KRA’s Strengthen Chart :

KRA’s to strengthen chart will help employees to know which areas/KRA’s (KRA configured for the logged in Role) he/she needs to improve based on ratings provided by Manager (Both Reviewer 1 and Reviewer 2)

KRA’s to strengthen are nothing but KRA values where rating of manager is lower.

KRA’s to strengthen will be considered for both Reviewers. If only one Reviewer is present, then only one Reviewer will be considered.

So, each KRA’s to strengthen will have count

Higher count of KRA’s to strengthen means that employee needs to improve on that KRA.

Example and explanation provided in requirement document.

On Home page, added this new chart in “My Ratings” chart panel and provided toggle icons to switch between “My Ratings”, and “KRA’s to Strengthen” chart.