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

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| --- | --- | --- | --- | --- | --- |
| **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 Marks90% - 94.99% - 0.75 Marks80% - 89.99% - 0.5 Marks70% - 79.99% - 0.25 MarksElse 0 Marks |  |  |  |  |
| ***Percentage Deviation from Tester Estimated time (1 Marks) - Actual time taken*** | 1 | 95% - 100% - 1 Marks90% - 94.99% - 0.75 Marks80% - 89.99% - 0.5 Marks70% - 79.99% - 0.25 MarksElse 0 Marks |
| ***2*** |  | **Test cases and testing quality**  | 2 | 95% - 100% - 2 Marks90% - 94.99% - 1.5 Marks80% - 89.99% - 1 Marks70% - 79.99% - 0.5 MarksElse 0 Marks |  |  |  |  |
| ***3*** |  | **Test Automation Coverage**  | 2 | 95% - 100% - 2 Marks90% - 94.99% - 1.5 Marks80% - 89.99% - 1 Marks70% - 79.99% - 0.5 MarksElse 0 Marks |  |  |  |  |
| ***5*** |  | ***Bug free implementation*** ***(after live, there should be no high priority bugs)*** | 0.5 | 0 high priority bugs – 0.5 mksElse 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:**