

The instructions provided in the document applicable to OJTs developed for Data driven Governance through Applens and Stakeholder management leadership challenge program.

1. The passing score of the OJT is 70%. The evaluation rubrics are defined for OJT evaluation and scoring is done through below formula. For each rubric, the supervisor has to select the values based on associate performance and the final score is populated by applying the formula

$$G_s = \frac{\sum_{i=1}^N (g_i - \min_i)}{\sum_{i=1}^N (\max_i - \min_i)}$$

2. A sample evaluation scoring model explained in the table. For each rubric, based on supervisor selection of performance notes, the score is populated. A score is associated with each selection. Please note, the rubric based evaluation is not straightforward. If you have provide score 35 and it will not convert into 70%.

| Rubrics Scores              |   |    |           |                             |                                  |                                   |
|-----------------------------|---|----|-----------|-----------------------------|----------------------------------|-----------------------------------|
| Min Score                   |   |    | Max Score | Max Score (minus) Min Score | Associate Score for each rubric  | Associate score (minus) Min Score |
| 1                           | 5 | 10 | 20        | 19                          | 20                               | 19                                |
| 1                           | 5 | 10 | 20        | 19                          | 10                               | 9                                 |
| 1                           | 2 | 5  | 10        | 9                           | 10                               | 9                                 |
| Sum (Max score - Min Score) |   |    |           | 47                          | Sum(Associate Score – Min Score) | 37                                |

|             |   |                |       |
|-------------|---|----------------|-------|
| final Score | Sum(Associate Score – Min Score)/ Sum (Max score - Min Score) | "=(37/47)*100" | 78.72 |
|-------------|---|----------------|-------|

3. Sample Evaluation :

In the following evaluation, the supervisor selected the max score for first rubric and second best for next rubric.

| Rubrics  | Min Score | Max Score | Associate Score | Max Score- Min Score | Associate score – Min Score |
|----------|-----------|-----------|-----------------|----------------------|-----------------------------|
| Rubric 1 | 10        | 30        | 30              | 30-10=20             | 30-10=20                    |
| Rubric 2 | 20        | 40        | 30              | 40-20=20             | 30-20=10                    |
| Rubric 3 | 10        | 30        | 10              | 30-10=20             | 10-10=0                     |

Sum of Max Score – Min Score = 20+20+20=60

Sum of Associate Score -Min Score =20+10+0=30

Associate Final Score =30/60=50%

**The score is visible at the end of the rubric evaluation for supervisor reference (please check the score highlighted through red pen in below image.**

|       |  |  |  |  |    |
|-------|--|--|--|--|----|
| Grade | Is the learner able to understand and articulate the quality of data and give a holistic view of related data of different towers?   | Able to articulate on the quality of data but unable to make co-relations between data of different towers<br><b>10 points</b>   | Able to assess the quality of data and partially co-relate the data across different towers<br><b>20 points</b>  | Able to assess the quality of data and identify the reason for lack of data quality, if any. Able to articulate the data correlation between different towers and give a holistic view at project/account level<br><b>30 points</b>  | 30 |
|       | Is the learner able to make meaningful inferences/insights and identify the opportunities with tangible goals based on the data?   | Able to make some inferences and identify limited improvement opportunities with no measurable goal defined.<br><b>20 points</b> | Able to make some inferences based on data and identify the improvement opportunities with measurable goal % and actionable plan.<br><b>30 points</b>              | Able to make meaningful inferences and identify concrete improvement opportunities with a measurable goal % for the related lead indicators in line with customer defined KPI and clear roadmap to achieve the goal (short term and long term), all data driven.<br><b>40 points</b> | 30 |
|       | Has the learner adopted platform-based governance (ex: AppLens any in-house analytics/reporting tools) and presented their data analysis and improvement plans through a platform? | The presentation is PPT based with charts and metrics from the platform (ex: AppLens, ALM, ITSM)<br><b>10 points</b>             | The presentation is partially platform based with charts and metrics from the platform. Not much customization of charts/data of the platform.<br><b>20 points</b> | The learner has adopted platform-based data driven governance. Presentation of analysis and improvement plan is completely through the features in the platform, the charts/metrics/customized view of the existing charts.<br><b>30 points</b>                                      | 10 |

50

- Please select the drop down option as graded and save.