Employee Code 29565   **Employee Name** Raghavendrachary   **Department Name** MCV

Email raghavendrachary@tataelxsi.co.in   **Supervisor Code** 1429   **Supervisor Name** ANTONY M

Verifier Code   **Verifier Name**   **Overall KPI Score**

Kpi name:

Technical knowledge - RDKB fundamentals

Kpi description:

>80% score in evaluation after completing Learning Central courses

User comment:

> 80% score in evaluation after completing LearningCentral courses.

Supervisor Comment:

Verifier Comment:

weightage : 5

Target : 3 Rating

Actual : 4

Aggregation Summation

Scale values

Scale	Value
NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Technical knowledge

Kpi description:

Completion of certification courses from LinkedIn or other organisations the company has tied up with

User comment:

Completion of certification courses from LinkedIn or other organizations the company has tied up with

Supervisor Comment:

Verifier Comment:

weightage : 5

Target : 3 Rating

Actual : 3

Aggregation Summation

Scale values

Scale	Value
NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Technical knowledge - delivery specific areas

Kpi description:

1. Completion of certification where available
2. Effectiveness in taking up stories for these areas

User comment:

1.Completion of certification where available
2.Effectiveness in taking up stories for these areas

Supervisor Comment:

Verifier Comment:

weightage :

5

Target :

3 Rating

Actual :

3

Aggregation
Summation

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

On time delivery

Kpi description:

Percentage of story points completed vs planned in each sprint to be > 80%

User comment:

Timely delivery

Supervisor Comment:

Verifier Comment:

weightage :

30

Target :

3 Rating

Actual :

4

Aggregation
Summation

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Documentation

Kpi description:

"1.No review comments pointing out lack of inline comments to make the code understandable and maintainable
2.Design document uploaded to TE Sharepoint where a new feature is being developed rather than customization of existing code."

User comment:

1.No review comments pointing out lack of inline comments to make the code understandable and maintainable
2.Design document uploaded to TE Sharepoint where a new feature is being developed rather than customization of existing code.

Supervisor Comment:

weightage :

5

Target :

3 Rating

Actual :

3

Aggregation
Summation

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Timely communication and escalation

Kpi description:

"1.Status of story updated in internal systems and customer Jira on regular basis
2.Issues brought to attention of lead immediately and outcome of actions requested informed to lead on timely basis"

User comment:

1.Status of story updated in internal systems and customer Jira on regular basis
2.Issues brought to attention of lead immediately and outcome of actions requested informed to lead on timely basis

Supervisor Comment:

Verifier Comment:

weightage :

5

Target :

3 Rating

Actual :

3

Aggregation
Summation

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Problem solving

Kpi description:

Specific details of significant issues solved and method followed.

User comment:

Specific details of significant issues solved and method followed

Supervisor Comment:

Verifier Comment:

weightage :

5

Target :

3 Rating

Actual :

3

Aggregation
Summation

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Team work

Kpi description:

"1.Able to seek support from appropriate people
2. Providing support to help other team members with problems"

User comment:

1.Able to seek support from appropriate people
2. Providing support to help other team members with problems

Supervisor Comment:

Verifier Comment:

weightage :

5

Target :

3 Rating

Actual :

4

Aggregation
Summation

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Quality of Delivery

Kpi description:

"1.Unit tests implemented as applicable to ensure quality and maintainability
2.No blockers or high priority issues reported by test team or customer after the story is delivered (pushed to customer git repos)"

User comment:

1.Unit tests implemented as applicable to ensure quality and maintainability
2.No blockers or high priority issues reported by test team or customer after the story is delivered (pushed to customer git repos)

Supervisor Comment:

Verifier Comment:

weightage :

20

Target :

3 Rating

Actual :

3

Aggregation
Constant

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Knowledge sharing sessions

Kpi description:

At least one session per quarter taken within the team

User comment:

At least one session per quarter taken within the team

Supervisor Comment:

Verifier Comment:

weightage :

5

Target :

3 %

Actual :

4

Aggregation
Constant

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Contribution to organization

Kpi description:

"One or more of the following:
Details of support extended to another project
Best practice submitted in innovations portal
Patent submission"

User comment:

One or more of the following:
Details of support extended to another project
Best practice submitted in innovations portal
Patent submission

Supervisor Comment:

weightage :

5

Target :

3 %

Actual :

4

Aggregation
Constant

Scale values

NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6

Kpi name:

Individual Dynamism

Kpi description:

Details of assignments taken up apart from planned project activities

User comment:

Details of assignments taken up apart from planned project activities

Supervisor Comment:

Verifier Comment:

weightage :

5

Target :

3 Rating

Actual :

3

Aggregation
Constant

Scale values

Scale	Value
NI	2.1
PE	2.7
Effective	3
HE	3.3
Exceptional	3.6