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| **https://esupport.satyam.com/HR/PCMS/KRAPLANNINGV2/images/myappraisal.gifTarget Planning** | **SATYAM COMPUTER SERVICES LIMITED Target Planning Form Band T** | **https://esupport.satyam.com/HR/PCMS/KRAPLANNINGV2/images/smartersatyamite.gif** |

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| |  |  |  |  | | --- | --- | --- | --- | | **Associate Details** | | | | | **Associate ID** | 52726 | **Associate Name** | Satish Babu Obulasetti | | **Band** | Band T |  |  | | **Circle** | VBU Financial Services | **Sub Circle** | Financial Services | | **Date of Joining** | 06 Nov 2006 | **Location** | Satyam Cyber Space | | **Assessor's Name** | Udai Kumar Raju | **Reviewer Name** | SHRIKANTH ABBURI | | https://esupport.satyam.com/HR/PCMS/KRAPLANNINGV2/images/shim.gif | | | | |

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| |  | | --- | |  | | **Assets / Build Measures  (Total Weightage to be equal to 100 )** | | | | | | | | **Parameter** | **Assessee** | | **Assessor** | |  |  | | **Weightages** | **Remarks** | **Weightage** | **Remarks** |  |  | | I. **People** | | | | | | | | A. **Ability to Learn (Average Learning Hours)** | 10 |  | 15 |  |  |  | | B. **ADI Score (for SLs with 3 or more reportees** | 10 |  | 5 |  |  |  | | C. **Team Leadership** | 10 |  | 10 |  |  |  | | II. **Process** | | | | | | | | A. **Quality Adherence (Deployment)** | 10 |  | 10 |  |  |  | | 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 |  | 10 |  |  |  | | V. **Patent** | | | | | | | | A. **No. of Unique innovative practices incorporated.** | 10 |  | 10 |  |  |  | | 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** | |  |  | | **Weightages** | **Remarks** | **Weightage** | **Remarks** |  |  | | I. **Knowledge Expertise** (Total Weightage - 10 ~ 20) | | | | | | | |  | 10 |  | 10 |  |  |  | | 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)** | | | | | | | | | | | **Parameter** | **Assessee** | | | **Assessor** | | |  |  |  | | **5RAttributes** | **Weightage** | **Remarks** | **5RAttributes** | **Weightage** | **Remarks** |  |  |  | | I.**Primary Deliverables**  Eg-For Associates in BUs:Project Milestones met as agreed     -For Associates in SSUs:Performance against key deliverables as agreed | | | | | | | | | | |  | Faster | 30 |  | Faster | 30 |  |  |  |  | |  | Faster | 30 |  | Faster | 30 |  |  |  |  | |  | -- | -- |  | -- | -- |  |  |  |  | |  | -- | -- |  | -- | -- |  |  |  |  | |  | -- | -- |  | -- | -- |  |  |  |  | |

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| **Assessee's Accept/Discuss Remarks** |  |
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