# Birlasoft Performance Review Policy

## 1. Annual Appraisal Cycle

• The performance review at Birlasoft typically follows an annual cycle. Employees undergo appraisal once every year, based on their contributions and goals achieved.

## 2. Beyond Monetary Rewards

• Birlasoft emphasizes employee experience, not just salary hikes. Appraisals include timely, actionable feedback, skill development opportunities, and recognition beyond monetary rewards.

## 3. Evolving Towards Continuous Feedback

• While the traditional annual review system exists, Birlasoft is moving towards a more dynamic approach. This includes continuous feedback, AI/ML-driven evaluations, and project-based or quarterly assessments.

## 4. Adaptable and Responsive Appraisals

• Birlasoft encourages a flexible and coaching-oriented review process. Goals and behaviors are updated to match business priorities such as adaptability, teamwork, and engagement. Instead of rigid scoring, a 'Start–Stop–Continue' model with high/medium/low levels is recommended, along with regular check-ins every 3–6 weeks.

## Summary Table

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| Aspect | Details |
| Review Frequency | Annual appraisal cycle |
| Focus | Holistic – beyond salary, including feedback and employee experience |
| Future Trend | Continuous feedback, AI-enhanced multi-dimensional reviews |
| Adaptability | Coaching-based, with regular check-ins (every 3–6 weeks) |