

# Performance Review 2021

## Employee Information

Employee: Shraddha Singh  
Employee PERNR: 50325666  
Performance Reviewer: Mayuresh Chandrashekhar Ohol  
Validity Period: 01.01.2021 to 31.12.2021  
Status: In Planning  
Substatus: Objectives Setting Complete

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

## Predefined Objectives

Development Objective - Learning & Upskilling

Description:

Realize continuous upskilling and learning (active participation in learning and developmental activities including the completion of mandatory training) and attaining or progressing on relevant certifications.

Weighting:

0

Development Objective - Delivery Excellence

Description:

Demonstrating high quality of work, Reduction of wastage rework & defects, On-time delivery, Showcasing the use of Best Practices and Proposed Improvements

Weighting:

0

Development Objective - Awareness of project financials

Description:

Showcase awareness of project financials

Weighting:

0

Development Objective - Become a good Team Player

Description:

Buddy with and/or help 2 new hires or recent joiners to learn Capgemini values, meet colleagues, provide on the job training on applications, domain, technologies, policies and advise on how to make themselves optimally available to support projects.

Weighting:

0

Business Objective - Compliance

Description:

Realize 100% compliance in all internal & relevant client processes (timesheet compliance, staffing,

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delivery, expenses, leave, reporting etc.)

Weighting:

0

Business Objective - Support New Business Development efforts

Description:

Demonstrate active involvement in new business pursuits, bids or RFPs.

Weighting:

0

## Individual Objectives

Input Individual Objective Here

Description:

Weighting:

0

Input Individual Objective Here

Description:

Weighting:

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Input Individual Objective Here

Description:

Weighting:

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Input Individual Objective Here

Description:

Weighting:

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Input Individual Objective Here

Description:

Weighting:

0

## Financial KPI's

# Performance Review 2021

Utilization

Description:

KPI Target:

KPI Actual:

Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

# Performance Review 2021

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:

## Performance Review 2021

### 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:

- Created API for external extraction of reports from iCompass DB.
- Gave KT on whole iCompass tool to the new member of the team.
- Provided support to ICompass.
- Worked on Ngage application.

#### Career Aspirations

##### Description:

#### 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:

### 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 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

### Ratings