Review Period: 21-Sep-21-20-Sep-22 2021-22 **Review Completed**



Location/Country

VY Vijay Y - 51990491 (SENIOR TEST LEAD/ E2) | Overall Rating: Exceptional Performance

Job Org Sub Unit Date of Joining Project Code Technical Lead - 2 ERS MMT-DIGITAL TECH-DIGITAL MFG-21 Sep'21 C209747

MFG

TEX/REX Appraiser Reviewer

40143804 (Sandeep Gautam)

40100510 (RAM AMAR SAMANT)

Chennai 1/1 Calibration Owner LOB Calibration Head Priti Bhame Shashi Mishra

| My Goals - Total Weightage : 10.00 % | | | | |
|---|---|--------------------|--|--|
| Category/KPP | | | | |
| Productivity/Input Productivity | | | | |
| Weightage | Target | Achievement | Score | |
| 10.00 | 999 | - | 0 | |
| (PP Descriptio | n | | | |
| nput hours | as per Sapience | , Digi ACT. | | |
| Appraisee Rem | narks | | | |
| | • | | tasks that was assigned to ductive as possible. | o me. Now am learning to understand how implementation works in CM MES. My target is t |
| Achievement | | | | Score |
| | | | | 0 |
| | | | | |
| Appraiser Rem | arks | | | |
| Appraiser Rem | aarks | | | |
| Appraiser Rem | aarks | | | |
| - | al Weightage : 5.00 | 0 % | | |
| My Goals - Tot Category/KPP | al Weightage : 5.00 | 0 % | | |
| My Goals - Tot Category/KPP | al Weightage : 5.00 | 0 % | | |
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| My Goals - Tot Category/KPP Others/Oth Weightage 5.00 | al Weightage : 5.00 ners Target 10 | | | |
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| My Goals - Tot Category/KPP Others/Otl Veightage 5.00 KPP Descriptio Appraiser's G | al Weightage: 5.00 ners Target 10 n discretion. | Achievement - | 0 | iant to all company policies and norms. |
| My Goals - Tot Category/KPP Others/Otl Weightage 5.00 (PP Description Appraiser's of | al Weightage: 5.00 ners Target 10 n discretion. | Achievement - | 0 | iant to all company policies and norms. |

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My Goals - Total Weightage : 10.00 % Category/KPP Operations/Utilization Weightage Target Achievement Score KPP Description Billed hours in customer project as per finance report Appraisee Remarks I have built an automation framework for our Project from the scratch. And, that can be extensively used by all the testers in the team. Achievement Score 0 Appraiser Remarks My Goals - Total Weightage : 30.00 % Category/KPP Quality/Delivery Productivity Index (DPI) Target Weightage Achievement Score 100 0 KPP Description **Quality Parameter** Appraisee Remarks I have met all the quality parameters so far. Achievement Score 0 Appraiser Remarks My Goals - Total Weightage : 30.00 %Category/KPP Quality/Quality of Deliverables (DQI) Weightage Target Achievement Score 100 0 KPP Description Quality Parameter Appraisee Remarks All the allocated deliverables were delivered before the target date. Achievement Score 0 Appraiser Remarks

| Calcagn Variable | My Goals - Tota | Weightage: 5.00 % | | | |
|--|-----------------|---------------------|---------------------|-------------------------------|--|
| Margindage | | | | | |
| 10 10 10 10 10 10 10 10 | Delivery/Qu | ality of deliver | У | | |
| Page Target Category Page Substitute Page | Weightage | Target | Achievement | Score | |
| ***Reprolise Remarks** As prolise Remarks** | 5.00 | 10 | - | 0 | |
| Aprolice Remains Aprolice Re | VDD Description | | | | |
| Page 1 Page 1 Page 2 Page 3 Page 3 Page 3 Page 4 Page 3 P | | | / Escalation with | reference to recolutions (sun | nort) |
| Think is not a maintained zero defect in my deliverables. And there wasnt any escalations either from the client/business side Achievement | | | / ESCAIALION WILL | elerence to resolutions (sup | porty |
| Addisevement | | | lafact in my daliya | rables. And there wasn't any | accolations either from the client/hyeiness side |
| Appraiser Remarks - "My Goals - Total Weightage : 5.00 % KPP Description Timely deliveries/Adherence to SLA Appraise Remarks - "Score 0 Appraise Remarks - "S | | iairitairieu zero t | ierect in my delive | rables. And there washt any | |
| Appraiser Remarks - Category/RPP Operations/Response time | Achievement | | | | |
| My Goals - Total Weightage : 5.00 % Category/MSP Operations/Response time or SLA Weightage | - | | | | 0 |
| Category/KPP Operations/Response time or SLA Weightage 1 Target Achievement Score 5.00 10 | Appraiser Rema | rks | | | |
| Category/KPP Operations/Response time or SLA Weightage 1 Target Achievement Score 5.00 10 | - | | | | |
| Category/KPP Operations/Response time or SLA Weightage 1 Target Achievement Score 5.00 10 | | | | | |
| Operations/Response time or SLA Weightage s. 0.00 Target and Achievement b. 0.000000000000000000000000000000000 | My Goals - Tota | Weightage : 5.00 % | | | |
| Meightage | | (Deeper +: | Cl A | | |
| Note | Operations, | kesponse time | e or SLA | | |
| KPP Description Timely deliveries/Adherence to SLA Appraises Remarks I have always adhered to the SLA's in both production and quality Achievement - | | | Achievement | | |
| Timely deliver/sAdherence to SLA Appraisee Remarks I have always adhered to the SLA's in both production and quality Achievement - | 5.00 | 10 | - | 0 | |
| Timely deliveries/Adherence to SLA Appraisee Remarks I have always adhered to the SLA's in both production and quality Achievement - Score - O Appraiser Remarks - Score My Goals - Total Weightage : 5.00 % Category/KPP Operations/Poress Adherence Weightage 1 Target | KPP Description | | | | |
| Repraisee Remarks I have always adhered to the SLA's in both production and quality Achievement - | | | SLA | | |
| I have always adhered to the SLA's in both production and quality Achievement Achievement Appraiser Remarks Category/KPP Operations/Process Adherent Score 10 Appraiser Remarks Compliant to the defined process norms Achievement A | | | | | |
| Achievement - Score Appraiser Remarks - Category/KPP Operations/Process Adherence Weightage Target Achievement 5.00 o TO pliant to the defined process norms Appraises Remarks I have been on-par with all the process norms Achievement - Score 0 Appraiser Remarks - Score 0 - Appraiser Remarks | | | LA's in both produ | ction and quality | |
| Appraiser Remarks | | | | | Score |
| Appraiser Remarks | - | | | | |
| My Goals - Total Weightage : 5.00 % Category/KPP Operations/Process Adherence Weightage Target Achievement Score 5.00 10 - 0 KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement Score 0 Appraiser Remarks - O Appraiser Remarks | Annraiser Rema | rks | | | |
| Category/KPP Operations/Process Adherence Weightage Target Achievement Score 5.00 10 - 0 KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement Score - 0 Appraiser Remarks - 0 Appraiser Remarks - 1 | - | 11.5 | | | |
| Category/KPP Operations/Process Adherence Weightage Target Achievement Score 5.00 10 - 0 KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement Score - 0 Appraiser Remarks - 0 Appraiser Remarks - 1 | | | | | |
| Category/KPP Operations/Process Adherence Weightage Target Achievement Score 5.00 10 - 0 KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement Score - 0 Appraiser Remarks - 0 Appraiser Remarks - 1 | My Cools Tota | Waightaga , F 00 % | | | |
| Weightage Target Achievement Score 5.00 10 - 0 KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement - Score - Q Appraiser Remarks - Score | | weightage . 5.00 % | | | |
| Weightage 5.00 10 - 0 KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement - Score - Q Appraiser Remarks - Score 0 | | Process Adhei | rence | | |
| Some Some Source | | | | | |
| KPP Description Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement Score - Q Appraiser Remarks - The standard Score Q - Appraiser Remarks - The standard Score Q - Appraiser Remarks | | | | | |
| Compliant to the defined process norms Appraisee Remarks I have been on-par with all the process norms Achievement Score Appraiser Remarks The compliant to the defined process norms Score O Appraiser Remarks The compliant to the defined process norms Score O Appraiser Remarks | | - | | | |
| Appraisee Remarks I have been on-par with all the process norms Achievement Score O Appraiser Remarks - I have been on-par with all the process norms Score O Appraiser Remarks - I have been on-par with all the process norms | KPP Description | | | | |
| I have been on-par with all the process norms Achievement Score O Appraiser Remarks - - - - - - - - - - - - - | Compliant to | the defined proce | ess norms | | |
| Achievement Score - 0 Appraiser Remarks - ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' | Appraisee Rema | rks | | | |
| - O Appraiser Remarks - | I have been o | n-par with all the | process norms | | |
| Appraiser Remarks - | Achievement | | | | Score |
| | - | | | | 0 |
| | Appraiser Rema | rks | | | |
| verall Remarks | - | | | | |
| verall Remarks | | | | | |
| | verall Remarks | | | | |

Appraisee Remarks

Appraiser Remarks

On a whole, I believe I have bee productive and a value add to the team and the project.

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| JFIVI-22(01 Ja | | | | |
|-------------------------|------------------|-----------------------|------------|-------|
| My Goals - Tota | Weightage : 5.00 | % | | |
| Category/KPP Others/Oth | ers | | | |
| | | | | |
| Weightage 5.00 | Target 9 | Achievement 9 | Score 9 | |
| | | | | |
| KPP Description | | | | |
| Appraiser's di | scretion | | | |
| Appraisee Rema | ırks | | | |
| Active Particip | ation in other a | activities | | |
| Achievement | | | | Score |
| 9 | | | | 9 |
| Appraiser Rema | | | | |
| good job in th | is area. | | | |
| My Goals - Tota | Weightage : 10.0 | 0 % | | |
| Category/KPP | | | | |
| Operations | /Utilization | | | |
| Weightage | Target | Achievement | Score | |
| 10.00 | 10 | 10 | 10 | |
| KPP Description | | | | |
| | | ject as per finance r | eport | |
| Appraisee Rema | | | | |
| Always adher | ed to billed hou | ırs | | |
| Achievement | | | | Score |
| 10 | | | | 10 |
| Appraiser Rema | rks | | | |
| good job | | | | |
| | | | | |
| | Weightage : 5.00 | % | | |
| Category/KPP Operations | /Response tir | me or SLA | | |
| | | | | |
| Weightage 5.00 | Target 9 | Achievement 9 | Score 9 | |
| KPP Description | | | | |
| | ies/Adherence | to SLA | | |
| Appraisee Rema | | | | |
| | | n the given SLA | | |
| Achievement | | | | Score |
| 9 | | | | 9 |
| Appraiser Rema | rks | | | |
| good job | | | | |
| | | | | |

My Goals - Total Weightage : 5.00 %

Category/KPP

Operations/Process Adherence

Weightage Target Achievement Score 5.00 10 9 9

KPP Description

Compliant to the defined process norms

Appraisee Remarks

Have always adhered to the process norms

Achievement Score 9 9

Appraiser Remarks

good job

My Goals - Total Weightage : 10.00 %

Category/KPP

Productivity/Input Productivity

Weightage Target Achievement Score 10.00 10 10 10

KPP Description

Input hours as per Sapience, Digi ACT

Appraisee Remarks

Have maintained the Sapience Input Hours

Achievement Score
10 10

Appraiser Remarks

good job

My Goals - Total Weightage : 30.00 %

Category/KPP

Quality/Delivery Productivity Index (DPI)

Weightage Target Achievement Score 30.00 10 10 9

KPP Description

Quality Parameter

Appraisee Remarks

Have always been productive with Quality

Achievement Score
10 9

Appraiser Remarks

 $\label{thm:prop:commitment} \textit{Vijay has showcases high level of commitment in his first assignment. His Flexibility is very much appreciated.}$

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My Goals - Total Weightage : 30.00 % Category/KPP Quality/Quality of Deliverables (DQI) Score Target Achievement Weightage 100.00 KPP Description Quality Parameter Appraisee Remarks All the tasks were delivered with the desired Quality Achievement Score 9 Appraiser Remarks good job My Goals - Total Weightage : 5.00 % Category/KPP Delivery/Quality of delivery Weightage Target Achievement Score 10 8 8 KPP Description "Zero" defect density (delivery) / Escalation with reference to resolutions (support) Appraisee Remarks Have not faced any Esacalations so far Achievement Score 8 Appraiser Remarks Yet to see his active contribution in the project as he is still learning CM.

Overall Remarks

Appraisee Remarks

I have learnt the manufacturing process and was helping in enhancement and testing of CM

Appraiser Remarks

Vijay is working actively in CM test automation framework development along with CM learning. he is showing good interest & participating in all activity. with minor help, he is able to achieve all assigned task. very good job Vijay. Keep it up.

Annual-22(01 Apr 22- 20 Sep 2022)

My Goals - Total Weightage : 10.00 %

Category/KPP

Delivery/Continuous Improvement/Value creation

Weightage Target Achievement Score 10.00 100 9 9

KPP Description

Continuous enhancing the product domain knowledge, technical and behavioural competencies to grow to next level/ Process Improvement

Appraisee Remarks

As and when required, improved and developed the domain knowledge, technical and behavioural competencies to grow to next level

Achievement Score 9 9

Appraiser Remarks

very good job in the area. He leant CM and did very good job in Philips project delivery.

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My Goals - Total Weightage : 20.00 %

Category/KPP

Others/Client Interaction

Weightage Target Achievement Score 20.00 100 8 8

KPP Description

To effectively co-ordinate with the Client on the updates and provide on-time response with no follow ups

Appraisee Remarks

Always had good co-ordination with the client regarding the updates and provided on-time response without being followed-up.

Achievement Score 8 8

Appraiser Remarks

Good Work in this area.

My Goals - Total Weightage : 10.00 %

Category/KPP

Operations/Adherence to Standards

Weightage Target Achievement Score 10.00 100 9 9

KPP Description

Status reports, project quality process

Appraisee Remarks

Has followed all the regular agile cultures and project standards without fail.

Achievement Score
9 9

Appraiser Remarks

Vijay is very good in status report & other areas. keep it up.

My Goals - Total Weightage : 10.00 %

Category/KPP

People/Staffing and Staff development

Weightage Target Achievement Score 10.00 100 8 8

KPP Description

Contribution in hiring, training and productivity of new resources

Appraisee Remarks

Havent got a chance to interview or screen any eligible candidates

Achievement Score 8 8

Appraiser Remarks

good work

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My Goals - Total Weightage : 10.00 % Category/KPP Delivery/Project Support Weightage Target Achievement Score 100 KPP Description Estimation, risk management Appraisee Remarks Have supported project in every way possible Achievement Score 9 Appraiser Remarks yes, very good job in this area My Goals - Total Weightage : 20.00 % Category/KPP Delivery/Quality of delivery Weightage Target Achievement Score 100 8 8 KPP Description "Zero" defect density (delivery) / Escalation with reference to resolutions (support) Havent had any escalations so far and I believe the quality in my work has always been upto the mark Score Achievement 8 Appraiser Remarks He has worked on Automation framework development and automation is running without any issues. My Goals - Total Weightage : 20.00 %Category/KPP Delivery/Deliver on time Weightage Target Achievement Score 100 9 10 KPP Description Schedule adherence/SLA adherence of module or WBS element Appraisee Remarks Has delivered my deliverables on time Achievement 9 10 Appraiser Remarks Vijay always met deadlines of all deliverables.

Overall Remarks

Appraisee Remarks

Have been productive, helpful and trying to be more value add to the project in every possible way $\frac{1}{2}$

Appraiser Remarks

Vijay has done very good job in CM learning and all assigned deliverables. He has done good work in Automation framework development. Very well done.

Behavioural Competency

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| Competency | | Level of Proficiency (Mandatory) (| Appraiser Remarks (Optional) |
|---|------------|------------------------------------|------------------------------|
| Passion for Work Excellence: 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 | (i) | 4 | |
| Customer Orientation : 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 | (i) | 3 | |
| Solution Mindset: 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 | () | 3 | |
| Team Work : 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 | <u>i</u> | 4 | |
| Cultural Competence : The demonstrated capability to interface, partner and work effectively with stakeholders across a diverse set of cultures, nationalities, race, age and sex | <u>(i)</u> | 4 | |

Annual Performance Discussion Feedback

| I am satisfied with the feedback given. | 5 |
|--|-----|
| I have understood the feedback given by my manager. | 5 |
| Manager gave me comprehensive feedback. | 5 |
| Manager spent time in sharing my strenghts & weeknesses. | 5 |
| Overall Discussion Feedback Rating. | 5 |
| I believe my manager is committed to supporting a culture of inclusion and can resolve employee conflicts related to it. | Yes |
| Appraisee Discussion Feedback Remarks | |
| Am very happy with my managers review and feedback | |

Quarterly Score

OND-21(-) JFM-22 (9.15) — Annual-22 (8.70)