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| **Your Annual (Year 2012-13) details.** |
| **Srinivasa rao Tummala** |
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Experience :** | 5 Years 4 Months | | **Total Experience :** | 16 Years 9 Months | | (Note: All experiences are as on 21 Mar 2013) | | | | **Career Progression** | | | **Last Promoted Date:** | 10-Dec-2007 | | | |  | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | **Stakeholders** | | | **Assessor :** | SASI KUMAR PERUMAL | | **Reviewer :** | RAM NARAYAN PATNAIK | | | | |  | | --- | | **Trainings And Certifications** | |  | | |  |  |  |  | | --- | --- | --- | --- | | Total Training Hours : | 77.50hrs | Total Instructors Hours : | 0hrs | | | |  | | --- | | **Trainings Completed Summary** | | |  |  |  |  | | --- | --- | --- | --- | | **Sr.No** | **Training** | **Training Start Date** | **Training End Date** | | | |  |  |  |  | | --- | --- | --- | --- | | 1 | Oracle Ebiz R12 Vs R11 Delta Changes – 1 | 15-Jan-2013 | 15-Jan-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 2 | Window Communication Foundation Best Practices | 17-Dec-2012 | 04-Jan-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 3 | Team Foundation Server 2010 | 03-Dec-2012 | 04-Jan-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 4 | Data Center and Private Cloud Infrastructure Management with Microsoft System Center 2012 | 18-Oct-2012 | 24-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 5 | Datacenter Infrastructure Deployment and Management with new System Center Virtual Machine Manager 2012 | 26-Oct-2012 | 26-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 6 | DQS (new data quality tool introduced in SQL 2012) & SSIS integration | 07-Nov-2012 | 19-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 7 | Migrating existing & developing new apps for Azure | 05-Dec-2012 | 18-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 8 | Data management for Mission Critical Operations | 06-Dec-2012 | 19-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 9 | Building complete Warehousing solutions using SQL Server 2012 | 30-Nov-2012 | 19-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 10 | What’s new in Azure with this release | 21-Nov-2012 | 18-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 11 | Managed self-service Business Intelligence | 19-Nov-2012 | 19-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 12 | Best Practices and Performance Tuning and Optimization for SQL Server 2012 Databases | 06-Nov-2012 | 19-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 13 | Enterprise Information Management – Integration and MDM using SQL Server 2012 | 30-Oct-2012 | 19-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 14 | Getting started with MVVM in WPF & Silverlight | 17-Dec-2012 | 18-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 15 | Ignite UI: The World’s Most Advanced JavaScript & HTML5 UI Framework | 13-Dec-2012 | 17-Dec-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 16 | Knowledge Management using SharePoint | 29-Nov-2012 | 29-Nov-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 17 | Know Yourself and Others | 16-Oct-2012 | 16-Oct-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 18 | Conference Call Essentials | 05-Oct-2012 | 05-Oct-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 19 | Handling difficult Customers | 04-Oct-2012 | 04-Oct-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 20 | SEC (Securities and Exchange Commission, US) Mandated Course | 05-Oct-2012 | 05-Oct-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 21 | Tech Talk Design Pattern Series Structural Patterns Re-Telecast | 04-Oct-2012 | 04-Oct-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 22 | Introduction & Overview, System Requirements, Architectural Changes, Social Features Overview | 21-Jan-2013 | 31-Jan-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 23 | Getting Started with PowerShell | 18-Sep-2012 | 18-Sep-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 24 | What's new in SSIS/Denali | 20-Sep-2012 | 20-Sep-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 25 | Managing Customizations, Enterprise Search, Upgrade, Q & A | 24-Jan-2013 | 08-Feb-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 26 | Social Features Overview, Office Web Apps, ECM/WCM, Q&A | 04-Feb-2013 | 04-Feb-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 27 | Microsoft Cloud- Private Cloud Comparisons | 19-Jun-2012 | 19-Jun-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 28 | Technical Design Series Object Destruction Re-Telecast | 23-May-2012 | 23-May-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 29 | Connecting to LOB systems using SharePoint 2010 | 17-May-2012 | 17-May-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 30 | Tech Talk MS Oracle Microsoft Dot Net | 08-May-2012 | 08-May-2012 |  |  |  |  |  | | --- | --- | --- | --- | | 31 | Managing Customizations, Enterprise Search, Upgrade, Q & A | 24-Jan-2013 | 08-Feb-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 32 | Social Features Overview, Office Web Apps, ECM/WCM, Q&A | 04-Feb-2013 | 04-Feb-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 33 | Introduction & Overview, System Requirements, Architectural Changes, Social Features Overview | 21-Jan-2013 | 31-Jan-2013 |  |  |  |  |  | | --- | --- | --- | --- | | 34 | Fundamentals of Program Management | 22-Aug-2012 | 22-Aug-2012 | | |  | | |  | | |  | | --- | | **Certifications Completed Summary** | | |  |  |  |  | | --- | --- | --- | --- | | **Sr.No** | **Certification** | **Certification Start Date** | **Certification End Date** | | |  | | NA | | | |  | | |  | | --- | | **Awards Summary** | | |  |  |  |  | | --- | --- | --- | --- | | **Sr.No** | **Award** | **Yearcode** | **Siteation Details** | | | |  |  |  |  | | --- | --- | --- | --- | | 1 | http://appraisal.mahindrasatyam.com/img/POB.pngPOB | FY2012-2013 | He was actively involved and successfully completed the data porting and rollback scripting for Adverse Media project on time without any data issues. He assisted the development team in improving the performance of DJ RC Applications by fine turning complex queries. | | |  | | | |  | | --- | | **Project Closure Appraisal Details** | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Sr.No** | **Project Name** | **Assessor Name** | **Status** | **Assessor Rating** | | |  | | NA | | | |  | | --- | |  | | | | |

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Targets..](javascript:__doPostBack('ctl00$ContentPlaceHolder1$rptrGoalSetting$ctl00$lnkbtn',''))   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | 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I always try to deliver my work in time | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | Always delivered the work as per the planned schedule. | Even though I involved in some un planned activities, I delivered the work in-time | 10 | S | | Always delivered the work as per the planned schedue. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **2** | |  | | --- | | **Goal :** Number of customer appreciations / acknowledgement for the solution provided >= | | |  |  | | --- | --- | | **Target :** I always provide smart solutions to customer business requirements. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | During AMp backend uploads, I have provided smart solution to derive Case Number and it minimize the client time to provide that information in data sheets and got appreciation from client. As part of Short term performance implementation plan, I have fine tuned the indexes of both databases by creating/modifying/deleting indexes and got tremendous performance Improvement in application. Also I got appreciations from client. I have delivered the CCC data upload; there are no issues during system testing. | During AMe development, without impacting project schedule, need to implement unplanned task of case number generation through SQL Scripts. Implementing index changes without impacting other modules and also handled PFA\_Production as it was assigned to other resource. Writing scripts to validate CCC simplified codes | 10 | S | | During AMp backend uploads, I have provided smart solution to derive Case Number and it minimize the client time to provide that information in data sheets and got appreciation from client. As part of Short term performance implementation plan, I have fine tuned the indexes of both databases by creating/modifying/deleting indexes and got tremendous performance Improvement in application. Also I got appreciations from client. I have delivered the CCC data upload; there are no issues during system testing. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **3** | |  | | --- | | **Goal :** Number of process improvements implemented to improve customer delight >= | | |  |  | | --- | --- | | **Target :** Will follow and utilize best practices available in organization and client recommended. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I followed and utilized best practices available in organization and client recommended processes. For Eg., Sharing Data base object change documents and data loading rules documents. | Preparing indexes change document as part of short term performance plan. | 10 | S | | I followed and utilized best practices available in organization and client recommended processes. For Eg., Sharing Data base object change documents and data loading rules documents. | | |  | | | | | | | | | |  | | --- | |  | | |  | |  | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | 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--- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I followed the agreed coding standards in Amp, CCC to design database schema changes and also while data porting. I followed the SQL Coding standards while implementing Index as part of Short term performance plan. I properly reviewed to ensure my team is also following the same. | Updating existing indexes as per SQL coding standards as part of short term performance plan. | 10 | S | | I followed the agreed coding standards in Amp, CCC to design database schema changes and also while data porting. I followed the SQL Coding standards while implementing Index as part of Short term performance plan. I properly reviewed to ensure my team is also following the same. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **2** | |  | | --- | | **Goal :** % Adherence to Project Plan >= | | |  |  | | --- | --- | | **Target :** I always adhere to the project Plan and try to complete the task within the planned time period. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I always adhere to the schedule shared as per the project plan and completed Amp. CCC tasks (Database Design, Data porting) within the planned time period. Apart from the planned activities also delivered unplanned critical activities like Short term performance (Index organization ) without having additionally resource. | During Amp data porting, handling unplanned Case Number generation task. Handling unplanned short term performance parallel activity without impacting CCC schedule. | 10 | S | | I always adhere to the schedule shared as per the project plan and completed Amp. CCC tasks (Database Design, Data porting) within the planned time period. Apart from the planned activities also delivered unplanned critical activities like Short term performance (Index organization ) without having additionally resource. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **3** | |  | | --- | | **Goal :** % Adherence to quality norms & procedures >= | | |  |  | | --- | --- | | **Target :** I would like to follow all the Satyam quality policies and planning to apply them to application delivery. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I followed the organization quality policies where ever is required in my projects. Before start any activity during Amp and CCC, I prepared Database schema change document and data loading rules document and shred those documents to client for their review and got Sign-Off from client. | Getting Sign-Off from the client as they were responding very slow. | 5 | S | | I followed the organization quality policies where ever is required in my projects. Before start any activity during Amp and CCC, I prepared Database schema change document and data loading rules document and shred those documents to client for their review and got Sign-Off from client. | | |  | | | | | | | | | |  | | --- | |  | | |  | |  | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | **Financial Adherence** | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | [Click to Hide Targets..](javascript:__doPostBack('ctl00$ContentPlaceHolder1$rptrGoalSetting$ctl02$lnkbtn',''))   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **1** | |  | | --- | | **Goal :** % Adherence to budgets >= | | |  |  | | --- | --- | | **Target :** I always update my efforts without any delay. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  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following the same without fail. | .. | 5 | S | | I updated my efforts daily in On Time without a day delay and also ensured the team is following the same without fail. | | |  | | | | | | | | | |  | | --- | |  | | |  | |  | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | 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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | **People Management** | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- 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--- | --- | --- | | [Click to Hide Targets..](javascript:__doPostBack('ctl00$ContentPlaceHolder1$rptrGoalSetting$ctl03$lnkbtn',''))   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | 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| --- | | **1** | |  | | --- | | **Goal :** % of time spent in competency building activities such as building PoCs etc | | |  |  | | --- | --- | | **Target :** Whenever I get a free time or on project demand, I would spend a quality time on doing POCs. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I Spend time on evaluating new features of SQL server 2012 and SSIS 2012. | Having new software’s like SQL Server 2012 and SSIS 2012 to work on POCs | 5 | S | | I Spend time on evaluating new features of SQL server 2012 and SSIS 2012. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **2** | |  | | --- | | **Goal :** Number of Learning hours >= | | |  |  | | --- | --- | | **Target :** Whenever I get the free time I concentrate to improve my skills by attending Webinars, Sessions and by reading articles in knowledge sites (MSDN). | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  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Webinars, research and shared the knowledge to the team and other folks whenever I get the free time. And also I completed learning hours as per organization standards. | Attending class room trainings | 10 | S | | I keep on upgrading my knowledge even in the tight project schedules by attending ITIL trainings, Webinars, research and shared the knowledge to the team and other folks whenever I get the free time. And also I completed learning hours as per organization standards. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **3** | |  | | --- | | **Goal :** Number of new technologies learnt >=(in addition to project deliverables) | | |  |  | | --- | --- | | **Target :** I plan to learn new technologies like SQL Server 2012, SSIS 2012 and SSRS 2008 | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I learned new technologies like SQL Server 2012, SSIS 2012, SSRS 2008, and ASP.NET 4.0. And also I learned Telerik reporting. | Getting free time to learn new technologies. | 10 | S | | I learned new technologies like SQL Server 2012, SSIS 2012, SSRS 2008, and ASP.NET 4.0. And also I learned Telerik reporting. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **4** | |  | | --- | | **Goal :** Number of benchmarking studies /best practices shared within and beyond team >= | | |  |  | | --- | --- | | **Target :** I always share the best practices with and other team members. | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I shared my knowledge on new technologies like SSIS 2008 with team members and guide them how to write SQL queries to get good performance. Guided the other team members to follow the standard deployment process for database objects. | Convincing other team member to follow SQL standards while writing queries. | 5 | S | | I shared my knowledge on new technologies like SSIS 2008 with team members and guide them how to write SQL queries to get good performance. Guided the other team members to follow the standard deployment process for database objects. | | |  | | | | | | |      |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **5** | |  | | --- | | **Goal :** Number of recognitions/appreciations received by the different members of the team = | | |  |  | | --- | --- | | **Target :** I would like to take challenging work and get team members recognition /appreciation | **Period :**Complete Year | | | | |  |  | | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | |  |  |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Assessee** | | | | | **Performed Activities** | **Challenges Faced** | **Weightage** | **Rating** | | **Corporate Remarks** | | |  | | I had taken short term performance as a challenging task and worked smart to get remarkable performance gain in EI application and got appreciations from other team members and also got recognition from client as well. | During short term performance, entire analysis and development is carried out single hand without having a additionally resource and is highly challenging under enormous pressure having multiple pressing tasks on hand. Improve the performance of EI application without changing existing SQL statement/Queries. | 10 | S | | I had taken short term performance as a challenging task and worked smart to get remarkable performance gain in EI application and got appreciations from other team members and also got recognition from client as well. | | |  | | | | | | | | | |  | | --- | |  | | |  | |  | | | | | | |

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| **Section - Behavioural    Status : Complete** | | | |
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| **Sr.No** | **Title and Short Description** | **Assessee's Rating** |  |
| |  |  |  | | --- | --- | --- | | **1** | **STRATEGIC BUSINESS ORIENTATION**   the courage to think beyond | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **2** | **Customer Focus**   Customer at the core | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **3** | **INNOVATION LED TRANSFORMATION**   INNOVATION LED TRANSFORMATION (Using a "whole brain" approach) | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **4** | **RESULT ORIENTATION WITH EXECUTION EXCELLENCE**   First time right, every time | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **5** | **LEVERAGING HUMAN CAPITAL**   Transforming potential to performance | **Ratings :**  **S** | | | | |
| **Assessee Remarks :**     Provided smart and optimize solutions to the client requirements by having in-depth understanding of client business, industry and domain and also by keeping the larger picture in mind and. I met the customer expectations to the core by understanding the desires of customer at every touch points of customer interaction and provided the solutions. Identified the risk in advance, planned for risk mitigation and achieved project goals. I utilized the resource optimum by perfect planning and delivered the tasks on time, even I committed to do multiple parallel tasks. As a team member I worked with my team through trust and motivated them to reach project as well as organization goals. And also identified individual capabilities and assigned suitable role to them. | | | |

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| **Section - Professional    Status : Complete** | | | |
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| **Sr.No** | **Title and Short Description** | **Assessee's Rating** |  |
| |  |  |  | | --- | --- | --- | | **1** | **Business Analysis - Novice** | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **2** | **Client Communication Skills - Basic** | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **3** | **Requirement Analysis - Intermediate** | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **4** | **Solution Architecting - Basic** | **Ratings :**  **S** |  |  |  |  | | --- | --- | --- | | **5** | **Technical Expertise - Intermediate** | **Ratings :**  **S** | | | | |
| **Assessee Remarks :**     I have understood the desires of the customer at every touch point of customer interaction and analyze the business requirements and provided the solutions by utilizing my technical expertise skills. I provided various workable solutions for the performance bottlenecks and resolved so many challenges quickly and gave a best solution in short time. | | | |

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| **Section - Technical    Status : Complete** | | | |
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| **Sr.No** | **Technical Comp** | **Competency level** | **Assessee's Rating** |  |
| |  |  |  |  | | --- | --- | --- | --- | | 1 | ADMS - Microsoft Technologies - .NET | ADMS - Microsoft Technologies - .NET - Advanced | **Rating :**   **S** |  |  |  |  |  | | --- | --- | --- | --- | | 2 | BIDW - DW - Microsoft | BIDW - DW - Microsoft - Intermediate | **Rating :**   **M** | | | | | |
| **Assessee Remarks :**     I have technical Experience with latest Microsoft technologies like .NET Framework 4.0, ASP.NET 4.0 AJAX Extensions, ASP.NET 3.5 Dynamic Data. And also having good experience in SQL Server 2008, T-Sql Programming, and creation of Database Objects, Stored Procedures, Triggers, Query Optimization and SSIS 2008. Provided timely solutions and support to all the teams whenever they facing any technical issues. | | | | |

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| **Section - Career Development   Status : Complete** |
| **Career aspiration captured during Target potential** |

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| **Track :** | -- | **Role :** | Project Lead | **Assessee Timelines :** | 12-18 Months |
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| **Career Aspiration** |

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| **Track :** | IT Consulting/Competency | **Role :** | Technical Architect | **Assessee Timelines :** | 12-18 Months |

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| **Career Aspiration Remarks :** |  |
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| **Succession Planning** |
| **Existing Employees :**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Sr.No** | **GID** | **Name** | **Sub-Band** | **Succession Grade** | **Succession Status** | **Assessee Comments** | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **2** | 87978 | Swetha Thota | U2 | Not Applicable | Ready Now | She is capable enough to handle project in my absence. | | | | | | | | | |
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| **Training Needs** |
| **Technical/Professional Trainings selected are:** |
| |  |  | | --- | --- | | **Sr.No** | **Course Name** | |
| |  |  | | --- | --- | | **1** | **Microsoft Database & MS BI - SQL Server Integration Services (Training Program)** |  |  |  | | --- | --- | | **2** | **Microsoft Database & MS BI - SQL Server Reporting Services (Training Program)** |  |  |  | | --- | --- | | **3** | **Microsoft-Web Technologies - HTML5 for Web Developers (Training Program)** | |