

# 2019 OND Anniversary

## Employee Information

Employee: Raviteja Kalla  
Employee PERNR: 50280313  
Performance Reviewer: Atish Ranjan Pattanaik  
Validity Period: 01.01.2019 to 31.12.2019  
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:

Delivered support whenever required.  
Resolved tickets successfully and no tickets had been reopened.

#### Reviewer Year-End Assessment:

Good

### 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

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- CSD .NET (Technical Line) : Person days per used case point - 11; - CSD JAVA (Technical Line) : 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:

Completed I-compass assessment with 87%.

Passed all the assessments.

Attempted LBS-Microsoft-C# assessment and scored 26 out of 30.

Finished all MyLearning mandatory trainings.

Participated in Hackathon 2.0 to present automation techniques.

Reviewer Year-End Assessment:

Good

## **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:

Good

## **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 one week of Data analytics training.

23.01.2020

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Learning new skills regarding Machine Learning and Artificial Intelligence.  
Pursuing General English Course (currently at Level 13 # Advanced ) provided by Education First within Capgemini.

Reviewer Year-End Assessment:

Good

## 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:

100

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

1. Resolved tickets within SLA.
2. Ensured quality in code fix.
3. Communication with respective SME, if required, having good coordination.
4. All the incidents worked, post communicated to lead.
5. Tracking efforts on daily basis and providing the report whenever required by Lead.
6. Built automated reports for incident management & monitoring.
7. Provided KEDBs for known issues.
8. Acquired knowledge on new modules and technologies.

Reviewer Year-End Assessment:

Good

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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:

100

### Employee Mid-Year Assessment:

### Reviewer Mid-Year Assessment:

### Employee Year-End Assessment:

- 9. No tickets reopened.
- 10. RCAs submitted within time.
- 11. Time sheet submitted in time.
- 12. No unplanned leaves taken.

### Reviewer Year-End Assessment:

Good

## 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:

To gain the skills and knowledge that I require to achieve our business goals and need to get aware of requirements and attend training's that are critical to my current and future career plans. Need to be updated with the latest technologies like AI & ML.

##### Employee Mid-Year Assessment:

##### Reviewer Mid-Year Assessment:

##### Employee Year-End Assessment:

Gained the skills and knowledge that I require to achieve our business goals and need to get aware of requirements and attend training's that are critical to my current and future career plans. Learning latest technologies like AI & ML.

##### Reviewer Year-End Assessment:

Good

#### Career Aspirations

##### Description:

Planning for learning latest courses regarding Artificial Intelligence and Machine Learning.  
Need to achieve a role which helps organization and me to grow.

##### Employee Mid-Year Assessment:

##### Employee Year-End Assessment:

Pursuing latest courses regarding Artificial Intelligence and Machine Learning.  
Need to achieve a role which helps organization and me to grow.

#### 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 for on site on temporary basis.

##### Employee Mid-Year Assessment:

##### Employee Year-End Assessment:

Interested for on-site 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.

Looking for better opportunities to work in projects where Natural Language Processing (NLP) is being used.

Reviewer Year-End Assessment:

- 1.Excellent presence of mind during working hours
- 2.Excellent in incident analysis, providing suggestion proactively and high sense of ownership
- 3.Focussed on day-day work
- 4.Proactively worked on building various dashboards internal to project that helped project leadership/teams to validate project health and accordingly identify steps forward
- 5.Eager to learn/understand/adopt new skills
- 6.Self registered trainings on learning of AI/Machine/Python - Used his knowledge to build various internal dashboards as highlighted at no 4
- 7.Highly organized on incidents/tasks in a way that there are no follow-ups/reminders required from leads
8. Actively participating in various internal trainings - ex : Education First ,Technology relevant trainings
- 9.Religiously follows project defined processes (Ex:Incident process,CR process,TFS etc.)
- 10.Being very junior in team shown extremely high level of expertise and started with development of business critical demands as well (To name :Skill Level Index)
- 11.Ravi been the go to person of HCCB L3 Team and helps team on need basis
- 12.Active participation in organization level activities ; ex:Hackathon 2.0 presentation of automation techniques

Work/Life Balance Discussion Held?:

No

Employee Signoff comments:

## Ratings

### Calibrated Ratings

Performance Rating:

1

Career Track:

Experience in role: