

Performance Review 2017

Employee Information

Employee: Srikanth Neradigomma
Employee PERNR: 50150226
Performance Reviewer: Srikanth Prahlad
Validity Period: 01.01.2017 to 31.12.2017
Status: In Review
Substatus: Mid-Year Assessment/Signoff (Reviewer)

Additional Employee Data

Job Name: Applications Consultant 1
Preferred Name:
Country: India
SBU: APPSONE - SBU
SBU Grade: A
Local Grade: A5
Local Organization:
Global ID: 1058398
N/A:

Predefined Objectives

Quality of Deliverables

Description:

Assignment Appraisals

Weighting:

25

Employee Mid-Year Assessment:

- 1) Successfully delivered both Modules 1) Invoice and 2) Orders (wholesale experience-sprint-1,2)
- 2) Worked on different modules like allocations, order guidelines, and Payments
- 3) Followed all coding standards with thorough bug fixing
- 4) Acquired knowledge and prepared TDD and other documents related to project
- 5) Delivered project with 100 % client satisfaction

Individual Objectives

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Professional Development

Description:

Description:# Meeting the competency development targets identified as a part of the competency assessment exercise # Development of a specific technology area / skill through certification, special assignments carried out ===XXX=== Measurement:# Percentage score of actual over required # No. of trainings attended to fulfill competency gaps of current role or as an outcome of CPM # No. of knowledge sharing sessions conducted # Certifications acquired ===XXX===

Weighting:

20

Employee Mid-Year Assessment:

- 1)Gained knowledge and started working in new technologies like foundation CSS,Kendo UI, and MVC 4.
- 2)Worked on documentation and requirements gathering for the project and learned the project development process
- 3)Attended e-learning's on angular js
- 4)Worked on Services and stored procedures

Project Delivery Excellence(Business/ Delivery Excellence)

Description:

Description:# Achieving coding standards by meeting the design specifications accurately # Adequacy in testing # Thorough Bug fixing # Thorough review of the codes # Technical documentation # Enhanced productivity # Thorough document reviews Maintenance Project # Closure of tickets # SLA adherence # Improvements in efficiencies in the area of work # Expanding the expertise in one / more areas of work to enhance the support provided # Monitoring of the services ===XXX=== Measurement:# No. of review comments raised # No. of bugs detected # No. bugs fixed # Adherence to timelines in closing the deliverables # Effort variance Given below are for maintenance / production support projects: # No. of tickets closed # No. of tickets reopened # SLA adherence / misses # SLA improvements # No. of modules that can be supported by the individual ===XXX===

Weighting:

30

Employee Mid-Year Assessment:

- 1)Successfully delivered both Modules 1)Invoice and 2) Orders (wholesale experience-sprint-1,2)
- 2)Followed all coding standards with thorough bug fixing
- 3)Acquired knowledge and prepared TDD and other documents related to project
- 4)Delivered project with 100 % client satisfaction

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Process Excellence

Description:

Description:# Adherence to coding standards defined at the project level based on the customer specifications and project needs. # Adherence to standards defined at the project level based on the customer specifications and project needs for the activities owned such as logging of defects, documentation standards, etc. # Adherence to project practices such as submission of time sheets, exercising the escalation mechanisms on time, submission of reports etc. # Contribution towards process improvements at the project level ===XXX=== Measurement:# No. of audit report observations that are attributable to individual tasks # No. of review comments received on the deliverables # Adherence to timelines for completion ===XXX===

Weighting:

30

Employee Mid-Year Assessment:

- 1) Followed all coding standards defined at project level and delivered the product in mean time
- 2) Implemented all the standards in project development like Style-cop,js-hint,css-cop etc to standardize the code and optimization was taken care

Customer Excellence

Description:

Description:# Ensuring customer delight ===XXX=== Measurement:# c-SAT rating improvement by x% # Escalations from client/onsite member(s) to be 0 or not to exceed x nos. ===XXX===

Weighting:

10

Employee Mid-Year Assessment:

- 1) Delivered the code on time with good customer satisfaction
- 2) Maintained good rapo with onsite co-coordinator's to get updated with client requirements
- 3) Got appreciation for the work done with onsite TSA's for both the Modules

Organizational Excellence

Description:

Description:# Contribution to the Small steps program / process improvements # Contribution to the Knowledge Management Repository # Contribution towards organizational / team competency development # Contribution towards organizational process improvements RFPIs raised # Contribution towards organizational CSR initiatives # Contribution towards process improvements at the project level ===XXX=== Measurement:# No. of small steps program completed as an individual and / or as a team # No. of entries accepted and published in KM portal # Person days of training conducted # No. of RFPIs raised and accepted # No. of hours spent on ICARE initiatives # No. of hours spent on interviews # No. of days spent on campus visits ===XXX===

Weighting:

10

Employee Mid-Year Assessment:

- 1) Attended several e-learning's to get updated with the latest technologies
- 2) participated in several activities conducted by the organisation like Plantation,Tournaments etc.

Financial KPI's

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Utilization

Description:

KPI Target:

75%

KPI Actual:

100.01

Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

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Late Timesheets

Description:

KPI Target:

KPI Actual:

Other 1

Description:

KPI Target:

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:

- 1) Planning to work in different technologies and gain knowledge in different work flow process
- 2) Interested in working with new technologies like angular Js and single page applications

Employee Mid-Year Assessment:

- 1) Planning to work in different technologies and gain knowledge in different work flow process
- 2) Interested in working with new technologies like angular Js and single page applications

Career Aspirations

Description:

Looking forward for a better opportunity where I can excel my leadership skills and technical skills for the organization growth

Employee Mid-Year Assessment:

Looking forward for a better opportunity where I can excel my leadership skills and technical skills for the organization growth

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 and looking for onsite opportunity with temporary or permanent work permit

Employee Mid-Year Assessment:

Interested and looking for onsite opportunity with temporary or permanent work permit

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 Mid-Year Assessment

Employee Mid-Year Assessment:

Worked and successfully delivered product with 100% client satisfaction. Maintained a good rapport with onsite TSA's and gathered all the business requirements in order to deliver a quality product. Got appreciation for the team work and the work done by me

Overall Year-End Assessment

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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