Performance Review 2020

Employee Information

Employee: Shraddha Singh
Employee PERNR: 50325666
Performance Reviewer: Mayuresh Chandrashekhar Ohol
Validity Period: 01.01.2020 to 31.12.2020
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

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

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Learning and working on sql database for iCompass.
Will learn front-end technologies and applications required by iCompass and MTC project.

Reviewer Year-End Assessment:

I really appreciate your hard work and dedication to the assigned tasks. Keep up the good work.

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

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Working on technical developments of iCompass as required.
Providing timely support to iCompass admins & candidates.

Started working on MTC project.

Reviewer Year-End Assessment:
Agree.

Development Objective - Awareness of project financials
Description:
Showcase awareness of project financials
Weighting:
0
Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
I make sure to understand the requirement completely beforehand, so as to give the best solution in the least amount of time as possible.
I also ensure that the testing is done with all the possible test cases so as to reduce any sort of redundant work.
Reviewer Year-End Assessment:
Agree.

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
Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
We work in a team of 3 by dividing the tasks as well as working together on some, to achieve targets and solutions.
Reviewer Year-End Assessment:
You're a good team player.

Business Objective - Compliance
Description:
Realize 100% compliance in all internal & relevant client processes (timesheet compliance, staffing, delivery, expenses, leave, reporting etc.)
Weighting:
0
Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
I work in compliance with all the internal as well as relevant client processes

Reviewer Year-End Assessment:
Agree.

Business Objective - Support New Business Development efforts
Description:
Demonstrate active involvement in new business pursuits, bids or RFPs.
Weighting:
0
Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:
Development and enhancement of iCompass application
Providing technical support to iCompass Admin and Candidates
Reviewer Year-End Assessment:
Agree.

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:

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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>

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>

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

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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
<u>Description:</u>

<u>KPI Target:</u>

<u>KPI Actual:</u>

Revenue
<u>Description:</u>

<u>KPI Target:</u>

<u>KPI Actual:</u>

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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:

To be in a continuous productive environment and level up my knowledge to the new technology stack so as to be an asset to the project and my team.

Employee Mid-Year Assessment:

Chat Bot implementation in iCompass
Password feature to assessments (security update)
Automated the updation of User information in icompass
Enhanced video proctoring
Recorded the iCompass assistance videos
Pass/Fail feature in Compliance reports for iCompass admin
Helped new admins to understand iCompass admin activities.
Bug fixes in icompass application
Provided technical support to icompass admins and candidates
Will start working on Mind The Cap

Reviewer Mid-Year Assessment:

Agree.

Employee Year-End Assessment:

Fixed the occurrence of special character which was causing issues while submitting the assessment.
Started learning sql backend and executing on production server as per the requirements.
Provided extensive support in critical situations, like that of network failure causing unrecorded attempts.
Started working on Mind The Cap project.

Chat Bot implementation in iCompass
Password feature to assessments (security update)
Automated the updation of User information in icompass
Enhanced video proctoring
Recorded the iCompass assistance videos
Pass/Fail feature in Compliance reports for iCompass admin
Helped new admins to understand iCompass admin activities.
Bug fixes in icompass application
Provided technical support to icompass admins and candidates

Reviewer Year-End Assessment:

Agree.
I really appreciate your hard work and dedication to the assigned work. Keep up the good work.

Career Aspirations

Description:

Employee Mid-Year Assessment:

Employee Year-End Assessment:

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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:

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:
I want to keep on improve my efficiency at work, learn new technology stacks, also work on my communication and analytical skills to be a valuable asset to my team..

Reviewer Mid-Year Assessment:
I really appreciate the way you have handled iCompass demos independently and resolved iCompass user queries quickly.
You've always finished the assigned tasks on time for Chatbot, pass-fail feature, assessment-password changes, and new demo recordings.
You're a quick learner and you've mastered the project backend and database.
Now an expectation from you is to take a deep dive to learn frontend technologies.

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:
To become a dependable employee as well as keep learning and expanding my knowledge base.

Reviewer Year-End Assessment:
You're a great team player and a quick learner.
You've significantly improved your debugging and troubleshooting skills.
You've closed many high priority issues and also resolved admin queries independently.
Keep it up!

Work/Life Balance Discussion Held?:
No

Employee Signoff comments:

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Ratings

Calibrated Ratings
Performance Rating:
2
Career Track:

Experience in role: