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| --- | --- | --- | --- | --- |
| **KPI Category** | **KPI** | **Data Source** | **Calculation** | **Expected Score** |
| Internal Business Process | Proper redmine reporting for the project | MyTime | TQC (Timesheet Quality Score) will be extracted from MyTime Portal | > 90% |
| Internal Business Process | Attendance during project. We will also consider the attendance during late nights and weekend work requested during project duration | Redmine | Attendance will be calculated from redmine on predefined criteria | > 95% |
| Learning, Growth and Innovation | Course taken during the year | Hard or softcopy | Proof of completion | > 2 |
| Learning, Growth and Innovation | Certifications done during the year | Hard or softcopy | Proof of completion | > 1 |
| Learning, Growth and Innovation | Learn one new framework or technology | Score by Manager |  | > 1 |
| Individual Performance | Score on pagespeed should be greater than 80 | Pagespeed |  | > 80 |
| Individual Performance | Number of code reviews per 100 hours of development | Score by SA |  | > 1 |
| Individual Performance | Assigned tasks are done on time | Redmine | Number of tasks delayed/Number of total tasks | < 5% |
| Individual Performance | Estimates for hours and delivery dates given being met for different projects | MyTime | Reports for estimated vs actual hours on activities and tasks will be calculated from MyTime | > 90% |
| Individual Performance | Bugs in work at the time of UAT | Redmine | Total number of bugs with activity UAT/Total number of projects | < 5% |
| Individual Performance | Bugs in work at the time of Go-Live | Redmine | Total number of bugs with activity Go live/Total number of projects | < 5% |
| Individual Performance | Development of unit test cases | Redmine | Number of unit cases/Total number of usecases | > 80% |
| Individual Performance | Projects that are delivered with SonarQube quality at B or better | Jenkins/SonarQube | SonarQube score will be extracted monthly for each individual | B or A |
| Individual Performance | Quality of comments and documentation within code | Score by SA |  | > 90% |
| Internal Business Process | Documentation developer provides (of project) relative to the need . Examples are LLD, release documents | Score by SA |  | > 80% |
| Internal Business Process | Use dev-ops and build process properly. It means that no build is manually pushed toward production or any other systems. | Score by DevOPs |  | > 90% |
| Internal Business Process | Code is regularly updated on GIT with proper comments and versions/releases | Redmine & Git (Score however will be given by SA) | total score given by SA/Number of projects | > 90% |