

KRA Aspect	Metric	Target
Technology	Technologies competence assessment rating (has comprehensive understating of the technologies and has applied the technologies; Achieved assessment score of 70% in Technology Test(s))	$\geq 70\%$
Software Engineering	Engineering competence assessment rating (is able to analyze, design and develop software components (both UI and server) to meet requirements; Achieved assessment score of 70% in SE Test and Project Work)	$\geq 70\%$
Problem Solving	Problem solving competence assessment rating (is able to solve medium complexity problems that involve analytical and algorithmic thinking for design of optimal solution; Achieved assessment score of 70% in Problem Solving Hackathon)	$\geq 70\%$
Communication	Communication competence assessment rating (is able to listen and communicate (oral, written, presentation) effectively; Achieved assessment score of 70% in BCE-IC)	$\geq 70\%$
Teaming	Team-working effectiveness (is able to unify and collaboratively work as an individual contributor in a team) (Scale: 1 - 5; 1 – Poor, 2 – Fair, 3 – Good, 4 – Very Good, 5 – Excellent)	$\geq 3$

Your need to collect and record necessary evidence (data and information) to track your progress against KRAs. You are required to report the same to your Reporting Manager and to the members of your development review committee for their analysis and review. Please use the Associate Development Record template (available in SGMS) for the same. Your work performance and competency development progress against these KRAs will be reviewed during associate development reviews.

I strongly urge you to maintain high performance attitude and focus on continuous learning to stay competitive, and be able to perform multiple roles to generate superior outcomes.

With best wishes,

Yours sincerely,



Haranath Pinnamaneni  
Head, Technology & Delivery