



## Career conversation Q1 2025

Review Period 01/01/2025 - 31/03/2025



### REVIEWER

Aakriti AGGARWAL (Manager)



### Vijay CHAUHAN

Integration - Software - IM - Cybersecurity-Solution Building-1B  
Sopra Steria Career framework

## Objective Planning

### Core Competency KRA - Behavioral & Leadership KRA

1.
  - A: Professional Effectiveness
  - B: Problem Solving/Solution Finding
  - C: Communication
  - D: Customer Focus
  - E: Planning & Organizing
  - F: Initiative & innovation
 Subjective assessment on the contributions / behavior demonstrated.
2.
  - A: Leadership & management
  - B: Collaboration & People Development
 Subjective assessment on the contributions / behavior demonstrated.

<b>Start date</b> 01/01/2025	<b>Target date</b> 31/12/2025	<b>Status</b> Objective Set
<b>Weight</b> 0 %	<b>Category</b>	

Key Results	Starting date	Due date	Progress
1. I will improve my problem-solving skills by visualizing the problem in a clearer way. 2. I will also focus on meeting deadlines promptly and enhancing my communication skills to connect better with others. 3. I will try to understand customer needs more actively and focus on comprehending their specific requirements.	01/01/2025	31/12/2025	0%

### Core Competency KRA - Technical Competency

1. Core Skills maturity - Project --> Skill matrix to be used using the person's target for the year.
2. Functional Skills maturity - Project --> Skill matrix to be used using the person's target for the year.
3. Achievement of Organizational Core Skill Level
4. Self Development --> Measured through self development goal

<b>Start date</b> 01/01/2025	<b>Target date</b> 31/12/2025	<b>Status</b> Objective Set
<b>Weight</b> 0 %	<b>Category</b>	

Key Results	Starting date	Due date	Progress
I'm concentrating on expanding my expertise On CDS View in SAP HANA	01/01/2025	31/03/2025	0%
I'm concentrating on expanding my expertise On OData in SAP HANA	01/04/2025	30/06/2025	0%

I'm concentrating on expanding my expertise On RAP in SAP HANA and Interfaces ABAP

01/07/2025

31/12/2025

0%

## Initiatives

Organization & Special Initiatives

**Start date**

01/01/2025

**Target date**

31/12/2025

**Status**

Objective Set

**Weight**

0 %

**Category**

Key Results	Starting date	Due date	Progress
One initiative that I plan to undertake is to organize events within my team, as I believe that team-building activities are critical for fostering a positive work environment and promoting collaboration.	01/01/2025	31/12/2025	0%

## Performance/Delivery KRA's - Productivity goal

Measure EV or objective evaluation of project productivity.

**Start date**

01/01/2025

**Target date**

31/12/2025

**Status**

Objective Set

**Weight**

0 %

**Category**

Key Results	Starting date	Due date	Progress
1. To enhance my overall effectiveness and output, I plan to focus on improving my time management skills. I recognize that effective time management is essential for achieving maximum productivity, as it enables me to prioritize tasks, minimize distractions, and optimize my workflow so that variance of my task's delivered object is not more than 5% 2. To Ensure that on time delivery compliance is greater than 90%	01/01/2025	31/12/2025	0%

## Performance/Delivery KRA's - Quality goal

Measure of DD or objective evaluation of deliverables quality

**Start date**

01/01/2025

**Target date**

31/12/2025

**Status**

Objective Set

**Weight**

0 %

**Category**

Key Results	Starting date	Due date	Progress
1. To improve my code, I will thoroughly review it to ensure it meets			

the required guidelines so that it has minimum Internal/External defect. I'll work on optimizing performance by eliminating redundant elements, making the code more concise and efficient. Additionally, I'll include clear and helpful comments to make it easier for others to understand.

01/01/2025 31/12/2025 0%

DDbD to be less than 3% and DDaD to be less than 2%

01/01/2025 31/12/2025 0%

## Review comments

### 1. What went well?

#### Comments:

**Vijay CHAUHAN** ( Self ) :

- This quarter has been great! I've mainly worked on the **Smart Form LOG-110-F-361**, fixing defects and making changes.
- I also worked on the **LOG-111-A-219 application**, focusing on the **backend with RAP** and an enhancement for the **EWM Smart Form printing solution (LOG-102-E-476)**.
- Right now, I'm working on the **MM Smart Forms printing solution (LOG-102-E-477) and Backend** part of Revise version of **Application LOG-111-A-212**

I really enjoyed these tasks and look forward to taking on more similar work in the future!

**Aakriti AGGARWAL** ( Manager ) :

Vijay has got a good hands-on on various WRICEF objects. He is confident and is able to handle the objects independently be it LOG Domain or FIN Domain. He is a key asset in solving complex challenges. He is also utilizing his available bandwidth in learning new topics such as CDS Views and the new ABAP syntax. His timely and prompt reply to urgent defects or issues is highly appreciable.

### 2. What could have been done better?

#### Comments:

**Vijay CHAUHAN** ( Self ) :

Handling real **IDoc issues** would have helped me understand the topic better and identify areas for improvement.

Using what I've learned in real situations makes it easier to understand concepts, improve my skills, and grow both personally and professionally.

**Aakriti AGGARWAL** ( Manager ) :

As discussed, Vijay should continuously work on expanding his knowledge of S4 HANA by learning topics such as OData and gaining a deeper understanding of CDS Views. He should be then able to understand end to end integration which will help him further in providing solution in real time issues. He should also take initiative and contribute towards Team Bonding activities

### 3. Way forward

#### Comments:

**Vijay CHAUHAN** ( Self ) :

I'm excited to get more hands-on experience with **application tickets** and work on more projects involving **RAP, CDS Views, and enhancements**.

I also plan to learn **S/4HANA**, focusing on **CDS Views, OData, and RAP**.

This will help me apply my knowledge, improve my skills, adapt to new technologies, and keep growing professionally.

**Aakriti AGGARWAL** ( Manager ) :

Way Forward Vijay plans to learn S/4HANA, focusing on CDS Views and O Data.

#### 4. Overall comments

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#### Comments:

**Vijay CHAUHAN** ( Self ) :

This quarter has been a great learning experience for me. I deepened my knowledge of **Smart Forms, Enhancements, RAP, and CDS Views** while also improving my skills in **ABAP New Syntax, Object-Oriented Programming (OOP), and Forms**.

**Aakriti AGGARWAL** ( Manager ) :

Vijay is performing very well overall. He is sincere and a reliable member of the Team. He is able to handle the objects assigned to him independently and takes complete ownership. Keep up the good work and be consistent in your efforts.

#### Development Plan Mapping