

2018 OND Anniversary

Employee Information

Employee: Abdul Haseeb Syed
Employee PERNR: 50280433
Performance Reviewer: Arvind Singh
Validity Period: 01.01.2018 to 31.12.2018
Status: Completed
Substatus:

Additional Employee Data

Job Name: *Default Job Name
Preferred Name:
Country: India
SBU: DCX
Local Organization:
Global ID: 1284826
N/A:

Predefined Objectives

Quality of Delivery

Description:

Defect Density/Variance as per published PCB guidelines for the technology

Tickets Reopened < 10%

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Closed tickets with proper analysis and with no partial workaround, Which amounts to none tickets were re-opened for this period.

Reviewer Year-End Assessment:

Abdul has worked on basic tickets after taking KT from senior folks in project. He is still learning on Ticket resolution.

On Time Delivery

Description:

Schedule Variance within the published PCB guidelines for the defined technology

Analysis of issues and resolution of tickets as per defined SLAs

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

22.01.2020

2018 OND Anniversary

Proceeded with guidance and done resolutions as per defined SLA's.

Reviewer Year-End Assessment:

He needs to reduce time for resolving ticket and some tickets are still getting breached.

Compliance

Description:

100% Compliance to Engagement/Organizational/ Local and Group Policies/ Standards /Processes/core values

Weighting:

10

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

Adhered to all policies gently.

Reviewer Year-End Assessment:

He has to adhere all Project/Organizational Processes.

Self Development

Description:

Training Hours> 40 hrs (Mandatory 90% to be technical training) excluding Fresher's training

No escalation received on Project acceptances, role and behavior

Weighting:

30

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

No Major Escalations came up so far in the current project.

Focusing on Technical Training sessions whenever it's planned out.

Reviewer Year-End Assessment:

He has to gain knowledge in siebel and IP17/18 technically.

Individual Objectives

2018 OND Anniversary

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:

2018 OND Anniversary

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:

Financial KPI's

Utilization

Description:

Self Utilization (ARVE)

KPI Target:

KPI Actual:

>75%

2018 OND Anniversary

Contribution Margin

Description:

KPI Target:

KPI Actual:

Sales

Description:

KPI Target:

KPI Actual:

Revenue

Description:

KPI Target:

KPI Actual:

Late Timesheets

Description:

Zero MTS

KPI Target:

KPI Actual:

0 MTS

2018 OND Anniversary

Other 1

Description:

Self Utilization (URVE)

KPI Target:

KPI Actual:

>60%

Other 2

Description:

KPI Target:

KPI Actual:

Other 3

Description:

KPI Target:

KPI Actual:

2018 OND Anniversary

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:

I've joined this Organisation as a fresher with lot of ideas and views to enlighten both the Organisation and my Career Growth in Capgemini, Day-to-Day i'm getting to learn many things around here. In Due course of time, i will definitely pass on all the hurdles that come through and be focused as what i need to achieve with fulfilling all the Goals and Objectives assigned to me. I'll work with haste and Conquer all the positions in Capgemini and will surely become a well asset to Capgemini Group.

Employee Mid-Year Assessment:

Reviewer Mid-Year Assessment:

Employee Year-End Assessment:

I was allocated to GE Project Mid July, Started Seeking out new techinques and workarounds which will actually help team and client.

Moving forward, I'll try to maintain the same behaviour and updation of my profile both on techinally and professionally grounds.

Reviewer Year-End Assessment:

Abdul has to get Siebel Technical Knowledge and resolve complex issues with minimal help.

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:

As for international Projects, I'm happy to work in any Continent in abroad, as i can learn the tactics and strategy which is been followed over there and will give max potential to support the team towards the assigned project.

To be frank, i can work for International assignment on a Temporary basis, i.e Every 3-4 months of an Year depending on the project.

Employee Mid-Year Assessment:

Employee Year-End Assessment:

Overall Mid-Year Assessment

2018 OND Anniversary

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:

Reviewer Mid-Year Assessment:

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 Sum it up, I made a right decision by joining this project and will continue to outshine myself in all aspects which includes Team Player, Absorbing Knowledge when shovered, Punctuality and much more down the lane.

Best Regards,
Syed.

Reviewer Year-End Assessment:

1. Abdul has to gain knowledge across INTL/AM Application as well as siebel technical way.
2. He is still learning functionality and getting his hands on solving incidents.
3. As per discussion , he is aware about SQL/SQL server and some web technologies.
4. We are looking forward for his automation on manual task in project.
5. He has to effectively communicate to Client and Team internally.
6. He should be aware of shell scripting and has to implement within the project.
7. He needs to gear up to resolve critical issues like INTL Finance Module,AM Invoice flow & All Data Loads.

Work/Life Balance Discussion Held?:

Yes

There are no concern raised.

Employee Signoff comments:

I'm happy with current ongoing activities in the project, Will develop above stated skills and will get involved into critical issues and seek to resolve them at earliest.

Ratings

2018 OND Anniversary

Calibrated Ratings

Performance Rating:

1

Career Track:

Experience in role: