Year-End Review Form - 2024 for Gnana Raj G

Employee Information

First Name	Gnana Raj	Last Name	G
BU	Sogeti India Testing (1BB1984)	GBU	3GB-SOG-IN (3GBSOGIN)
Hire Date	27/05/2021	Global Grade	B (B)
SBU	Other Delivery units (1BS41)	Local Grade	

Introduction

Capgemini supports you in your personal growth and aims for you to #GETTHEFUTUREYOUWANT.

You are engaging in continuous development activities and conversations with your People Manager and peers, aimed at providing you guidance and opportunities for you to progress.

This process is designed to capture all elements (priorities, feedback, development activities, aspirations and challenges) that you have been exchanging with your People Manager, in one simple form. At the end of this process, you and your People Manager can identify whether there should be any changes to priorities.

If you have any questions or concerns relating to this process, you can contact your People Manager, your HR Business Partner or easily obtain more information on the People Experience intranet.

Priorities

This section is for evaluating the individual priorities that you have agreed with your People Manager at the beginning of the year and that you kept up-to-date through regular Check-Ins throughout the year.
These priorities include achievements and contributions from your assignments. You are strongly encouraged to evidence progress and achievements against your development priorities. The balance between performing in business and constantly progressing is at the heart of what defines success at Capgemini.

Assignment
Get certified as a AWS cloud architect associate

Completed

Achievements

09/10/2024	Certified as a AWS Cloud support Associate

Priority Details

Priority	Get certified as a AWS cloud architect associate	Weight	10.0%
Status	Completed		

Development

Mandatory completion of Learning Hrs (Technical/Functional/Behavioural) & CG Mandatory trainings
Mandatory Completion of OCEAN Assessment (Microsoft,JAVA,QET) at level 2-practitioner
Focus on Sogeti TransformU Power Skills
Mandatory Sogeti 100% Certification
CG Community certifications (EM/Arch/Agile) as applicable
Achieve Cross skilling/upskilling in at least 1 technical competency relevant to Sogeti & client business
Complete Sogeti Gen AI awareness and Grade wise courses

| | Completed |

Achievements

| 15/10/2024 | Exceeded expectations by completing 91.74 learning hours, including all mandatory trainings and achieving Level 2 practitioner status in UFT B1-B2 through Ocean assessments. Acquired specialized technical competency with AWS Cloud Support Associate certification. Enhancing proficiency crucial for Sogeti's transformative projects like Amplifier - Gen AI. Recently registered for Site Reliability trainings, further demonstrating my unwavering commitment to continuous learning and professional development in cutting-edge technologies. |

Priority Details

| Priority | Mandatory completion of Learning Hrs (Technical/Functional/Behavioural) & CG Mandatory trainings Mandatory Completion of OCEAN Assessment (Microsoft,JAVA,QET) at level 2-practitioner Focus on Sogeti TransformU Power Skills Mandatory Sogeti 100% Certification CG Community certifications (EM/Arch/Agile) as applicable Achieve Cross skilling/upskilling in at least 1 technical competency relevant to Sogeti & client business Complete Sogeti Gen AI awareness and Grade wise courses | Weight | 20.0% |
| Status | Completed | | |

Business
KPI delivered as per PCB guidelines
1) Defect Rejection%
2) Defect Leakage%
3) Test Design Productivity
4) Test Execution Productivity
5) Effort Variance < 5%
6) Automation Coverage > 75%
7) Schedule Variance < 5%
100% Compliance to Organizational policies

| | Completed |

Achievements

15/10/2024	Consistently delivered outstanding results, surpassing KPI benchmarks across critical metrics such as Defect Rejection%, Test Execution Productivity, and Automation Coverage. Enhanced my expertise in testing Gen AI applications, demonstrating advanced architectural understanding and prompt engineering skills. Single-handedly handled testing efforts while effectively collaborating with the development team to troubleshoot various bugs. Proactively identified and highlighted defects and limitations in application designs that could potentially serve as major showstoppers. This commitment to quality and excellence ensured 100% compliance with organizational policies, reinforcing reliability and operational excellence.

Priority Details

Priority	KPI delivered as per PCB guidelines 1) Defect Rejection% 2) Defect Leakage% 3) Test Design Productivity 4) Test Execution Productivity 5) Effort Variance < 5% 6) Automation Coverage > 75% 7) Schedule Variance < 5% 100% Compliance to Organizational policies	Weight	20.0%
Status	Completed		

Business

Enhance skills/competencies through authorized trainings / Certifications Contribute to number of sales activities-BID / Proposals /Information & queries/Recruitment / Presentations / Seminar / Conferences/ Article in any journal / Publications and relevant BU/ Org initiatives

Completed

Achievements

15/10/2024	Drove significant skills enhancement in cloud AWS and Gen AI domains, leveraging diverse trainings and certifications accessible through Capgemini's e-learning platforms. Facilitated knowledge transfer sessions, contributing to the development of the Gen AI Amplifier Tool, a pivotal achievement in advancing Sogeti's strategic initiatives.

Priority Details

Priority	Enhance skills/competencies through authorized trainings / Certifications Contribute to number of sales activities-BID / Proposals /Information & queries/Recruitment / Presentations / Seminar / Conferences/ Article in any journal / Publications and relevant BU/ Org initiatives	Weight	20.0%
Status	Completed		

Overall Comments on Priorities

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Employee Comments	- By successfullyattaining the AWS Cloud Support Associate certification, I have deepened myexpertise in cloud services, enabling me to architect innovative solutions thatdrive operational excellence. - My commitment tocontinuous learning is evident in the 91.74 hours of completed training and myachievement of Level 2 practitioner status in UFT B1-B2. Additionally, Iproactively registered for Site Reliability trainings to further enhance mytechnical acumen, ensuring I remain at the forefront of industry advancements. - In my pursuit ofexcellence, I consistently delivered outstanding KPI results, showcasingexemplary performance in key metrics such as Defect Rejection%, Test ExecutionProductivity. My hands-on experience in testing Gen AI applications, coupledwith a strong understanding of architectural frameworks and prompt engineering,enabled me to effectively troubleshoot and identify critical defects, therebymitigating potential risks for our projects. - Throughcollaborative knowledge transfer sessions, I contributed to the development ofthe Gen AI Amplifier Tool, a pivotal initiative that underscores our commitmentto innovation and strategic growth.

Overall Comments on Skills Maturity

Employee Comment: What level of overall skills maturity is being demonstrated?	**Cloud Technologies**: completion of the AWS Cloud Support Associate certification and the ongoing pursuit of AWS Cloud Architect Associate certification demonstrates a solid understanding of cloud technologies and their applications. **Gen AI Expertise**: Gaining expertise in testing Gen AI applications, architectural understanding, and prompt engineering reflects advanced technical skills in a rapidly evolving area of technology. **Knowledge Transfer**: Conducting knowledge transfer sessions and contributing to the development of tools (like the Gen AI Amplifier Tool) reflects leadership qualities and the ability to mentor and guide others. **Cross-Skilling and Upskilling**: The focus on enhancing skills in multiple areas (AWS and Gen AI) indicates a mature approach to career development and adaptability in a changing job landscape. **Cross-Functional Collaboration**: Successfully collaborating with development teams to troubleshoot and resolve application issues illustrates strong teamwork and communication skills.
Employee Comment: What level of overall leadership skills maturity is being demonstrated?	Handling resources flexibly is something I consider one of my key leadership strengths. Throughout my experience managing both regular and occasional resources, I've learned to adapt my leadership style depending on the team dynamics and the specific demands of each project. Whether it's providing hands-on management when needed or stepping back to offer strategic oversight, I make sure to adjust my approach to fit the situation. In the Gen AI projects I've led, this flexibility has allowed me to effectively balance operational tasks with the broader goals, ensuring that both the team and the project stay aligned with success

Overall Comments on In Year Contribution

Employee Comments	This year, I have successfully achieved key milestones, including certification as an AWS Cloud Support Associate and completing 91.74 learning hours, surpassing all mandatory training and OCEAN assessments at L2 Practitioner level in UFT. I significantly contributed to the testing and architectural understanding of Gen AI applications, demonstrating expertise in prompt engineering and troubleshooting. All KPIs were delivered with excellent metrics, and I played a pivotal role in knowledge sharing through KT sessions, which influenced the development of Sogeti BU's Gen AI Amplifier Tool. Maintained compliance in all other KPIs like Back to office, Sapience etc.. Accomplished certifications are available in attachments.