

NG

NagaVenkataSomeswaraRao Gonaboyina - 51882980 (TECHNICAL LEAD/ E2) | Overall Rating: Distinguished Performance

Job	Org Sub Unit	Date of Joining	Project Code
Developer - Senior - 1		20 Jul'20	C172640
Location/Country	TEX	Appraiser	Reviewer
Florida	9 years 9 months REX	51574707 (Pankaj Kant)	51316349 (Raveendra Piniseti)
Calibration Owner	9 years 9 months LOB Calibration Head		
Raveendra Piniseti	BINISHA KUNHI PARAMBETH		

OND-21(01 Oct 21- 31 Dec 2021)

My Goals - Total Weightage : 10.00 %

Category/KPP

Compliance/Compliance

Weightage	Target	Achievement	Score
10.00	10	-	0

KPP Description

Ensuring the Complainece for Internal / External and cutomer trainings

Appraisee Remarks

Follows the guidelines for creating new users to aviod the SOX compliance issues and also resolves the incidents once for all and not getting opened again. Also follows the rules for the change requests

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 10.00 %

Category/KPP

Team Work/Team Management

Weightage	Target	Achievement	Score
10.00	10	-	0

KPP Description

Managing the team Members and reporting per the HCL & Customer Requirments

Appraisee Remarks

Guides the team and manages the team to work on priority incidents and also make them to follow the team guidelines in resolving the incidents in time. Provides the reports to client then they need.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 5.00 %

Category/KPP  
Learning/Knowledge Management

Weightage	Target	Achievement	Score
5.00	5	-	0

KPP Description

Prepare Artifacts for ease of KT, people independent

Appraisee Remarks

Guides the team on new issues and provides the knowledge transfer regarding the repetative incidents and trains the team to resolve the incidnets on their own.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 10.00 %

Category/KPP  
Productivity/Value Creation

Weightage	Target	Achievement	Score
10.00	10	-	0

KPP Description

Submission and execution of Automation and Value creation initiatives ( aiming reduction of 10% of manual work)

Appraisee Remarks

Automates the repetative resolutions to reduce the time of resolution and also reduce the issues in production.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 20.00 %

Category/KPP  
Quality/SLA Management

Weightage	Target	Achievement	Score
20.00	20	-	0

KPP Description

No Slippage in Deliverables , SLA Breaches and efficient RCA delivery

Appraisee Remarks

Closes the incidents in time and avoid the SLA brrach of incidents. Works on RCA or repetative incidents and passes to L3 team.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 15.00 %

Category/KPP  
Process Adherence/Process Adherence

Weightage	Target	Achievement	Score
15.00	15	-	0

KPP Description

Following up the laid policies and Processes . No Hopping of Tickets and Incidents / Tasks.

Appraisee Remarks

Processed the guidelines to resolve the issue and for change management and resolves the incidents in time.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 5.00 %

Category/KPP  
Operations/Proactively identify and mitigate risks & issues (including escalations) for delivery of the program

Weightage	Target	Achievement	Score
5.00	5	-	0

KPP Description

Efficient and Proactive handling of alerts, Helath checks and resolution of Data related issues

Appraisee Remarks

Regularly monitors the application health check. and monitors the application alerts proactively to resolve the issues before the users indentifies. Involved in resolving the data fixes to get the business running.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 25.00 %

Category/KPP  
Quality/Task/activities deliverables - Quality - Task delivered with quality

Weightage	Target	Achievement	Score
25.00	25	-	0

KPP Description

Taking the Ownership,Problem Management and First time right delivery

Appraisee Remarks

Works on repetitive incidents and provide hte permanent fixes for the repetitive issues. Takes the ownership of the business issues and resolves the issue once for all with out getting reopening of the incident.

Achievement	Score
-	0

Appraiser Remarks

-

Overall Remarks

Appraisee Remarks

1. Supports the team when it is needed 2. Closes the tickets on time 3. Supports business for critical, major issues and customized reports 4. Regularly monitors the application health check. and monitors the application alerts proactively to resolve the issues before the users indentifies. Involved in resolving the data fixes to get the business running. 5. Works on repetitive incidents and provide hte permanent fixes for the repetitive issues. Takes the ownership of the business issues and resolves the issue once for all with out getting reopening of the incident. 6. Processed the guidelines to resolve the issue and for change management and resolves the incidents in time. 7. Follows the guidelines for creating new users to avoid the SOX compliance issues and also resolves the incidents once for all and not getting opened again. Also follows the rules for the change requests

Appraiser Remarks

Annual-22(01 Jan 22- 31 Mar 2022)

My Goals - Total Weightage : 30.00 %

Category/KPP  
Operations/Throughput - Output

Weightage	Target	Achievement	Score
30.00	95	NA	9

KPP Description  
Code review/Defect fix/Code Development Rate/ Test Developmental Rate/ Test Execution Rate  
Appraisee Remarks  
-  
Achievement  
NA  
Score  
9  
Appraiser Remarks  
Naga has been exceptional well in fixing the issues for WMS, .net and sql side

My Goals - Total Weightage : 45.00 %

Category/KPP  
Operations/Economic Utilization

Weightage	Target	Achievement	Score
45.00	100	NA	9

KPP Description  
Time Booked to C Code  
Appraisee Remarks  
-  
Achievement  
NA  
Score  
9  
Appraiser Remarks  
Fully billable

My Goals - Total Weightage : 25.00 %

Category/KPP  
Operations/Quality of work

Weightage	Target	Achievement	Score
25.00	95	NA	8

KPP Description  
SLA Adherence/First time right/No of Tickets Resolved  
Appraisee Remarks  
-  
Achievement  
NA  
Score  
8  
Appraiser Remarks  
Great output

Overall Remarks  
Appraisee Remarks  
-  
Appraiser Remarks  
Great to have you in team Naga. Will like you to step even further and take larger role in the enagement

Behavioural Competency

Competency		Level of Proficiency (Mandatory) ⓘ	Appraiser Remarks (Optional)
<b>Passion for Work Excellence</b> : The ability to understand and carry out the allocated tasks and responsibilities in a timely and consistent manner and deliver results so as to exceed one's own standards and also of others ⓘ		4	passionate
<b>Customer Orientation</b> : The demonstrated capability of delighting one's customers by focusing on their needs and ensuring that the customer perspective is the driving force behind all value-added business activities ⓘ		4	Great customer orienattion
<b>Solution Mindset</b> : The ability of the individual to provide solutions commensurate with the customers' needs within the ambit of the given environment so as to lead to business results ⓘ		4	good mind set
<b>Team Work</b> : The characteristic of an individual to work effectively in a team whilst enthusing others to do the same for achievement of common goals of the team ⓘ		4	exceptional team player
<b>Cultural Competence</b> : The demonstrated capability to interface, partner and work effectively with stakeholders across a diverse set of cultures, nationalities, race, age and sex ⓘ		4	great fit in the team

Quarterly Score

