

# Employee Objectives

Employee's Objectives					
<b>Employee Details</b>					
Employee Name	Shilpa Narang	Employee Number	30275942	Section	BSB
Assessor Name	Vinod Kumar Vasudevan	Assessor Number	30228762	Department	BSW
Reviewer Name	Raghuram Joshi M	Reviewer Number	30225319	Group	BSW4
Role	PROJECT MANAGEMENT - LEVEL 1	Level	52	Location	RBEI-BAN-STP
<b>PRED Details</b>					
From Period	Jan 2013	To Period	Dec 2013	Previous Discussion	06 Dec 2012

## Short Description of tasks and/or areas of responsibility

APM@GC

## Objectives

S.No	Major Objectives	Weightage-%	Rating Metrics	Action Plan	DeadLine-Date	Updated-Date
1	Overall Project success	20	A. CSI is more than 90%+Billing inputs collected from all associates before 2nd working day of following month+No escalations and prompt response for new requirements B. CSI is 85% to 90%+Billing inputs collected from all associates before 3rd working day of following month+Escalations < 3+ 80% opputunites closed with success C. CSI is >80%+Billing inputs collected from all associates before 4th working day of following month+No escalation to BSW mgmt+ 70% opputunites closed with success D. CSI < 75%+Delay in Billing inputs > 5days+Opputunites closed less than 50%	As defined in Job description	31 Dec 2013	30 Jan 2013
2	Project Management (Planning and Tracking - Delivery, Efforts & Costs, Accurate and ontime Reporting (Ex: PSR, MSR)) for all Projects	10	A. 100% Tasks Delivered on Time & 100% of SL for Service & Support tasks, PSR/MSR by 26th day of the month + >95% Q-Pr-Test for all 12 months+Zero outstanding B. 98% Tasks Delivered on Time & 98% of SL for Service & Support tasks, PSR/MSR by 28th day of the month + >95% Q-Pr-Test for all 12 months+Zero outstanding for last 1 month C. 95% Tasks Delivered on Time & 95% of SL for Service & Support tasks, PSR/MSR by 1st working day of the subsequent month + >95% Q-Pr-Test for all 12 months+On-time billing inputs completed for all projects & transfers made on time. D. 90% Tasks Delivered on Time & 90% of SL for Service & Support tasks, delayed submission of PSR/MSR + >90% Q-Pr-Test for >9 months+ Delay in Billing/ transfers E. 90% Q-Pr-Test for	As defined in Job description.	31 Dec 2013	30 Jan 2013
3	Team Management (Team Objective Setting/Tracking, Team Development Plan Setting/Tracking)	15	A. C + Objectives and Development plan review 3 times/Year B. C + Objectives and Development plan review 2 times/Year C. Objective and Development plan setting by mid-Feb '12 + within 1 months for new joinees D.	As defined in Job description	31 Dec 2013	30 Jan 2013
4	Business Development - (PIC+Sofico+new accounts)	15	A: Support GrMgr to establish a team of 15 associates by Nov '13 + revenue of TUSD 700 B: Support GrMgr to establish a team of 12 associates by Nov '13 + revenue of TUSD 600 C: Support GrMgr to establish a team of 20 associates by Nov '13 + revenue of TUSD 500 D: Team less than 10 associates by Nov '13 / Revenue < TUSD 350 Note: Business contribution through BSW4-Presales, Onsite Associates, Sales & Gr Mgrs	As defined in Job description	31 Dec 2013	30 Jan 2013
5	Innovation: Drive EDI testing	15	A: Generate business worth of TUSD 100 or equivalent PYO B: Generate business worth of TUSD 75 or equivalent PYO C: Strategy for EDI testing by EFeb '13 + revenue of TUSD 50 or equivalent PYO D: Team less than 10 associates by Nov '13 / Revenue < TUSD 350 Note: Business contribution through BSW4-Presales, Onsite Associates, Sales & Gr Mgrs	As defined in Job description	31 Dec 2013	30 Jan 2013
6	Artifacts for Pre-sales support (Collabrative goal)	15	A: B+ Publishing of 3 new solutions on Bosch portal B: C + Significant presence in BGN and internet site C: Marketing content (flyers, case studies, posters) are uptodate and available at short notice D: No plan available	As defined in Job description	31 Dec 2013	30 Jan 2013
7	Support Pre-sales function within BSW4 (Collabrative goal)	10	A: B + 2 External events where BSW4 participated (Test conferences, MS events etc) B: C + Atleast 2 new case studies of BSW4 services on external portals C: Support Pre-sales for proposal preparation and branding of validation services within RBEI D: Roadmap not followed	As defined in Job description	31 Dec 2013	30 Jan 2013
	Total Weightage	100				

## Employee Development Plan