

Overall Performance Summary

Manager Overall Evaluation

Rating: 4 - High Performer

Comment: *Things done well*

+ Saransh has been very instrumental and a significant contributor in EDW for the last year. His marathon effort during the EDW-SCV pre-prod batch execution was exemplary and was second to none. He made sure that batch execution was covered from all the aspects and proved a gate keeper for making sure that the deliverables that are going out from EDW are meeting the quality standards needed for Production.

+ His constant zeal/endeavour to make sure that process automation is implemented in EDW and how things can be made simple in EDW is also appreciated and very well recognized. His implementation of the Control M utility was one of the examples for the same.

Things that needs to be improved:-

- While Saransh is very good technically, he needs to work upon understanding the data in EDW.
- Needs to work upon the interaction with business. This is limited as of now and is very much needed from him
- Needs to make sure that the ideas and practices that are being followed are being used by other team members as well. Needs to keep tap on this thing that team is following the best practices and methods which he comes up with.

Employee Overall Evaluation

Comment: I have worked hard with full dedication in completing the deliverables and also involved in org level activities.

Values and Behaviours

Values and behaviours are critical to us being a winning organisation.

The core set of three values serve as a foundation for our culture and characterise how we move forward to deliver an outstanding experience to our clients –Integrity, Innovation and Excellence. The behaviours are the three qualities which we must all demonstrate in our daily interactions with each other on behalf of our customers – Commitment, Collaboration and Customer focus. Your performance will be assessed on how you exhibit these values and behaviours in your day to day interactions.

Manager Evaluation

Comment:

Employee Evaluation

Comment: Innovation - Always involved in innovative ideas for the EDW platform. One such example is the caterpillar recon emails implemented in production. Working on 2 more ideas :

1) Reject framework - Completed and would be released in November

2) Import framework - Currently being implemented in the development environments

Integrity - Showed Integrity in running Pre-Prod batch loads for approx. 4 months in continuation. This effectively supported in the successful completion of UAT and business sign-offs

Excellence - I have always tried to bring excellence in my work performed

Goals

Deliver the CTB projects - via adoption of the Agile framework and Product model across the landscape. Maintain a stable production environment and improve the quality of service to our consumers.

Outcomes:

- All new projects on the new Products will be Level-3 on the Agile maturity framework
- All Strategic Products will be Level-2 on the Agile maturity framework
- Product Model rollout across the Portfolio
- 50% reduction in the rate of incoming incidents and service requests

Supporting Activities:

- Working with DMG/ practitioners in the Technology team to establish a common understanding of the Agile Maturity framework and Product Model with the teams
- Participate in the evolution of the Agile maturity framework and Product Model, particularly in the context of customisation / relevance for the Data & Reporting space.
- Identification of the gaps across different Products + prioritisation of work-items
- Leverage Practitioners across the Data and Reporting Team / wider organisation
- Leverage the work done in other parts of the organisation so far

Due Date: 31/12/2016

Status: Completed

Category:

Supports: Client Focus - Deliver CTB (Change the Business) projects and maintain a stable production environment to support client needs and to continuously improve our client experiences (both internal and end clients).

Manager Evaluation

Comment:

Employee Evaluation

Comment: As part of IP-Integration project, worked to bring the Pre-Prod environment to complete stabilization which resulted in successful UAT sign-off. Latter was involved in the performance tuning of the modules so to meet the 0300 SLA imposed by B2B reporting.

Always involved with the support teams in resolving platform level issues.

Effectively working as cross team collaborator between TIS and EDW, thus assisting in getting the platform level issues resolved faster.

Innovation - Further develop Ideation, Innovation, Incubation and Collaboration capabilities and their adoption.

Outcomes:

- implementation of 3 innovation ideas incubated through organisational mechanisms like Step Change, MindTrust

Supporting Activities:

- Contribution of ideas through org vehicles like Step Change , MindTrust
- Participation in the Innovation lab
- Building a culture that encourages innovation and risk taking appetite

Due Date: 31/12/2016

Status: Completed

Category:

Supports: Innovation - Further develop Ideation, Innovation, Incubation and Collaboration capabilities and their adoption.

Manager Evaluation

Comment:

Employee Evaluation

Comment: Working as part of the Cloud first initiative under SIMTECK

Promote Efficiency realization on the EDW platform through Regression Automation, CI (including efficient configuration mgmt., branching strategy)

- Save 10-20% of testing effort on platform regression activities by using automation (gains to start from May'- Jun 16)
- 2-3% of dev effort savings due to reduced branching/merging activities (development on single branch) and effective configuration management practices

Due Date: 31/12/2016

Status: Completed

Category:

Supports: Efficiency - Proactively address inefficiencies; manage Technology risk; provide a secure operating environment through proactive cyber intelligence.

Manager Evaluation

Comment:

Employee Evaluation

Comment: As part of innovation below tasks have been completed and few are in progress:

1) Successfully implemented an EDW generic recon mechanism, which not only recons the warehouse but also provides functionality such as sending emails to stake-holders and failure of control-m jobs in case of data discrepancies.

2) Successfully designed the reject framework. This framework is built on self intelligence capabilities and would be productionized in November release.

3) Currently working on Regression suite automation

4) Also working on AWS capabilities to assist the B2B report generation framework

Right Talent - Create an environment where the staff is highly engaged & motivated. Enable the teams to be equipped with the skills that accelerate the adoption of Agile framework and Product Model.

Outcomes:

- Attrition < 20%
- 50% lower Green exits than current levels
- Your Voice Score > 85%
- 10% of roles to be filled with Specialists (Master developers, test specialists etc.)

Due Date: 31/12/2016

Status: Completed

Category:

Supports: Right Talent - Create an environment that nurtures best talent and promotes behaviours around delivering innovative client solutions.

Manager Evaluation

Comment:

Employee Evaluation

Comment: Always try to create a positive and healthy environment for me and other team members to work.