

Task	Stretch Goal	Measure	Weightage	
Development				
Coding		Producing high quality code which satisfies reliability,maintainability,testability,portability and reusability with minimal defects. Unit testing to isolate written code to test and determine if it works as intended. 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	10%	
Code review		Low number of defect count in code review. Code performance should be effective. Clean, reusable and maintainable code. 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	15%	
Quality		Adherence to the Quality Guidelines Low defect density from QA cycle Educating the team on adhering these guidelines 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	20%	
Communication				
Communication with internal stakeholders - Developers, testers, architects, management, BA, DBA etc.		-Communication with regards to requirement/defect clarification should be done well in time. Evidence could be emails/jira comment -Should co-ordinate with the peers, lead, architect, etc in an efficient manner to make the development process seamless -Timely communication to Lead in case of any issues/risks 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	10%	
Extra Mile				
Competency Building to take up initiatives from Architect roles	Yes	- Plan to contribute something at project/org level like trainings, POCs 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	5%	Subject to individual
Custom Goals				
Adhere to delivery timelines Attending all the project meets on time Teamwork and co-ordination Team ownership		-Adhere to delivery timelines. Should plan to accomplish the task in a time bound manner and ensure the team achieves the deliverable on time. -Follow Agile practices and monitor that the team follows it diligently -Attend all the project meets (stand-up calls, groomings, tech/functional discussions, etc) on time and sincerely -Take ownership as a team rather than sticking to one's assignments only -Work as a people developer without impacting one's own work deliverables -Manage the time efficiently and work in a proactive manner -Unplanned leaves options should be used more judiciously 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	30%	
Team guidance and Mentorship		- Resolve team's technical queries to unleash their best momentum - Provide feedback, mentor and groom the team members to improve upon their skill. 100% - If above criteria is fully met 50% - If occasional deviation is found 0% - If repetitive deviation found on above parameters	10%	

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Development			
Coding		Producing high quality code which satisfies reliability,maintainability,testability,portability and reusability with minimal defects.	10%
Code review		Low number of defect count in code review. Code performance should be effective. Clean, reusable and maintainable code.	20%
Writing Unit Test cases		Unit testing to isolate written code to test and determine if it works as intended.	10%
Quality		Adherence to the Quality Guidelines Low defect density from QA cycle	20%
Communication			
Communication with internal stakeholders - Developers, testers, architects, management, BA, DBA etc.		-Communication with regards to requirement/defect clarification should be done well in time. Evidence could be emails/jira comment -Should co-ordinate with the peers, lead, architect, etc in an efficient manner to make the development process seamless -Timely communication to Lead in case of any issues/risks	10%
Extra Mile			
Competency Building within the team	Yes	Plan to contribute something at project/org level like trainings	5%
Custom Goals			
Adhere to delivery timelines Attending all the project meets on time Teamwork and co-ordination Team ownership		-Adhere to delivery timelines. Should plan to accomplish the task in a time bound manner -Follow Agile practices diligently -Attend all the project meets (stand-up calls, groomings, tech/functional discussions, etc) on time and sincerely -Should take ownership as a team rather than sticking to one's assignments only -Should work as a people developer without impacting one's own work deliverables -Should manage the time efficiently and work in a proactive manner -Unplanned leaves and work from home options should be used more judiciously	25%

Task	Stretch Goal	Measure	Weightage
Testing			
Test creation and execution		<ul style="list-style-type: none"> -Making sure the testcases are covering all scenarios as per the Acceptance Criteria of the story including negative scenarios. -Creating proper testdata to execute and verify all positive and negative scenarios to deliver quality product. -Add testcases to smoke/sanity/regression suites as applicable after completion of each sprint 	20%
Adherence to Testing processes		<ul style="list-style-type: none"> -Taking Ownership and accountability of story closure with QUALITY without follow ups and adhering to the defined Testing Processes. -Azure DevOps discipline-Making sure the Workflow states of story/bug/testcase are updated on time and track them till closure 	10%
Automation testing and execution		<ul style="list-style-type: none"> -Automate scenarios after manual testing is complete and execute them -Automate smoke, sanity and regression suites and execute the scripts on regular basis to make sure the scripts are healthy. 	20%
Defect Leakage		-Aiming to deliver stories with zero defect leakage to higher environments.	10%
Communication			
Communication with internal stakeholders - Developers, testers, architects, management, BA, DBA etc.		<ul style="list-style-type: none"> -Communication with regards to requirement/defect clarification should be done well in time. Evidence could be emails/jira comment -Should co-ordinate with the peers, lead, architect, etc in an efficient manner to make the development process seamless -Timely communication to Lead in case of any issues/risks -There should be a KT plan in place and executed as planned to groom a new team member and make them productive. 	10%
Extra Mile			
Competency Building within the team	Yes	<ul style="list-style-type: none"> -Plan to contribute something at project/org level like trainings, pocs, -Improving self each day in the field of manual/automation testing, performance testing to deliver quality product. 	5%
Custom Goals			
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Task	Stretch Goal	Measure	Weightage
SM Tasks			
Helping Software Development Teams Apply the Scrum Framework		1. Help the team agree on what they can achieve during each development sprint 2. Making sure that all possible obstacles that could affect the team are removed	10%
Planning Deliverables, Helping Teams		1. Ensure deliverables are up to quality standards at the end of each sprint 2. Manage each project's scope and timeline	20%
Monitor Performance		1. Monitor the performance of the Scrum team and ensure that all the challenges and impediments are removed as and when arrive to ensure the smooth sprint 2. Ensure that the burndown chart shows the accurate data making the team performance visible	30%
Managing Sprints, Retrospective Meetings, and Daily Stand-Ups		1. Conduct well-timed stand-up meetings 2. Define clear roles and responsibilities to improve accountability	10%
Managing Product Backlog in collaboration with the Product Owner		1. Work with product owners to handle backlogs and new requests 2. Act as a primary liaison between team and client 3. Making sure that the product owner understands the most technical aspects of the product and user stories	10%
Communication			
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Extra Mile			
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Custom Goals			
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Goals	Measure	Weightage
Delivery	Customer agreed targets being met and no deviations Value add >1 Zero escalation Manage customer expectations with high CSAT and high NPS	50%
Operations	Facilitate projects data, metrics and progress updates to management on time Take ownership of staffing and onboarding Active participation on organization initiatives - >1	25%
People Management	Ensure WRR maintained green Conduct team building activities >1 Share timely updates and communication to the team	20%
Self development	Cross skill/upskill >1 Or Attend trainings > 1	5%