

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-MFG	21 Sep'21	C209747
Location/Country	TEX/REX	Appraiser	Reviewer
Chennai	1/1	40143804 (Sandeep Gautam)	40100510 (RAM AMAR SAMANT)
Calibration Owner	LOB Calibration Head		
Priti Bhame	Shashi Mishra		

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

My Goals - Total Weightage : 10.00 %

Category/KPP

Productivity/Input Productivity

Weightage	Target	Achievement	Score
10.00	999	-	0

KPP Description

Input hours as per Sapience, Digi ACT.

Appraisee Remarks

I have accomplished all the automation related tasks that was assigned to me. Now am learning to understand how implementation works in CM MES. My target is to learn implementation thoroughly and be as productive as possible.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 5.00 %

Category/KPP

Others/Others

Weightage	Target	Achievement	Score
5.00	10	-	0

KPP Description

Appraiser's discretion.

Appraisee Remarks

I have completed all my learnings before the target date and been compliant to all company policies and norms.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 10.00 %

Category/KPP  
Operations/Utilization

Weightage	Target	Achievement	Score
10.00	90	-	0

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)

Weightage	Target	Achievement	Score
30.00	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
30.00	100	-	0

KPP Description

Quality Parameter

Appraisee Remarks

All the allocated deliverables were delivered before the target date.

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 5.00 %

Category/KPP  
Delivery/Quality of delivery

Weightage	Target	Achievement	Score
5.00	10	-	0

KPP Description

"Zero" defect density (delivery) / Escalation with reference to resolutions (support)

Appraisee Remarks

I have so far maintained zero defect in my deliverables. And there wasnt any escalations either from the client/business side

Achievement	Score
-	0

Appraiser Remarks

-

My Goals - Total Weightage : 5.00 %

Category/KPP  
Operations/Response time or SLA

Weightage	Target	Achievement	Score
5.00	10	-	0

KPP Description

Timely deliveries/Adherence to SLA

Appraisee Remarks

I have always adhered to the SLA's in both production and quality

Achievement	Score
-	0

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

-

Overall Remarks

Appraisee Remarks

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

Appraiser Remarks

-

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

My Goals - Total Weightage : 5.00 %

Category/KPP

Others/Others

Weightage	Target	Achievement	Score
5.00	9	9	9

KPP Description

Appraiser's discretion

Appraisee Remarks

Active Participation in other activities

Achievement	Score
9	9

Appraiser Remarks

good job in this area.

My Goals - Total Weightage : 10.00 %

Category/KPP

Operations/Utilization

Weightage	Target	Achievement	Score
10.00	10	10	10

KPP Description

Billed hours in customer project as per finance report

Appraisee Remarks

Always adhered to billed hours

Achievement	Score
10	10

Appraiser Remarks

good job

My Goals - Total Weightage : 5.00 %

Category/KPP

Operations/Response time or SLA

Weightage	Target	Achievement	Score
5.00	9	9	9

KPP Description

Timely deliveries/Adherence to SLA

Appraisee Remarks

Have delivered all my tasks in the given SLA

Achievement	Score
9	9

Appraiser Remarks

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

Vijay has showcases high level of commitment in his first assignment. His Flexibility is very much appreciated.

My Goals - Total Weightage : 30.00 %

Category/KPP  
Quality/Quality of Deliverables (DQI)

Weightage	Target	Achievement	Score
30.00	100.00	9	9

KPP Description

Quality Parameter

Appraisee Remarks

All the tasks were delivered with the desired Quality

Achievement	Score
9	9

Appraiser Remarks

good job

My Goals - Total Weightage : 5.00 %

Category/KPP  
Delivery/Quality of delivery

Weightage	Target	Achievement	Score
5.00	10	8	8

KPP Description

"Zero" defect density (delivery) / Escalation with reference to resolutions (support)

Appraisee Remarks

Have not faced any Escalations so far

Achievement	Score
8	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.

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

My Goals - Total Weightage : 10.00 %

Category/KPP  
Delivery/Project Support

Weightage	Target	Achievement	Score
10.00	100	9	9

KPP Description

Estimation, risk management

Appraisee Remarks

Have supported project in every way possible

Achievement	Score
9	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
20.00	100	8	8

KPP Description

"Zero" defect density (delivery) / Escalation with reference to resolutions (support)

Appraisee Remarks

Havent had any escalations so far and I believe the quality in my work has always been upto the mark

Achievement	Score
8	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
20.00	100	9	10

KPP Description

Schedule adherence/SLA adherence of module or WBS element

Appraisee Remarks

Has delivered my deliverables on time

Achievement	Score
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

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



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	
<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	ⓘ	3	
<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	ⓘ	3	
<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	
<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	

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	
<b>Appraisee Discussion Feedback Remarks</b>		
Am very happy with my managers review and feedback		

Quarterly Score

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