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Verifier Comment:

Verifier Comment:

Employee Code 29565 Employee Name Raghavendrachary Department Name MCV

Email raghavendrachary@tataelxsi.c Supervisor Code o.in Supervisor Name ANTONY M

Verifier Code Verifier Name Overall KPI Score

Kpi name:	weightage:	Scale values	
Technical knowledge - RDKB fundamentals	5	NI	2.1
Kpi description:	<u>Target :</u>	IVI	
>80% score in evaluation after completing Learning Central courses	3 Rating	PE	2.7
User comment:	Actual :	Effective	3
> 80% score in evaluation after completing LearningCentral courses.	4	<u> </u>	
Supervisor Comment:	Aggregation Summation	HE	3.3
		Exceptio	3.6

Kpi name:	<u>weightage :</u>	Scale values	
Technical knowledge	5	NI	2.1
Kpi description:	Target :	141	
Completion of certification courses from LinkedIn or other organisations the	3 Rating	PE	2.7
company has tied up with	Actual :	Effective	3
<u>User comment:</u>	3	Enective	
Completion of certification courses from LinkedIn or other organizations the company has tied up with	Aggregation Summation	HE	3.3
company has ded up with		Exceptio	3.6
Supervisor Comment:		nal	

Kpi name: **Scale values** weightage: Technical knowledge - delivery specific areas 2.1 NI Kpi description: Target: 2.7 PE 1. Completion of certification where available 3 Rating 2. Effectiveness in taking up stories for these areas Actual: 3 **Effective User comment:** Aggregation Summation 3.3 1. Completion of certification where available HE 2. Effectiveness in taking up stories for these areas Exceptio 3.6 nal **Supervisor Comment: Verifier Comment:**

Kpi name: On time delivery Kpi description: Percentage of story points completed vs planned in each sprint to be > 80% User comment: Timely delivery	weightage: 30 Target: 3 Rating Actual: 4 Aggregation	Scale values NI PE Effective HE	2.1 2.7 3 3.3
Supervisor Comment: Verifier Comment:	Summation	Exception nal	3.6

Kpi name:	weightage :	Scale values	
Documentation	5	NI	2.1
Kpi description:	<u>Target :</u>		
"1.No review comments pointing out lack of inline comments to make the code	3 Rating	PE	2.7
understandable and maintainable 2.Design document uploaded to TE Sharepoint where a new feature is being	<u>Actual :</u> 3	Effective	3
developed rather than customization of existing code."	<u>Aggregation</u>	HE	3.3
<u>User comment:</u>	Summation		
1.No review comments pointing out lack of inline comments to make the code understandable and maintainable		Exceptio nal	3.6
2.Design document uploaded to TE Sharepoint where a new feature is being			
developed rather than customization of existing code.			

Supervisor Comment:

Verifier Comment: Kpi name: **Scale values** weightage: Timely communication and escalation 5 2.1 NI Kpi description: Target: 2.7 PE "1.Status of story updated in internal systems and customer Jira on regular basis 3 Rating 2. Issues brought to attention of lead immediately and outcome of actions Actual: 3 requested informed to lead on timely basis" **Effective User comment:** Aggregation Summation 3.3 HE 1.Status of story updated in internal systems and customer Jira on regular basis Exceptio 2.Issues brought to attention of lead immediately and outcome of actions 3.6 nal requested informed to lead on timely basis **Supervisor Comment: Verifier Comment:**

Kpi name:	<u>weightage :</u>	Scale values	
Problem solving	5	NI	2.1
Kpi description:	<u>Target :</u>	141	
Specific details of significant issues solved and method followed.	3 Rating	PE	2.7
User comment:	Actual :	Effective	3
Specific details of significant issues solved and method followed	3 Aggregation Summation	HE	3.3
Supervisor Comment:		Exceptio nal	3.6
Verifier Comment:			

(pi name:	weightage:	Scale values	
Гeam work	5	NI	2.1
<u>(pi description:</u>	<u>Target :</u>		
1.Able to seek support from appropriate people	3 Rating	PE	2.7
2. Providing support to help other team members with problems"	<u>Actual :</u>	Effective	3
Jser comment:	4	Lifective	
L.Able to seek support from appropriate people	Aggregation Summation	HE	3.3
2. Providing support to help other team members with problems		Exceptio	3.6
Supervisor Comment:		nal	0.0

Kpi name: Scale values weightage: Quality of Delivery 20 2.1 NI Kpi description: Target: 2.7 PE "1. Unit tests implemented as applicable to ensure quality and maintainability 3 Rating 2.No blockers or high priority issues reported by test team or customer after the Actual: 3 **Effective** story is delivered (pushed to customer git repos)" 3 Aggregation Constant **User comment:** 3.3 HE 1. Unit tests implemented as applicable to ensure quality and maintainability Exceptio 2.No blockers or high priority issues reported by test team or customer after the 3.6 nal story is delivered (pushed to customer git repos) **Supervisor Comment: Verifier Comment:**

Kpi name:	<u>weightage :</u>	Scale values	
Knowledge sharing sessions	5	NI	2.1
Kpi description:	Target :		2.7
At least one session per quarter taken within the team	3 %	PE	2.1
<u>User comment:</u>	<u>Actual :</u> 4	Effective	3
At least one session per quarter taken within the team Supervisor Comment:	Aggregation Constant	HE	3.3
		Exceptio nal	3.6
Verifier Comment:			

Kpi name:	weightage:	Scale values	
Contribution to organization	5	NI	2.1
Kpi description:	<u>Target :</u>	IVI	
"One or more of the following:	3 %	PE	2.7
Details of support extended to another project Best practice submitted in innovations portal	<u>Actual :</u> 4	Effective	3
Patent submission"	<u>Aggregation</u> Constant	HE	3.3
<u>User comment:</u>	Constant	Eventio	
One or more of the following: Details of support extended to another project Best practice submitted in innovations portal Patent submission		Exceptio nal	3.6

Supervisor Comment:

<u>Kpi name:</u>	weightage:	Scale values	
Individual Dynamism	5	NI	2.1
Kpi description:	<u>Target :</u>	IVI	
Details of assignments taken up apart from planned project activities	3 Rating	PE	2.7
Jser comment:	<u>Actual :</u>	Effective	3
Details of assignments taken up apart from planned project activities	3	Enective	
	<u>Aggregation</u> Constant	HE	3.3
Supervisor Comment:		Exceptio	3.6
		nal	
Verifier Comment:			