

# 2018 OND Anniversary

## Employee Information

Employee: Raviteja Kalla  
Employee PERNR: 50280313  
Performance Reviewer: Senthil Kumar Sundararajan  
Validity Period: 01.01.2018 to 31.12.2018  
Status: Completed  
Substatus:

### Additional Employee Data

Job Name: \*Default Job Name  
Preferred Name:  
Country: India  
SBU: AA\_ABL  
Local Organization:  
Global ID: 1284634  
N/A:

## Predefined Objectives

### Delivery

#### Description:

Quality of delivery:  
Application Development & Implementation  
Defect Density/Variance as per published PCB guidelines for the technology  
Schedule Variance within published PCB guidelines

Application Maintenance & Support:  
Tickets Reopened < 10%  
First Time Pass > 80%

Employees working in captives/projects where Delivery is managed by customer: Positive Client Feedback

#### Weighting:

45

#### Employee Mid-Year Assessment:

#### Reviewer Mid-Year Assessment:

#### Employee Year-End Assessment:

Resolved tickets successfully and no tickets had been reopened.

#### Reviewer Year-End Assessment:

Agreed. Quality of delivery is outstanding.

### Productivity

#### Description:

Baseline\*:

- SAP (Technical Line) : Person days per technical point - 1.10
- ORACLE (Technical Line) : Person day per technical point - 1.27
- Peoplesoft (Technical Line) : Person day per technical point - 1.27
- CSD .NET (Technical Line) : Person days per used case point - 11; - CSD JAVA (Technical Line) :

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Person days per used case point - 13.20

\*-10% to +5% of baseline

Employees working in captives/projects where Delivery is managed by customer: I-compass  
Assessment score >=35

Weighting:

15

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I-compass assessments score and passed 2 out of 4.

Reviewer Year-End Assessment:

Agreed

## Compliance

Description:

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

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Followed rules and regulations with better compliance.

Reviewer Year-End Assessment:

Agreed.

## Self Development

Description:

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

Acquire New Technology Skills # Cloud, Digital

No escalation received on Project acceptances, role and behavior

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Attended training of ASP.NET,Angular 5, JQuery, etc.

Currently under going Digital Talent Academy - Grade A -> Knowledge Wave One: All about Data.  
In level 12 in EF SOLO english training skills.

Reviewer Year-End Assessment:

Agreed and keep updating yourself on technology/work front.

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## Individual Objectives

### Performance Objectives

#### Description:

1. Adherence to SLA
2. Close post go live tickets as per SLA and close backlog tickets in time-bound manner.
3. Ensuring quality in code fix
4. Timely communication with SME and coordination
5. Fixing what is required
6. Any major modification to be communicated to Lead
7. Any communication with SME to be informed and copied to Lead
8. Adherence to best practices followed in CG
9. Identification of Improvement & automation areas
10. Adherence to timeline on BUD, Estimation submission & Delivery
11. Ensuring Quality of deliverables
12. Document Update
13. Knowledge Sharing
14. Adherence to Capgemini Policies
15. Acquire knowledge on New modules and technologies and act as backup.

#### Weighting:

50

#### Employee Mid-Year Assessment:

#### Reviewer Mid-Year Assessment:

#### Employee Year-End Assessment:

Achieved objectives mentioned by and gave active participation in resolving tickets within SLA and by providing analysis to leads.

#### Reviewer Year-End Assessment:

Agreed. Fixed high number of tickets and no reopening of tickets.

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## Measurable Objectives

### Description:

- 17. Adherence SLA = 100%
- 18. Tickets re-open <=3%
- 19. RCA for P1 Tickets = within 3 hours
- 20. RCA for P2 Tickets = within 5 hours
- 21. Quality Adherence = 100%
- 22. Identification of Automation & Improvement scope and initiative = 4 per qtr
- 23. Client escalation = Nil
- 24. Timely submission of timesheet = 100% (Both individual and team)
- 25. Unplanned leave (Impact dependent) = 1 per qtr

### Weighting:

50

### Employee Mid-Year Assessment:

### Reviewer Mid-Year Assessment:

### Employee Year-End Assessment:

Tickets are resolved within SLA.  
No tickets are reopened.  
Time sheet is submitted in time.  
There are no unplanned leaves taken.

### Reviewer Year-End Assessment:

Agreed.

## Input Individual Objective Here

### Description:

### Weighting:

0

### Employee Mid-Year Assessment:

### Reviewer Mid-Year Assessment:

### Employee Year-End Assessment:

### 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:

## Financial KPI's

**Utilization**

Description:

Self Utilization (ARVE)

KPI Target:

>75%

KPI Actual:

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## Contribution Margin

Description:

KPI Target:

KPI Actual:

## Sales

Description:

KPI Target:

KPI Actual:

## Revenue

Description:

KPI Target:

KPI Actual:

## Late Timesheets

Description:

Zero MTS

KPI Target:

0%

KPI Actual:

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## Other 1

Description:

Self Utilization (URVE)

KPI Target:

>60%

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:

The gain the skills and knowledge that I require to achieve our business goals and along with that to get aware of requirements and attend trainings that are critical to my current and future career plans.

##### Employee Mid-Year Assessment:

##### Reviewer Mid-Year Assessment:

##### Employee Year-End Assessment:

At present, with new technology new application is going to be launched which could help me in working on different kind.

##### Reviewer Year-End Assessment:

1. Please complete all mandatory trainings required by organization.
2. Please learn new technologies like cloud, automation/web technologies etc.
3. Complete at least one certification related to Cloud/ITIL/Functional domain.

#### Career Aspirations

##### Description:

Attend trainings to learn new technologies & domain related to your project. I suggest to do certifications in ITIL as well.

##### Employee Mid-Year Assessment:

##### Employee Year-End Assessment:

Planning for attending training's for Artificial Intelligence(AI) and Machine learning (ML) which is real life based programming.

#### 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:

I am willing to work abroad on temporary basis.

##### Employee Mid-Year Assessment:

##### Employee Year-End Assessment:

I am willing to work abroad on temporary basis.

### 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:

Gave my best in doing the work and correspondingly attended training's to up skill myself and will continue the same in future.

Reviewer Year-End Assessment:

Raviteja's performance for the year has been outstanding. He has fixed large number of tickets. He has helped in documentation for major applications in coke. He is flexible in his approach and has spent long hours and is available on weekends for urgent issues. He has gained knowledge on multiple applications in coke application landscape. Do certification in new technologies. Created automated solutions for data cleaning of Sales files.

Work/Life Balance Discussion Held?:

Yes

Employee Signoff comments:

## Ratings

### Calibrated Ratings

Performance Rating:

1

Career Track:

Experience in role: