

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 timelines
 Below 3 story points per sprint - 1
 Average of 3 to 5 story points per sprint - 2
 Average of 5 to 6 story points per sprint - 3
 Average of 7 to 8 story points per sprint - 4
 Average of more than 8 story points per sprint - 5
 along with On-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 SLA
 No. of milestones estimated accurately !00% accurate estimation - 5
 95% accurate estimation - 4
 90% accurate estimation - 3
 80% accurate estimation - 2
 Below 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 delivery
 Number of defects found during UAT/post production
 Testing as per quality standards
 Average number of defects found per quarter
 >5 - 12 to 5 - 22 defects - 3
 1 defect - 4
 Zero 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. 100% 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/utilization
Up-skilling/Re-skilling functional/process/technologies

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

Metric	Target
NA	NA

Scorecard Pillar
Innovation & Capability Building

Ratings & Comments

9. Implement automation / Value Adds

Goals / Key Result Areas Description

Reduction in costs through Automation / Value Addition

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

Metric	Target
NA	NA

Scorecard Pillar
Innovation & Capability Building

Ratings & Comments

10. Innovation/Automation

Goals / Key Result Areas Description

1. Activities which result in adding Automation / Value Addition
2. Brain storming sessions

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

Metric	Target
NA	NA

Scorecard Pillar
Innovation & Capability Building

Ratings & Comments

11. Engaged and diverse workforce

Goals / Key Result Areas Description

% of successors who are role ready

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

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
