2019 JAS Anniversary

Employee Information

Employee: Shraddha Singh
Employee PERNR: 50325666
Performance Reviewer: Devendra Mahadeo Chaudhari
Validity Period: 01.01.2019 to 31.12.2019
Status: Completed
Substatus:

Additional Employee Data
Job Name: Software Engineer
Preferred Name:
Country: India
SBU: FS
Local Organization:
Global ID: 1366036
N/A:

Predefined Objectives

Customer Satisfaction

Description:

Rating1:
100% conformance to coding standards
0% defect in the deliverable
100% of delivery before time
Rating2:
>95% conformance to coding standards
100% of delivery on time
0% of defects related to self review checklist
Rating 3:
>90% delivery on time
10% of defects related to self review checklist
>90% conformance to conding standards

Weighting:
30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Financial Results

Description:

Rating1:
0 code rework
>95% Billable
Rating2:
<=10% code rework based on function al rework

>85% Billable
Rating3:
<=15% code rework based on functional defects
>75% Billable

Weighting:

20

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Internal Business Process Development

Description:

Rating1:
Project documentation completion along with deliverable
100% CMMI compliance
Rating2:
Project documentation completed within 1 week of deliverables
1 deviation from CMMI compliance
Rating3:
Project documentation completed within 2 weeks of deliverables
2 deviations from CMMI compliance

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Learning & Growth

Description:

Rating1:
>40 hrs of learning in a year (excluding Induction programs)
>95% of bench time in authorized training by L&C
Competency baseline score improved by 20%
Rating2:
40 hrs of learning in a year (excluding Induction programs)
>75% of bench time in authorized training by L&C
Competency baseline score improved by 10% -20%
Rating3:
<40 hrs of learning in a year (excluding Induction programs)
>60% of bench time in authorized training by L&C
Competency baseline score improvement is 5% -10%

Weighting:

25

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Practice Contribution-Innovation & Development:

Description:

Rating1:
> 2 approved digital assets submitted to practice KM portal / TCP or Account Reusable Asset Register(RAR)/Contribution to Teamx
Participation in more than 2 practice events such as Hackathons/Tech Fests
Rating2:
2 approved digital assets submitted to practice KM portal / TCP or Account Reusable Asset Register(RAR)/Contribution to Teamx
Participation in more than 1 practice event such as Hackathons/Tech Fests
Rating3:
approved Reusable Component submitted to practice KM portal / TCP or Account Reusable Asset Register(RAR)/Contribution to Teamx
Participation in 1 practice events such as Hackathons/Tech Fests

Weighting:
15

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

Individual Objectives

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:

Input Individual Objective Here
Description:

Weighting:
0
Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Reviewer Year-End Assessment:

2019 JAS Anniversary

Input Individual Objective Here
<u>Description:</u>

<u>Weighting:</u>
0
<u>Employee Mid-Year Assessment:</u>

<u>Reviewer Mid-Year Assessment:</u>

<u>Employee Year-End Assessment:</u>

<u>Reviewer Year-End Assessment:</u>

Financial KPI's

Utilization
<u>Description:</u>

<u>KPI Target:</u>

<u>KPI Actual:</u>

Contribution Margin
<u>Description:</u>

<u>KPI Target:</u>

<u>KPI Actual:</u>

Sales
Description:

KPI Target:

KPI Actual:

Revenue
Description:

KPI Target:

KPI Actual:

Late Timesheets
Description:

KPI Target:

KPI Actual:

Other 1
Description:

KPI Target:

KPI Actual:

Other 2
Description:

KPI Target:

KPI Actual:

Other 3
Description:

KPI Target:

KPI Actual:

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:

Employee Mid-Year Assessment:
Worked on Corda blockchain. Currently working on iCompass and will also be giving AWS certification in the near future.
Reviewer Mid-Year Assessment:
Need to plan for AWS Certification
Employee Year-End Assessment:
Worked on Corda blockchain. Gave AWS Certification. Currently working on iCompass.

Reviewer Year-End Assessment:
Continue in excelling to learn new technologies and get herself proficient in multiple technology stacks

Career Aspirations

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

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:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

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:

To be in a motivating and challenging position where I can apply my technical knowledge and analytical abilities to be a valuable asset to the organisation and grow along with it.

Reviewer Mid-Year Assessment:

Shraddha is a dedicated and technically sound professional. She has shown willingness to learn new technologies and implement it in the project. She has learned the technologies needed for blockchain project very quickly and implemented it in the project. She need to expand his technical skills and do certifications

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

Overall Year-End Assessment

Employee Year-End Assessment:

I want to keep on improving my abilities, learn new technologies and be a valuable asset to the organisation.

Reviewer Year-End Assessment:

Shraddha is a dedicated and technically sound professional. She has shown willingness to learn new technologies and implement it in the project. She has learned the technologies needed for blockchain project very quickly and implemented it in the project. She need to expand his technical skills.

Work/Life Balance Discussion Held?:

No

Employee Signoff comments:

Ratings

Calibrated Ratings

Performance Rating:

2

Career Track:

Experience in role: