Outlook

Productivity tracking by BNYM

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Dear All,

Reaching out to share an update we received from Pershing. The clients have informed that they are implementing productivity tracking measure for all the team members – Pershing FTEs and vendors including Cognizant alike. The goal is to ensure proper adoption of engineering practices (frequent commits, code to be not pushed without review, reduce rework etc.) along with the productivity tracking.

One of the tools they have already implemented is Flow, integrated with GIT, to track productivity of developers. The tool tracks multiple parameters, of which BNYM will be focusing primarily on the below 5.

- Coding days / per week – how many hours was spent coding per week
- Commits per day
- Unreviewed push requests
- Efficiency – No. of check-ins without errors/issues
- Impact of the code

Though this tool is for developers, they may be coming up with similar tracking for all the roles.

We are informed that the initial report shows more than 50% of the associates not meeting the target for the above parameters. They will start sharing the report with BNYM managers who is expected to work with the individual team members to improve.

Action items from our side:

- Ensure that we are following the right engineering practices
- Keep the managers updated of the tasks - For example, if there is any ad hoc activity taking up lot of analysis time, then the coding hours, commits etc. will be less, and the BNYM managers should be aware of the same
- Always make sure to fulfil the committed hours of productive work each day

Will keep you posted as we get any further details regarding this initiative.

Regards,
Anish