

## Deployment Index Linkage to QVA

In Management message dated April 2012, It was announced that Individual Deployment Index will be considered to arrive at Final Quarterly Variable Allowance (QVA) payout.

As of now, Quarterly Variable payout is determined after applying company and business unit performance factor to the potential QVA. Going forward, the QVA payout will **also** be calculated by applying DI Factor derived from Deployment Index as given below:

Deployment Index	DI Factor
<=25%	0%
> 25% to <= 45%	35%
> 45% to <= 65%	55%
> 65%to < = 85%	80%
> 85%	100%

**In the above table, Deployment Index refers to the Quarterly figures which get frozen after timesheet freeze.**

## Description of Links And Formulae

The Primary formula used for calculation of Deployment Index is:

**No of allocated days on WON + No of Allocated days on SWON ( including Competency SWON) + No of Leaves in GESS ( including LWP)**

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**No of Total Working Days**

The First link '**My Individual Deployment Index (QTD)**' refers to status in the current financial

**Quarter, till date (QTD)**

### QTD

**No of Allocated days in WON, SWON (including Competency) till date in current Quarter + No of Leaves from GESS in given month till date in current Quarter**

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**No of Working Days in Current Quarter, till date**

Apart from these Quarterly figures, Month till date (MTD) and Year Till date (YTD) figures are also visible in Separate Tabs.

These give you status for Current Month, till date and Current Financial Year, till date  
For each Category, Detailed breakup of allocations (WON, SWON) and Leave is also given, once you click on the Hyperlinks, in the below format

Employee Number	Projected Number	SWON Category	Start Date	End Date	Allocated Days
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- The Second link '**My Overall Projected Deployment Index (FQ)**' gives you **Full Quarter** figures

It combines your QTD status with PQTD (**Projected** QTD) i.e future allocations and approved leaves and gives you an Overall Projected figure.

In other words, It tells an associate's expected Final Quarterly figures if the Current and Future allocations continue as it is.

### **PQTD**

No of Future Allocated days (WON, SWON, Competency) + No of Future Leave days including LWP

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Total number of working days left in given quarter

### **FQ**

No of Allocated days (WON, SWON, Competency) till date + No of Future allocated days in given quarter + No of Leave days from GESS in whole quarter including future, if any

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Total number of working days in given quarter

### **Key Points**

- Source of Leave Days is GESS, not Leave SWON allocations. There is no linkage or dependency on Leave SWON allocation. Therefore if an associate has Approved or even Pending Approval leaves in GESS, weightage will be given  
Credit is also given for Leave Without Pay.
- Competency SWON is considered while giving credit for allocation and is counted under SWON
- Weekends and One Day allocation will not be considered for any allocation
- For Calculation of Working Days, for allocated duration, Calendar tagged to WON/SWON is taken into consideration and for Unallocated Duration, Calendar tagged to Depute Branch of the associate is considered
- Certain Grades have been exempted from the linkage of Deployment Index (DI) to QVA. Therefore at the time of calculation of their deployment percentages, they are given full credit for the applicable duration, irrespective of their allocations.

However if grade movement happens from a Non Affected Grade to an affected grade within applicable duration, their deployment index will be on the basis of their allocations and leave, from the effective date of grade change

Non Affected Grades	1,2,3,4,BPO1,BPO2,BPOS,BPOZ,Y,YD,YG,SP2A,SP3,SP4,SP5,S4,S5,T1A,T3,Z
Affected Grades	A,B,BPO3,BPO4,BPO5,BPO6,BPO7,BPO8,SPB9,C,C1,C1Y,C2,C3A,C3B,C4,C5,SP1,SP2,D1,S1,S2,S3

Consideration has also been given to Probationers till three months from their Date of Joining, their full credit is given to them for calculation perspective. Post completion of three months, the calculation is as per specified formulas.

Therefore in the Detailed Allocation Pages, for the above scenarios, a person will not appear as 'Unallocated' but under SWON bucket and Category will be 'NR' SWON i.e. Non Relevant SWON

### **Previous Quarter Deployment Index**

Apart from the Current Quarter details, Previous Quarter Frozen Deployment Index figures will also be visible, including the detailed allocations:

Previous Quarter	Completion Month	Deployment Index
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The data in the above table will get populated at end of each quarter after timesheet have frozen.