2019 JAS Anniversary

Employee Information

Employee: Vinayak T Indulkar
Employee PERNR: 50328907
Performance Reviewer: Amrita Chowdhury
Validity Period: 01.01.2018 to 31.12.2018
Status: In Planning
Substatus: Objectives Setting (Employee)

Additional Employee Data
Job Name: *Default Job Name
Preferred Name:
Country: India
SBU: EUROPE_ABL
Local Organization:
Global ID: 1370029
N/A:

Predefined Objectives

Quality of Delivery

Description:

Quality of deliverables measured by:
No stakeholder escalations
Defect Density

Quality of documentation - Stakeholder feedback

Weighting:

30

On Time Delivery

Description:

Prepare, Maintain, Update the required documents within defined timelines

Weighting:

30

Compliance

Description:

100% Compliance to Engagement/Organizational/ Local and Group Polices/ Standards /Processes/core values

Weighting:

10

Self Development

Description:

Training Hours> 40 hrs. (Mandatory 90% to be functional training) excluding Fresher's training

Weighting:

30

Individual Objectives

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Delivery Management

<u>Description:</u>

1. Process based delivery management
   a) Maintaining Zero bucket incident queues
   b) Backlogs not to exceed 3 days
   c) Following the defined incident management
      processes.

2. No escalations
   a) Zero breaches
   b) Improved Reporting
   c) Liasoning with other teams/vendors to bring the
      issues to faster closure

3. Quality in deliverables
   a) Thorough analysis of issues and Up to date work-
      diaries
   b) Incident ping pongs <=5.

<u>Weighting:</u>

60

Functionality

<u>Description:</u>

1. Knowledge acquisition of new functionalities
   a) Training on new technologies
   b) Improved understanding of business functionality

2. Improving on known functional areas
   a) Process improvisations - New/update process where
      ever there are gaps
   b) Explore/improve upon known or newer areas in the
      project/interfacing applications

<u>Weighting:</u>

20

Process

<u>Description:</u>

1. Understanding of IKEA and Capgemini processes
   No delinquencies - time reporting, training's, adherence
   to timings and other mandatory org processes.

2. Problem Management Processes
   a) PBI/PKE linkage >70%
   b) FMEA traction
   c) PBI/PKE closure within a quarter

<u>Weighting:</u>

10

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Communication

Description:

1. Reporting deliverable's
    a) Improved reporting/traction
    b) Providing accurate estimations to your deliverable's

2. Communication plans
    a) Ensuring effective and timely communication
    b) Email etiquette's
    c) Timeliness and regularity to meetings + active
       participation
    d) Absence reporting and backup planning
    e) Maintaining a positive and cordial work environment
       and being a team player

Weighting:
10

Input Individual Objective Here

Description:

Weighting:
0

Financial KPI's

Utilization

Description:
Self Utilization (ARVE)

KPI Target:

>75%

KPI Actual:

Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

<u>Description:</u>

<u>KPI Target:</u>

<u>KPI Actual:</u>

Revenue

<u>Description:</u>

<u>KPI Target:</u>

<u>KPI Actual:</u>

Late Timesheets

<u>Description:</u>
Zero MTS

<u>KPI Target:</u>
<u>0 MTS</u>

<u>KPI Actual:</u>

Other 1

<u>Description:</u>
Self Utilization (URVE)

<u>KPI Target:</u>
<u>>60%</u>

<u>KPI Actual:</u>

Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

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:

As I'm new to the Team, I want to explore the application side of project.
I would like to learn technologies which can help me in enhancing the project.
I would like to focus more on my job tasks and complete my work on time.

Career Aspirations

Description:

I'm interested to do training on python, Web services and Spring Boot.
I would like to sharpen my skills on Java and J2EE.

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:

Interested in working on onsite or international projects, if opportunity arises.

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

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

Ratings