

Uday Kumar Chippada (1000654)

Sr. ETL Developer

Appraisal Cycle Name: Quarterly Performance Review - Q3

Appraisal Name: Q4_Annual Performance Review1_copy-65d6d

Total Goal / Key Result Area
14

Goal / Key Result Area

1. On-time Delivery

Goals / Key Result Areas Description

On-time delivery of assigned tasks/projects by following the development process defined by customer.No of story points achieved per sprint within the agreed timelinesBelow 3 story points per sprint - 1Average of 3 to 5 story points per sprint - 2Average of 5 to 6 story points per sprint - 3Average of 7 to 8 story points per sprint - 4Average of more than 8 story points per sprint - 5along withOn-time delivery =80% and =90% and =95% and

Start Date	End Date	Weightage	Status
01-Jan-2024	31-Mar-2024	10	In Progress
Metric	Target		
NA	NA		
Scorecard Pillar			
Customer			

Ratings & Comments

2. Estimation quality

Goals / Key Result Areas Description

Providing estimation for BL and NBL stories as per the MSA SLANo. of milestones estimated accrately !00% accurate estimation - 595% accurate estimation - 490% accurate estimation - 3 80% accurate estimation - 2Below 80% accurate estimation - 1

Start Date	End Date	Weightage	Status
01-Apr-2023	31-Mar-2024	10	In Progress
Metric	Target		
NA	NA		
Scorecard Pillar			
Customer			

Ratings & Comments

3. Quality of Deliverables - Testing Effectiveness

Goals / Key Result Areas Description

Defect free deliveryNumber of defects found during UAT/post productionTesting as per quality standardsAverage number of defects found per quarter>5 - 12 to 5 -22 defects - 31 defect - 4Zero defects - 5

Start Date	End Date	Weightage	Status
01-Apr-2023	31-Mar-2024	5	In Progress
Metric	Target		
NA	NA		
Scorecard Pillar			
Customer			

Ratings & Comments**4. Projects / Tasks / Activities Handled**

Goals / Key Result Areas Description

Knowledge sharing within team (functional/technical/implementation) % of Involvement (self learning or training attended) Involvement =75% - 2 Involvement >=85% - 3 Involvement >=95% - 4 Involvement 100 % - 5

Start Date	End Date	Weightage	Status
01-Apr-2023	31-Mar-2024	5	In Progress

Metric	Target
NA	NA

Scorecard Pillar
Customer

Ratings & Comments**5. Customer Success**

Goals / Key Result Areas Description

1. !00% meeting the Monthly SLAs 2. CSAT to be administered every quarter Meeting the monthly SLAs and CSAT received from customer

Start Date	End Date	Weightage	Status
01-Apr-2023	31-Mar-2024	5	In Progress

Metric	Target
NA	NA

Scorecard Pillar
Customer

Ratings & Comments**6. Adherence to Quality Standards**

Goals / Key Result Areas Description

Closing Incidents and NBL tickets as estimated within the SLA Making sure high priority incidents are closed as per the SLA norms

Start Date	End Date	Weightage	Status
01-Apr-2023	31-Mar-2024	10	In Progress

Metric	Target
NA	NA

Scorecard Pillar
Process

Ratings & Comments**7. Production Support**

Goals / Key Result Areas Description

Involvement in Production Support Make sure the application is up and running as the client requirement

Start Date	End Date	Weightage	Status
01-Apr-2023	31-Mar-2024	10	In Progress

Metric	Target
NA	NA

Scorecard Pillar

Process

Ratings & Comments

8. Technology Awareness

Goals / Key Result Areas Description

Up-skilling/Re-skilling - % age of population undergoing successful capability building of strategic and key skills - leading to deployment/utilizationUp-skilling/Re-skilling functional/process/technologies

Start Date

01-Apr-2023

End Date

31-Mar-2024

Weightage

5

Status

In Progress

Metric

NA

Target

NA

Scorecard Pillar

Innovation & Capability Building

Ratings & Comments

9. Implement automation / Value Adds

Goals / Key Result Areas Description

Reduction in costs through Automation / Value AdditionNumber of automation /value add

Start Date

01-Apr-2023

End Date

31-Mar-2024

Weightage

10

Status

In Progress

Metric

NA

Target

NA

Scorecard Pillar

Innovation & Capability Building

Ratings & Comments

10. Innovation/Automation

Goals / Key Result Areas Description

1. Activities which result in adding Automation / Value Addition2. Brain storming sessionsNumber of automation, value add and ideas implemented

Start Date

01-Apr-2023

End Date

31-Mar-2024

Weightage

10

Status

In Progress

Metric

NA

Target

NA

Scorecard Pillar

Innovation & Capability Building

Ratings & Comments

11. Engaged and diverse workforce

Goals / Key Result Areas Description

% of successors who are role readynumber of resources ready

Start Date

01-Apr-2023

End Date

31-Mar-2024

Weightage

5

Status

In Progress

Metric

NA

Target

NA

Scorecard Pillar

Employee Engagement

Ratings & Comments

12. Engaged and diverse workforce

Goals / Key Result Areas Description

Attrition rateNumber of attrition in your team

Start Date

End Date

Weightage

Status

01-Apr-2023

31-Mar-2024

5

In Progress

Metric

Target

NA

NA

Scorecard Pillar

Employee Engagement

Ratings & Comments

13. Engaged and diverse workforce

Goals / Key Result Areas Description

Regular effort tracking and On time document submissionTeam members' regular availability for1) Meeting2) Actual effort3) WSR/ MSR/ Retro/ PMO documents availability on time without follow-ups

Start Date

End Date

Weightage

Status

01-Apr-2023

31-Mar-2024

5

In Progress

Metric

Target

NA

NA

Scorecard Pillar

Employee Engagement

Ratings & Comments

14. Engaged and diverse workforce

Goals / Key Result Areas Description

% of Employee Engagement (like taking interview, participating GAVS initiatives, account level initiatives...etc.,)Number of activities involved

Start Date

End Date

Weightage

Status

01-Apr-2023

31-Mar-2024

5

In Progress

Metric

Target

NA

NA

Scorecard Pillar

Employee Engagement

Ratings & Comments