

2018 OND Anniversary

Employee Information

Employee: Sohini Dasgupta
Employee PERNR: 50272893
Performance Reviewer: Neha Sinha
Validity Period: 01.01.2018 to 31.12.2018
Status: In Process
Substatus: Year-End Signoff (Employee)

Additional Employee Data

Job Name: *Default Job Name
Preferred Name:
Country: India
SBU: EUROPE_ABL#
Local Organization:
Global ID: 1272004
N/A:

Predefined Objectives

Quality of Delivery

Description:

Quality of deliverables measured by:
No stakeholder escalations
Defect Density

Quality of documentation - Stakeholder feedback

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Analysed applications of Outsystems and implemented similar concepts in a POCs.
Required paperworks were done with minimal error.
Created an understanding project analysis report for the Outsystems applications.

Reviewer Year-End Assessment:

OK.

On Time Delivery

Description:

Prepare, Maintain, Update the required documents within defined timelines

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

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Employee Year-End Assessment:

Assigned work on Sharepoint data updation were done as per client requirement.
Worked on Outsystems technology and analysed its applications within 2 months of shadow period and made an understanding documents on key concepts for future use.
Have gone through KT sessions on the OutSystems applications (Of Schneider Electric project) and self evaluated the concepts on different applications.

Reviewer Year-End Assessment:

Ok.

Compliance

Description:

100% Compliance to Engagement/Organizational/ Local and Group Policies/ Standards /Processes/core values

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Ensured compliance on Organization policies,ethics,values and standards and ensured compliance on Timesheets.

Reviewer Year-End Assessment:

Ok.

Self Development

Description:

Training Hours> 40 hrs. (Mandatory 90% to be functional training) excluding Fresher's training

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Learned DOT NET, internal training of Capgemini.
Learned Angular JS2, WCF, Node JS- Virtual courses.
Completed all the tech prime courses as assigned.
Attended web based learning programs on IOT.
Participated in Capgemini tech challenge 2018 on Embedded Systems skill category.
Developed web applications on Outsystems - assignment given by Manager and mentor.

Reviewer Year-End Assessment:

Ok.

Individual Objectives

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Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

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Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Input Individual Objective Here

Description:

Weighting:

0

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Financial KPI's

Utilization

Description:

Self Utilization (ARVE)

KPI Target:

>75%

KPI Actual:

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Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

Late Timesheets

Description:

Zero MTS

KPI Target:

0 MTS

KPI Actual:

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Other 1

Description:

Self Utilization (URVE)

KPI Target:

>60%

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:

My primary career interest is application development and designing within the IT-industry. I want to update my technological skills with the advancement in the field of science and technology. According to the company requirement, i am ready to learn and go for higher studies.

My short term goal is to acquire advanced computer skills.

I also have a keen interest in computer hardware and automation. If i get an opportunity from the company to learn and work on it, i will definitely go.

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Completed all mandatory trainings

EMPULSE is 100%

Time cards are filled up on time

My name is already proposed to client and is waiting for client's approval for billability. It will start from 01-Jan-2019.

Reviewer Year-End Assessment:

Feedback from reporting Manager-

Achievements:

1. Good in technical. Communication skills are good.
2. A quick learner. We are mentoring her in multiple technologies like .NET, MVC & Outsystems. Her learning is satisfactory.
3. The team has given POC work to her and she has delivered the results with good quality and within timelines.
4. I have initiated discussions with onshore and finding an opportunity to make her billable in the project (within first quarter of 2019).

Improvements:

1. Capgemini process knowledge should be improved.

Career Aspirations

Description:

As of now, seeking to be assigned to a project where i can increase exposure.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

Tagged in Schneider Electric on August 2018

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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:

I am ready to work on any onsite project.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

Looking forward for an opportunity

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:

Reviewer Mid-Year Assessment:

Overall Year-End 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

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Overall Year-End Assessment

Employee Year-End Assessment:

I want to update my technological skills with the advancement in the field of technology. According to the company requirement, i am ready to learn and improve myself to the utmost way possible.

Reviewer Year-End Assessment:

Achievements:

1. Good in technical. Communication skills are good.
2. A quick learner. We are mentoring her in multiple technologies like .NET, MVC & Outsystems. Her learning is satisfactory.
3. The team has given POC work to her and she has delivered the results with good quality and within timelines.
4. I have initiated discussions with onshore and finding an opportunity to make her billable in the project (within first quarter of 2019).

Improvements:

1. Capgemini process knowledge should be improved.

Work/Life Balance Discussion Held?:

No

Employee Signoff comments:

Ratings

Calibrated Ratings

Performance Rating:

3

Career Track:

Experience in role: