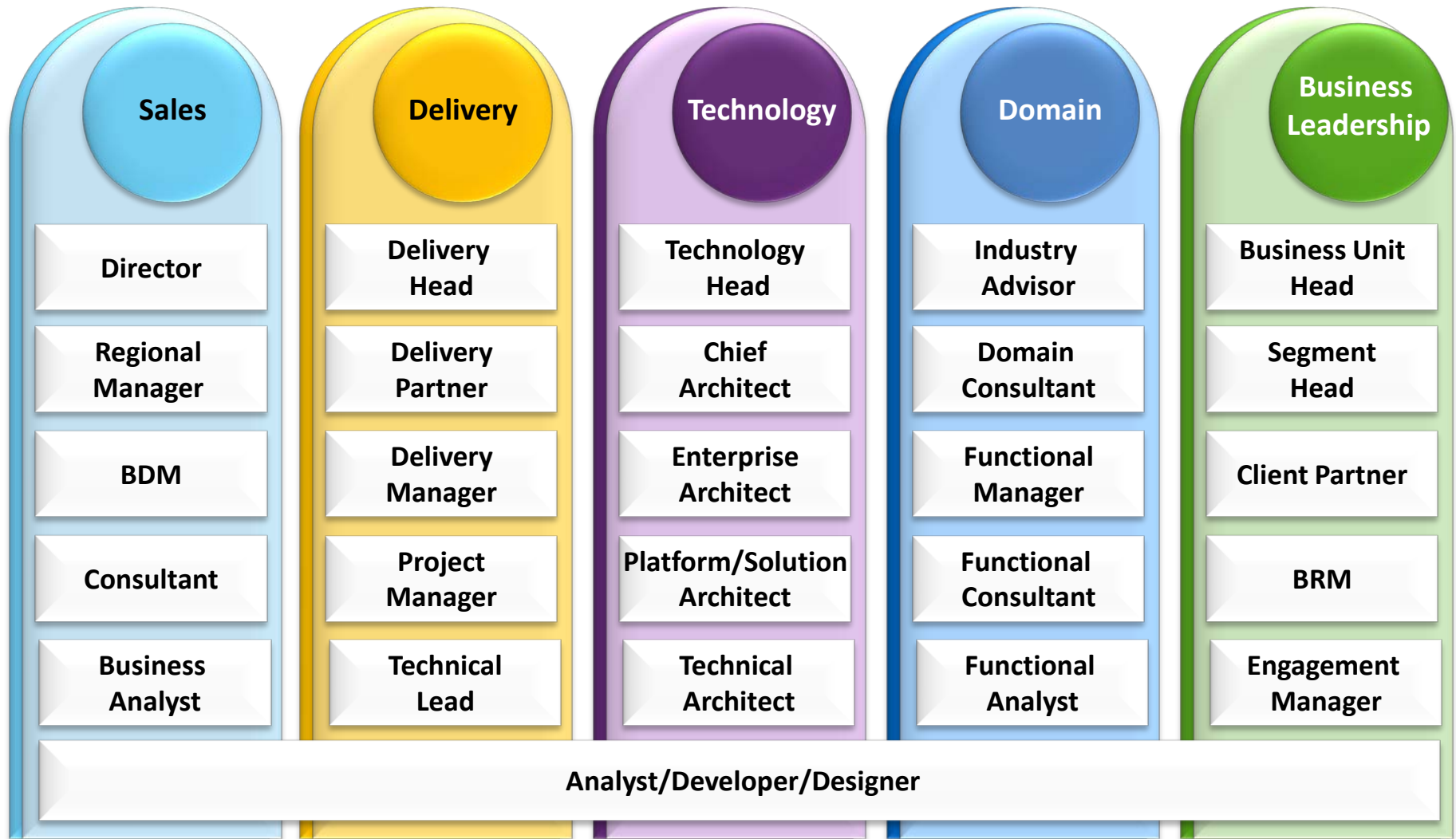


Career Streams



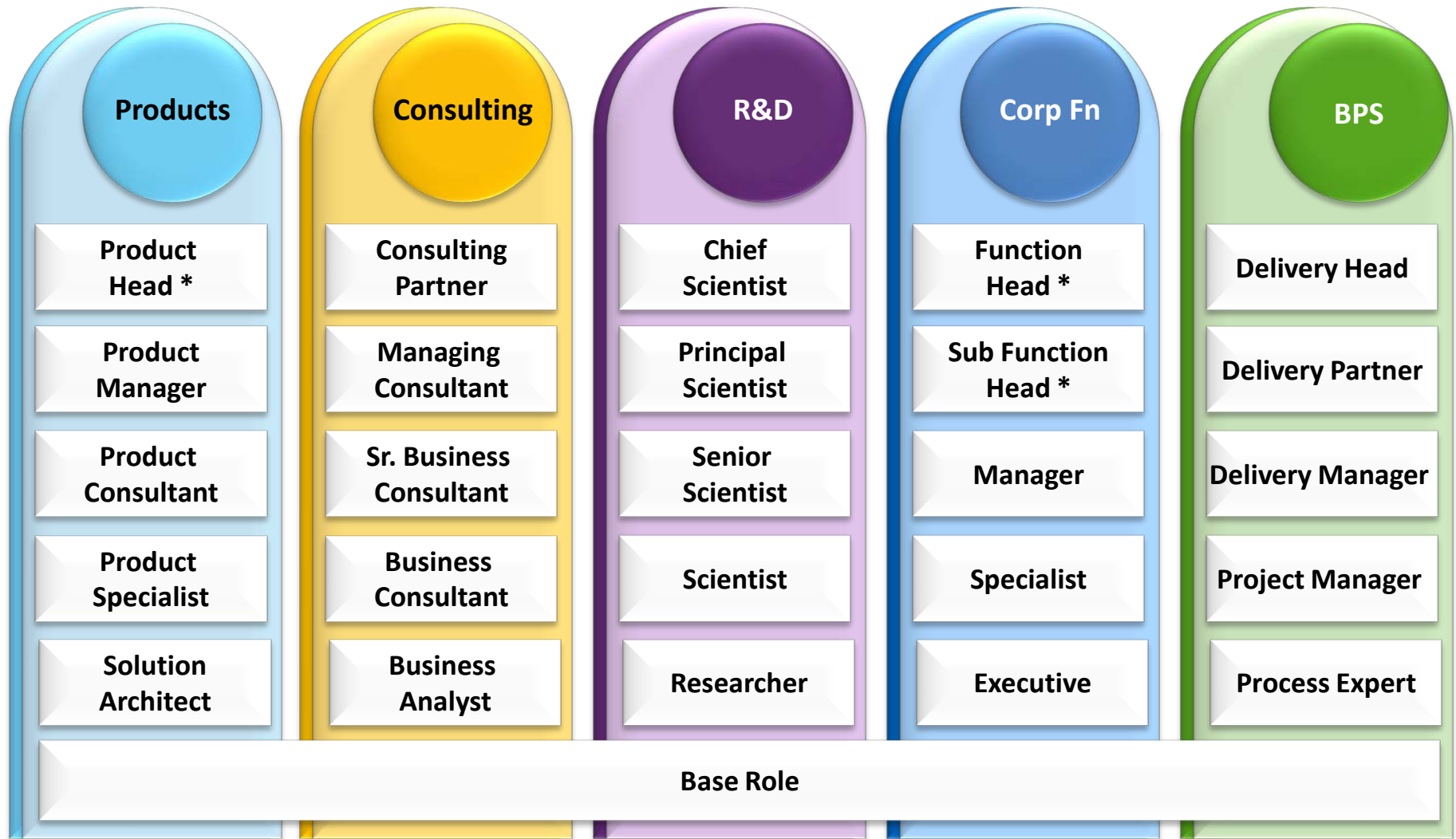
July 2, 2014

Career Streams



Note: Roles do not indicate hierarchy or parity

Career Streams



Note: Roles across streams do not indicate parity

** Role is Head and the Function/Sub Function/Product/Product Group Name will be the Job Area*

Planning your Individual Career Path

Important points to keep in mind when planning your career path:

- Career Paths/Streams mentioned here are Generic. Their interpretation with respect to project type, project size , technology, domain/sub-domain, industry vertical, geography has been avoided, allowing you the flexibility to chalk out your own career path.
- Roles across Streams are not comparable.
- Role rotation at appropriate levels, into other career streams is possible based on aspiration, performance, expected competence and organizational requirements.
- The ownership of developing one's career is the sole responsibility of the individual.
- The Basic aspects involved in affecting employee career growth include employee competence, role performance, individual aspiration and work opportunity.
 - Employee competence includes the requisite competence with respect to a set of competencies required to perform a role successfully. It is an aid to developing the desired career using various development mechanisms available
 - Role performance necessitates performing the required role putting ones best effort. It is the yard stick to know where one has reached with respect to fulfilling the role. Thus it is the measure for role and career success.

Planning your Individual Career Path

- Individual Aspiration is the inspiration that employee needs to have to plan his career goals. It is the vision that one needs to have in order to build a robust career.
- Work Opportunity are the opportunities, assignments, projects which can be undertaken to enhance ones career in the organization. It is the ladder the employee can use to develop, discover and shape careers

Thank You

