harmony and helping each other for achieving mutual goals.

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I have registered for certification on different technologies for increasing my competencies. I have improved by learning from seniors(tarun, pranav) and the way of handling the issues drastically. I have improved in the delivery good quality management with in time and email writing as well.

Reviewer Year-End Assessment:

1. Dinesh has picked up the flow and functionality of One Planning really good in short time. He joined our team as a fresher with minimal functional knowledge . But his hard work , dedication and hunger to learn new things made this possible.
2. Willingly worked in night shifts which is mandatory in the team to support the critical Night batches . Independently handled the issues during this shift. Proactively monitors the batch and highlights any delays / issues to the DBA teams.
3. Excellent communication . Handled the high and Top priority incidents communication quite well .
4. Acknowledging the user mails and responding / resolving them Confidently.
4. Proactively picked up the pending tasks and issues in team .
5. Provides very accurate and quick resolution to all the issues.
6. Never displayed any hesitation to work on weekends and always stretched beyond his boundaries to support the night shifts .
7. No Follow-ups required for any assigned tasks . Prompt completion of these tasks from his side always.

Career Aspirations

Description:

I am ready to accept new challenges that would increase my competencies and benefit me and the business professionally.

I would like to become expert in my professional area and management level.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

I am striving hard to become expert in the professional area with the help of classes and learning development guides published by Oracle.

I had worked as Class representative in my training which possess me acquiring good leadership qualities and helps in understanding the people more effectively.

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International Mobility

Please indicate if you are interested in working on international projects, should the opportunity arise. If you are, please indicate if you would be willing to work abroad on either a temporary or permanent basis, and the maximum length of assignment you would consider.

Expressing an International interest will not guarantee an International project.

Description:

I am willing to work from client location as well so that I can have an opportunity to learn various standard business flows and their implementation and many more management things.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

I am willing to work irrespective from any location and any shifts.

I am gradually learning management things and many more.

I am waiting for a good opportunity for a client location to improve my skills and various standard business flows as well.

Overall Mid-Year Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

Overall Mid-Year Assessment

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Overall Year-End Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

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Overall Year-End Assessment

Employee Year-End Assessment:

I am working in One Planning of whole Supply Chain Process and in Oracle EBS application as techno-functional specialist. Along with them working on the other Applications like ICON, Steelwedge as well.

I have resolved various Functional issues as well as Technical issues. While resolving, i have learned various standard business flows and their implementation.

I also indulged in some standard and customized setup's in Oracle. I have worked on some P1 issues also had great contribution from my side.

Also from technical side I have worked on some programs performance improvement.

Also I got appreciation from the Canon users and from teams key members for the prompt action. Apart from these i am working on some ACS actions of Canon which is required to improve the system performance. This includes both functional as well as technical aspects. I am working on some automation process which will reduce the time as well as human efforts.

No escalation faced so far regarding my work. Closed more than 130 tickets in these 3 months and made improvements in Non prod environments as well. Proactive monitoring is my best among all.

I will strive hard to improve my knowledge and be a good team player.

Reviewer Year-End Assessment:

1. Dinesh has picked up the flow and functionality of One Planning really good in short time. He joined our team as a fresher with minimal functional knowledge . But his hard work , dedication and hunger to learn new things made this possible.

2. Willingly worked in night shifts which is mandatory in the team to support the critical Night batches . Independently handled the issues during this shift. Proactively monitors the batch and highlights any delays / issues to the DBA teams.

3. Excellent communication . Handled the high and Top priority incidents communication quite well .

4. Acknowledging the user mails and responding / resolving them Confidently.

4. Proactively picked up the pending tasks and issues in team .

5. Provides very accurate and quick resolution to all the issues.

6. Never displayed any hesitation to work on weekends and always stretched beyond his boundaries to support the night shifts .

7. No Follow-ups required for any assigned tasks . Prompt completion of these tasks from his side always.

Work/Life Balance Discussion Held?:

No

Employee Signoff comments:

Ratings

Calibrated Ratings

Performance Rating:

1

Career Track:

Experience in role: