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| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  |  |  | | **Assets / Build Measures   (\* All are mandatory)  (Total Weightage to be equal to 100 )** | | | | | | |  | | **Parameter** | **Assessee** | | **Assessor** | | **Reviewer** | |  | | **Weightage** | **Remarks(Up to 3000 characters)** | **Weightage** | **Remarks(Up to 3000 characters)** | **Weightage** | **Remarks(Up to 3000 characters)** |  | | I. **People** | | | | | | |  | | A. **Ability to Learn (Average Learning Hours)** | 15 |  | 20 |  | -- |  |  | | B. **ADI Score (for SLs with 3 or more reportees** | 5 |  | -- |  | -- |  |  | | C. **Team Leadership** | 10 |  | 15 |  | -- |  |  | | II. **Process** | | | | | | |  | | A. **Quality Adherence (Deployment)** | 10 |  | 15 |  | -- |  |  | | B. **Providing Solutions for Quality Improvements** | 10 |  | 10 |  | -- |  |  | | III. **Product** | | | | | | |  | | A. **Evaluating and using best in class technology to deliver to clients** | 10 |  | 10 |  | -- |  |  | | B. **Promoting and contributing to the usage of operational metrics and development tools** | 10 |  | 10 |  | -- |  |  | | IV. **Proliferation** | | | | | | |  | | A. **No. of best practices of reasonable size and impact that have been imbibed by individual/team in the project/workplace.** | 10 |  | 5 |  | -- |  |  | | V. **Patent** | | | | | | |  | | A. **No. of Unique innovative practices incorporated.** | 10 |  | 5 |  | -- |  |  | | VI. **Promotion** | | | | | | |  | | A. **Quality of presentations, proposals and collaterals** | 10 |  | 10 |  | -- |  |  | |
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| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  |  |  | | **Outcome Enablers  (Total Weightage to be between 30 - 50)** | | | | | | |  | | **Parameter** | **Assessee** | | **Assessor** | | **Reviewer** | |  | | **Weightage** | **Remarks(Up to 3000 characters)** | **Weightage** | **Remarks(Up to 3000 characters)** | **Weightage** | **Remarks(Up to 3000 characters)** |  | | I. **Knowledge Expertise** (Total Weightage - 10 ~ 20) | | | | | | |  | |  | 10 |  | 20 |  | -- |  |  | | II. **Quality Adherence** (Total Weightage - 10 ~ 20) | | | | | | |  | | A. **Customer Satisfaction** | 10 |  | 10 |  | -- |  |  | | B. **Planning & Organizing** | 10 |  | 10 |  | -- |  |  | | II. **SatyamWay TM Compliance** (Total Weightage - 10 ~ 20) | | | | | | |  | | SatyamWay TM Compliance | 10 |  | 10 |  | -- |  |  | |

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| |  | | --- | |  | | **Outcome Measures  (Total Weightage to be between 50 - 70)   (\* Any 2 Rs are mandatory)** | | | | | | | | | | | **Parameter** | **Assessee** | | | **Assessor** | | | **Reviewer** | | | | **5R Attributes** | **Weightage** | **Remarks(Up to 3000 characters)** | **5R Attributes** | **Weightage** | **Remarks(Up to 3000 characters)** | **5R Attributes** | **Weightage** | **Remarks(Up to 3000 characters)** | | I.**Primary Deliverables**  Eg-For Associates in BUs:Project Milestones met as agreed     -For Associates in SSUs:Performance against key deliverables as agreed | | | | | | | | | | |  | Faster | 20 |  | Faster | 20 |  |  | -- |  | |  | Better | 20 |  | Better | 20 |  |  | -- |  | |  | Steadier | 20 |  | Steadier | 10 |  |  | -- |  | |  | -- | -- |  | -- | -- |  |  | -- |  | |  | -- | -- |  | -- | -- |  |  | -- |  | |

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| **Assessee's Accept/Discuss Remarks** |  |
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1. Customer Satisfaction was good. Customer identified my contribution and work culture is highly flexible.
2. Understood the organization goals and contributed my best in the possible areas.
3. Understanding the needs of the client, I could easily ramp up to the new application by contributing the best for my project work at Client location (Microsoft).