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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** | 71865 | **Associate Name** | Srinivasa rao Tummala | | **Band** | Band T |  |  | | **Circle** | Microsoft | **Sub Circle** | PPP MICROSOFT | | **Date of Joining** | 10 Dec 2007 | **Location** | Hyd - Lake Shore Towers | | **Assessor's Name** | Anurag Bhatnagar | **Reviewer Name** | NARASIMHAM VARAHA MUSTI | | 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** | | | **Weightages** | **Remarks** | | I. **People** | | | | A. **Ability to Learn (Average Learning Hours)** |  |  | 311 People Assets / Build Measures People 100 0 | | B. **ADI Score (for SLs with 3 or more reportees** |  |  | 312 Assets / Build Measures People 100 0 | | C. **Team Leadership** |  |  | 313 Assets / Build Measures People 100 0 | | II. **Process** | | |  | | A. **Quality Adherence (Deployment)** |  |  | 314 Process Assets / Build Measures Process 100 0 | | B. **Providing Solutions for Quality Improvements** |  |  | 315 Assets / Build Measures Process 100 0 | | III. **Product** | | |  | | A. **Evaluating and using best in class technology to deliver to clients** |  |  | 316 Product Assets / Build Measures Product 100 0 | | B. **Promoting and contributing to the usage of operational metrics and development tools** |  |  | 317 Assets / Build Measures Product 100 0 | | IV. **Proliferation** | | |  | | A. **No. of best practices of reasonable size and impact that have been imbibed by individual/team in the project/workplace.** |  |  | 318 Proliferation Assets / Build Measures Proliferation 100 0 | | V. **Patent** | | |  | | A. **No. of Unique innovative practices incorporated.** |  |  | 319 Patent Assets / Build Measures Patent 100 0 | | VI. **Promotion** | | |  | | A. **Quality of presentations, proposals and collaterals** |  |  | 320 Promotion Assets / Build Measures Promotion 100 0 | |
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| **The sum of Outcome Enablers and Outcome Measures to be equal to 100** |
| |  |  |  | | --- | --- | --- | |  | | | | **Outcome Enablers  (Total Weightage to be between 30 - 50)** | | | | **Parameter** | **Assessee** | | | **Weightages** | **Remarks** | | I. **Knowledge Expertise** (Total Weightage - 10 ~ 20) | | | |  |  |  | 208 Outcome Enablers Knowledge Expertise 50 30 20 10 | | II. **Quality Adherence** (Total Weightage - 10 ~ 20) | | |  | | A. **Customer Satisfaction** |  |  | 209 Outcome Enablers Quality Adherence 50 30 20 10 | | B. **Planning & Organizing** |  |  | 210 Outcome Enablers Quality Adherence 50 30 20 10 | | III. **SatyamWay TM Compliance** (Total Weightage - 10 ~ 20) | | |  | | SatyamWay TM Compliance |  |  | 220 Outcome Enablers SatyamWay TM Compliance 50 30 20 10 | |

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| |  |  |  |  | | --- | --- | --- | --- | |  | | | | | **Outcome Measures  (Total Weightage to be between 50 - 70)** | | | |  | | **Parameter** | **Assessee** | | |  | | **5RAttributes** | **Weightages** | **Remarks** |  | | I. **Primary Deliverables**  Eg-For Associates in BUs:Project Milestones met as agreed     -For Associates in SSUs:Performance against key deliverables as agreed | | | |  | |  |  |  |  | 201 Primary Deliverables Outcome Measures Primary Deliverables 70 50 | |  |  |  |  | 202 Outcome Measures Primary Deliverables 70 50 | |  |  |  |  | 203 Outcome Measures Primary Deliverables 70 50 | |  |  |  |  | 204 Outcome Measures Primary Deliverables 70 50 | |  |  |  |  | 205 Outcome Measures Primary Deliverables 70 50 | |

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