**KRA Setting & Performance Evaluation - Period of Appraisal 2023-24**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | |  | | **Employee No.** | |  | **Grade** | |  | | |
| **Title** | | Tester | | **Location** | | **Pune HO** | **Dept.** | | **Information Technology & System** | | |
| ***Sr. No.*** | ***Key Result Areas*** | | ***Tasks to Satisfy the Requirement*** | ***Weightage for KRA (out of 10)*** | ***Agreed Measure (Deadline, % completion, % achievement, Order value, etc.)*** | | ***Mid-Year Rating*** | | | ***Full-Year Rating*** | |
| ***Self*** | ***Appraiser*** | | ***Self*** | ***Appraiser*** |
| ***1*** |  | | ***Effectiveness - Percentage Deviation from Tester Estimates (1 Marks) - Tasks*** | 1 | 95% - 100% - 1 Marks  90% - 94.99% - 0.75 Marks  80% - 89.99% - 0.5 Marks  70% - 79.99% - 0.25 Marks  Else 0 Marks | |  |  | |  |  |
| ***Percentage Deviation from Tester Estimated time (1 Marks) - Actual time taken*** | 1 | 95% - 100% - 1 Marks  90% - 94.99% - 0.75 Marks  80% - 89.99% - 0.5 Marks  70% - 79.99% - 0.25 Marks  Else 0 Marks | |
| ***2*** |  | | **Test cases and testing quality** | 2 | 95% - 100% - 2 Marks  90% - 94.99% - 1.5 Marks  80% - 89.99% - 1 Marks  70% - 79.99% - 0.5 Marks  Else 0 Marks | |  |  | |  |  |
| ***3*** |  | | **Test Automation Coverage** | 2 | 95% - 100% - 2 Marks  90% - 94.99% - 1.5 Marks  80% - 89.99% - 1 Marks  70% - 79.99% - 0.5 Marks  Else 0 Marks | |  |  | |  |  |
| ***5*** |  | | ***Bug free implementation***  ***(after live, there should be no high priority bugs)*** | 0.5 | 0 high priority bugs – 0.5 mks  Else 0 Marks | |  |  | |  |  |
| ***6*** |  | | ***Behavior and Sincerity*** | 1 | ***Following office policies properly*** | |  |  | |  |  |
|  | Team Satisfaction | | ***Team Player***  ***Internal Tester – 0.5 mks***  ***BA – 0.5 mks***  ***Developer – 0.5 mks*** | 1.5 |  | |  |  | |  |  |
| ***7*** |  | | ***Self-improvement*** | 1 |  | |  |  | |  |  |
|  | Total | |  | 10 |  | |  |  | |  |  |

**Specific Feedback & Remarks**

**Appraisee’s Signature: Monika Dilip Kolpe Appraiser’s Signature:**