

# Grade Details

Your grade based on your relative performance in your cohort, which is a group of employees working in similar role as yours and under similar constraints, capacity and business setting. The criteria used to create your cohort and cohort size is given below. Employees following this criteria are part of one cohort.

Total Score: 38 %

The relative position in your cohort has been decided based on your overall score. to score well on the overall level, it is important to perform well on the KRAs as well as on overall level using following charts.



## Performance in all metrics

Input & Effort metric score standing(Percentile Rank)

Behavioral competencies score standing(Percentile Rank)

0% 10% 30% 50% 70% 100%



0% 10% 30% 50% 70% 100%

