

2019 OND Anniversary

Employee Information

Employee: Swathi A
Employee PERNR: 50279984
Performance Reviewer: Jose Antony
Validity Period: 01.01.2019 to 31.12.2019
Status: Completed
Substatus:

Additional Employee Data

Job Name: *Default Job Name
Preferred Name:
Country: India
SBU: AA_ABL
Local Organization:
Global ID: 1285319
N/A:

Predefined Objectives

Quality of Deliverables

Description:

On Time delivery - Quality of deliverables measured by Assignment Appraisal. Minimum 3 assignment appraisal in a year.

Delivery within effort estimation - No stakeholder escalations.

No Client escalations - Defect Density.

Delivering within SLAs - Quality of documentation - Stakeholder feedback

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Currently working under Digital Thread, GE Aviation in PCM (Product Change Management) project.
- Have proper knowledge about the depth of the project both functionally as well as technically.
- Understood the clients requirements properly to produce quality results without any delays.
- Taken sole responsibility of the major complex UI tasks assigned and made sure they are completed on time.
- Mainly working on front-end technology and parallelly taken up few backend userstories as well to make myself aware of both.
- Provided on-time and quality delivery of the client requirements on front-end, Services and Automation Testing without any escalations hence proving my productivity.
- Have received client appreciation mails for completing complex user stories within the specified time.
- Active participation in scrum calls to get complete clarity of the tasks that are being assigned.
- Adhered to the coding standards laid out in the project.
- Have provided KT to freshers and given training on technologies used in project.
- Have played the role to delegate the tasks to teammates.
- Have provided a helping hand to colleagues from other projects in DTE to accomplish complex

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tasks.

- Received STAR award.

Reviewer Year-End Assessment:

Unit Initiative

Description:

Contribution towards process improvements/Innovation at the project level - 1 idea per person to be implemented

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- An innovation idea logged to minimize the effort to open a pop up and populate the data in it by the usage of mixins.
- A new component is created which helps the user to open a pop-up as well as reuse the same component if the pop-up is used to show similar data.
- The idea initiated will aid in code minimization as well as effort reduction.
- The idea can be used across many projects which use any Javascript framework.

Reviewer Year-End Assessment:

Trainings

Description:

Technical/Behaviour/Domain - 60 Hours

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Trained to work on different technical domains such as Vue.js, Java, HTML, CSS, JUnit, Robot framework, Selenium Testing.
- Certification on Technical domains such as Big Data, Python, Data Science, Hibernate, Bootstrap, Cloud Security, Predictive Analytics, Deep Learning, Web development, DevOps, AngularJS and Jenkins.
- Attended Virtual Sessions through on Bootstrap, Hibernate and Jenkins.
- Have received non technical training on various Ethics.
- Actively participated and given training that were conducted internally as well.

Reviewer Year-End Assessment:

Individual Objectives

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Innovation

Description:

Contribution towards process improvements/Innovation at the project level

Weighting:

25

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- An innovation idea logged to minimize the effort to open a pop up and populate the data in it by the usage of mixins.
- A new component is created which helps the user to create a pop-up as well as reuse the same component if the pop-up is used to show similar data.
- The idea initiated will aid in code minimization as well as effort reduction.
- The idea can be used across many projects which use any Javascript framework.
- Have come up with certain standards to be maintained in the project which in turn yields to better coding standards and understanding of project.

Reviewer Year-End Assessment:

Operation Excellence

Description:

Contribution towards Business Unit / Account Specific Initiative (E.g. Employee Forum, DU specific communication teams / engagement team / Fun team /iCARE/ SPOC for different initiatives like training, timesheet, compliance etc)

Audits; # Adherence to standards defined at the project / unit / process level based on customer specifications and internal standards for the processes owned by the individual (For example: logging of defects, documentation standards, reporting formats, etc.)

Contribution to the Knowledge Management Repository

Compliance; Adherence to compliance norms laid down by Governance team

Weighting:

25

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Became the VI champ for innovation portal.
- Guided teammates to log their ideas to the portal as well as gave a KT on the usage of portal.
- Attended the weekly call corresponding to innovation portal.
- Adhered to fill the Timesheets on time.
- Actively participated in the meeting conducted by the BU head.

Reviewer Year-End Assessment:

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Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Financial KPI's

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Utilization

Description:

URVE

KPI Target:

Laterals 92% and Fresher 75%

KPI Actual:

Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

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Late Timesheets

Description:

100% adherence to Time sheet entry

KPI Target:

0 MTS

KPI Actual:

Other 1

Description:

KPI Target:

KPI Actual:

Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

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Competency & Career Development Plan

Click here to review and assess the competencies for your current role: "Talent Review Profile".
In the field below, indicate your training objectives (for competency and career development) for current and future potential roles.

Competency & Career Development Plan

Description:

Aim to become a full stack developer with proper understanding of both frontend as well as backend.
To learn new technologies which will help me improve my skillset.

To learn a foreign language which will be helpful in many aspects.

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

- Currently working under Digital Thread, GE Aviation in PCM (Product Change Management) project.
- Have proper knowledge about the depth of the project both functionally as well as technically.
- Understood the clients requirements properly to produce quality results without any delays.
- Mainly working on front-end technology and parallelly taken up few backend userstories as well to make myself aware of both and turn myself into a full-stack developer.
- Taken sole responsibility of the tasks assigned and made sure they are completed on time.
- Received STAR award.
- Have invested myself into self learning French.

Reviewer Year-End Assessment:

Swathi is a dependable UI resource to the team. She has demonstrated her understanding on defined processes by implementing it in correct manner. She has shown her ownership in completion of tasks ontime.

Swathi has quickly taken up the transition from Afaz and handling the tasks by showing good progress. All was done seem-less without any impact on sprint deliverables.

She is handling the UI team. Swathi has gained customer confidence and received appreciations from client. She is capable of handling client independently. She provided quick support for emergency issues. Swathi is a good team player and helps in co-ordinating the team events. Swathi is VI champ for the PCM team and achieved innovation certificate

She requires to extend her learning in that area to groom herself as full stack developer. She can plan to achieve technical certifications in her career.

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Career Aspirations

Description:

To continue serving the client, and continue getting client appreciations for the work.
To establish a strong position in the project.
To gain knowledge of new technologies to improve my skillset.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

- Provided on-time and quality delivery of the client requirements on front-end, Services and Automation Testing without any escalations hence proving my productivity.
- Active participation in scrum calls to get complete clarity of the tasks that are being assigned.
- Have received client appreciation mails for completing complex user stories within the specified time.
- Adhered to the coding standards laid out in the project.
- Have provided KT to freshers and given training on technologies used in project.
- Have played the role to delegate the tasks to teammates.
- Have provided a helping hand to colleagues from other projects to accomplish complex tasks.
- Gained more knowledge on concepts of Javascript and Java.
- Actively participated and given training that were conducted internally as well as online.
- In future, would like to expand my knowledge on various other technologies.
- Became the VI champ for innovation portal.
- Guided teammates to log their ideas to the portal as well as gave a KT on the usage of portal.
- Attended the weekly call corresponding to innovation portal.

International Mobility

Please indicate if you are interested in working on international projects, should the opportunity arise. If you are, please indicate if you would be willing to work abroad on either a temporary or permanent basis, and the maximum length of assignment you would consider.
Expressing an International interest will not guarantee an International project.

Description:

Yes, I am willing to go onsite since it will open new gates for learning more technologies and bond with the clients well.

It will help me diversify myself and to adapt to new places.

It will be a great honor to represent the company onsite and take it to new heights.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

- An opportunity to work abroad will help me improve my technical skills.
- It will be an opportunity to challenge myself to explore more technologies.
- Will help me adapt and diversify myself to new places.
- Will help me know more about a new country and will provide a great opportunity to represent our company onsite.

Overall Mid-Year Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

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Overall Mid-Year Assessment

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Overall Year-End Assessment

Your assessment should reflect compliance with our Code of Business Ethics and other Group policies, and demonstrate behaviours in line with the Group's values

Overall Year-End Assessment

Employee Year-End Assessment:

- Currently working under Digital Thread, GE Aviation in PCM (Product Change Management) project.
- Have proper knowledge about the depth of the project both functionally as well as technically.
- Understood the clients requirements properly to produce quality results without any delays.
- Taken sole responsibility of the tasks assigned and made sure they are completed on time.
- Mainly working on front-end technology and parallelly taken up few backend userstories as well to make myself aware of both to grow myself in becoming a full-stack developer.
- Provided on-time and quality delivery of the client requirements on front-end, Services and Automation Testing without any escalations hence proving my productivity.
- Continuous self learning on new technologies to improve my skillset.
- Maintained good client relationship with continuous communication over calls.
- Have received client appreciation mails for completing complex user stories within the specified time.
- Active participation in scrum calls to get complete clarity of the tasks that are being assigned.
- Adhered to the coding standards laid out in the project.
- Have provided KT to freshers and given training on technologies used in project.
- Have played the role to delegate the tasks to teammates.
- Have provided a helping hand to colleagues from other projects in DTE to accomplish complex tasks.
- Became the VI champ for innovation portal.
- Guided teammates to log their ideas to the innovation portal as well as gave a KT on the usage of portal.

Reviewer Year-End Assessment:

Agree...

Work/Life Balance Discussion Held?:

Yes

Employee Signoff comments:

Ratings

Calibrated Ratings

Performance Rating:

2

Career Track:

Experience in role: