Performance Excellence Framework

Performance Management: A Paradigm Shift

Conventional Approach

- Blaming Culture
- No utilization of scientific tools
- Favoritism & Biasness
- Recency Effect
- No Structural developmental plan
- Emotional decisions

Modern Approach

- Blame free Culture.
- Application of Scientific tools
- Meritocracy based evaluation
- Imbibe the culture of Zero Defect & CI
- Ideal skill matrix & bridging the gap
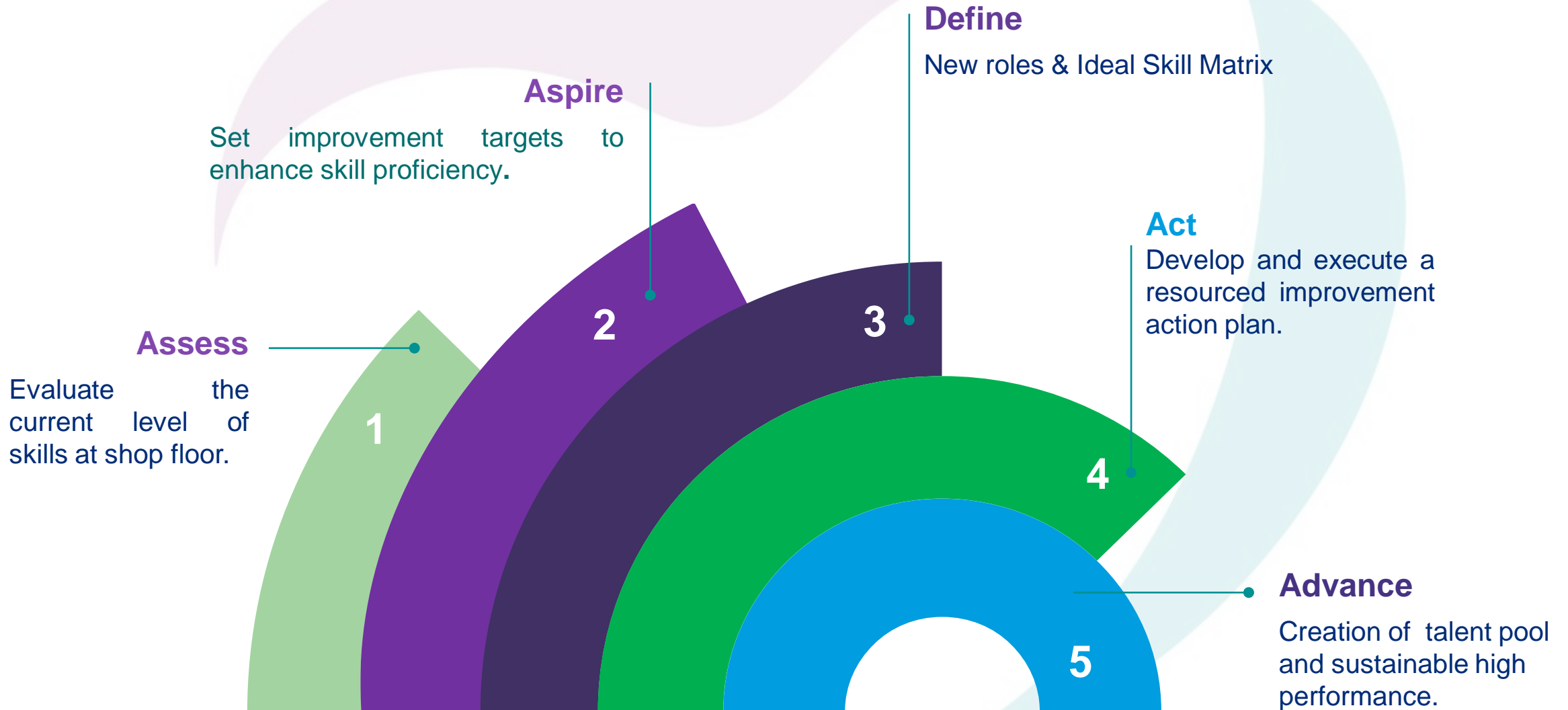- DWAT (Dynamic Work Allocation Tool)
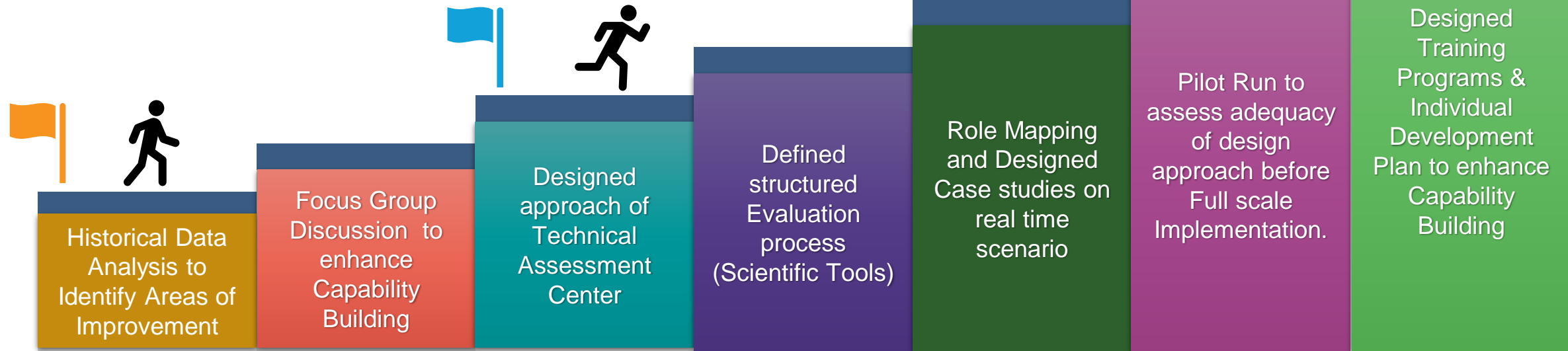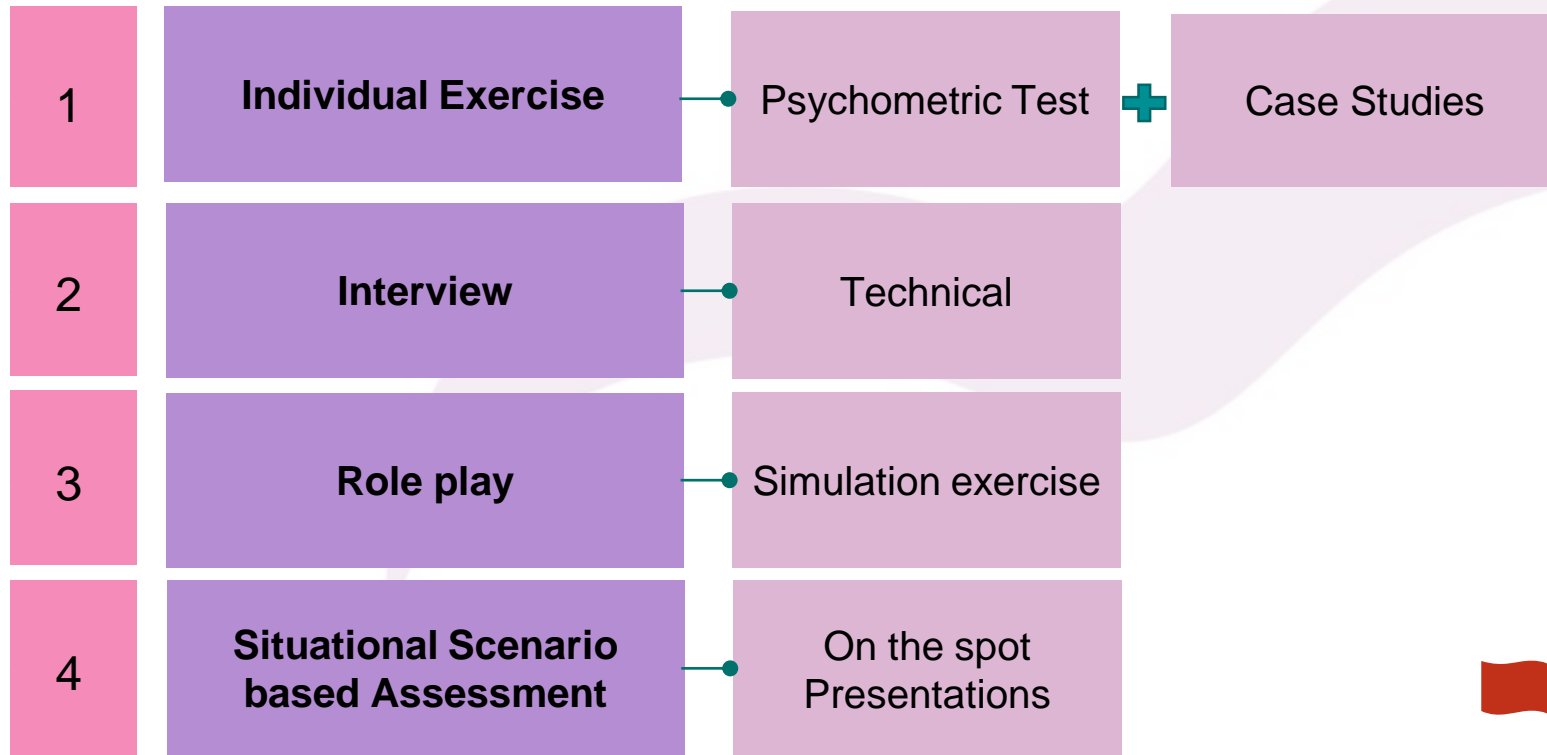
TECHNICAL ASSESSMENT CENTER

Innovative Approach

Technical Assessment Center

1	**Individual Exercise**	Psychometric Test ➕	Case Studies
2	**Interview**	Technical	
3	**Role play**	Simulation exercise	
4	**Situational Scenario based Assessment**	On the spot Presentations	

Historical Data Analysis to Identify Areas of Improvement

Focus Group Discussion to enhance Capability Building

Designed approach of Technical Assessment Center

Defined structured Evaluation process (Scientific Tools)

Role Mapping and Designed Case studies on real time scenario

Pilot Run to assess adequacy of design approach before Full scale Implementation.

Designed Training Programs & Individual Development Plan to enhance Capability Building

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Dedicated To Life

We Build People to Build Our Business

Capability Building

Process Flow

1	**Skill level Identification**	As per equipment/Area handling skill and knowledge
2	**Skill enhancement**	Technical Trainings and On the job Training
3	**Upskill level Assessment**	Technical evaluation- Checklist & Psychometric

L1OP4

L1OP3

L1OP2

L1OP1

L1HP1
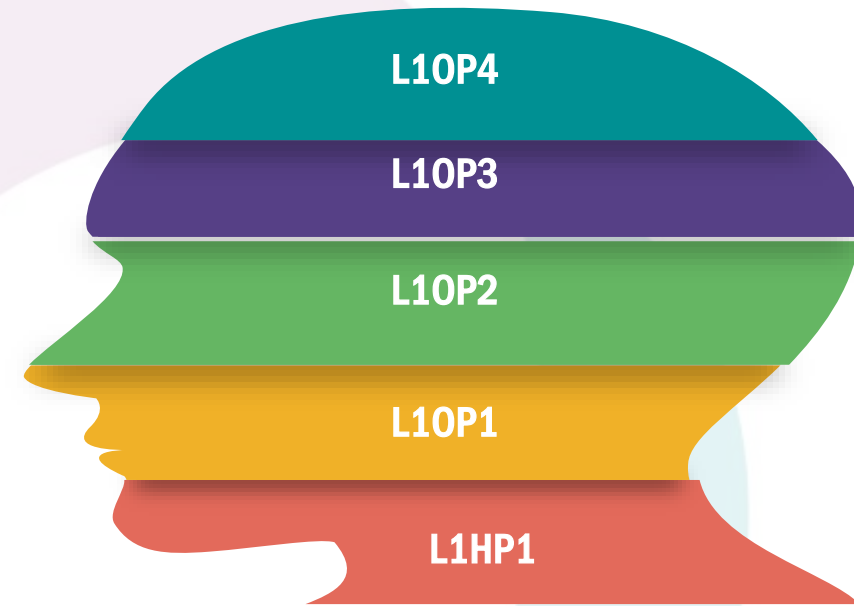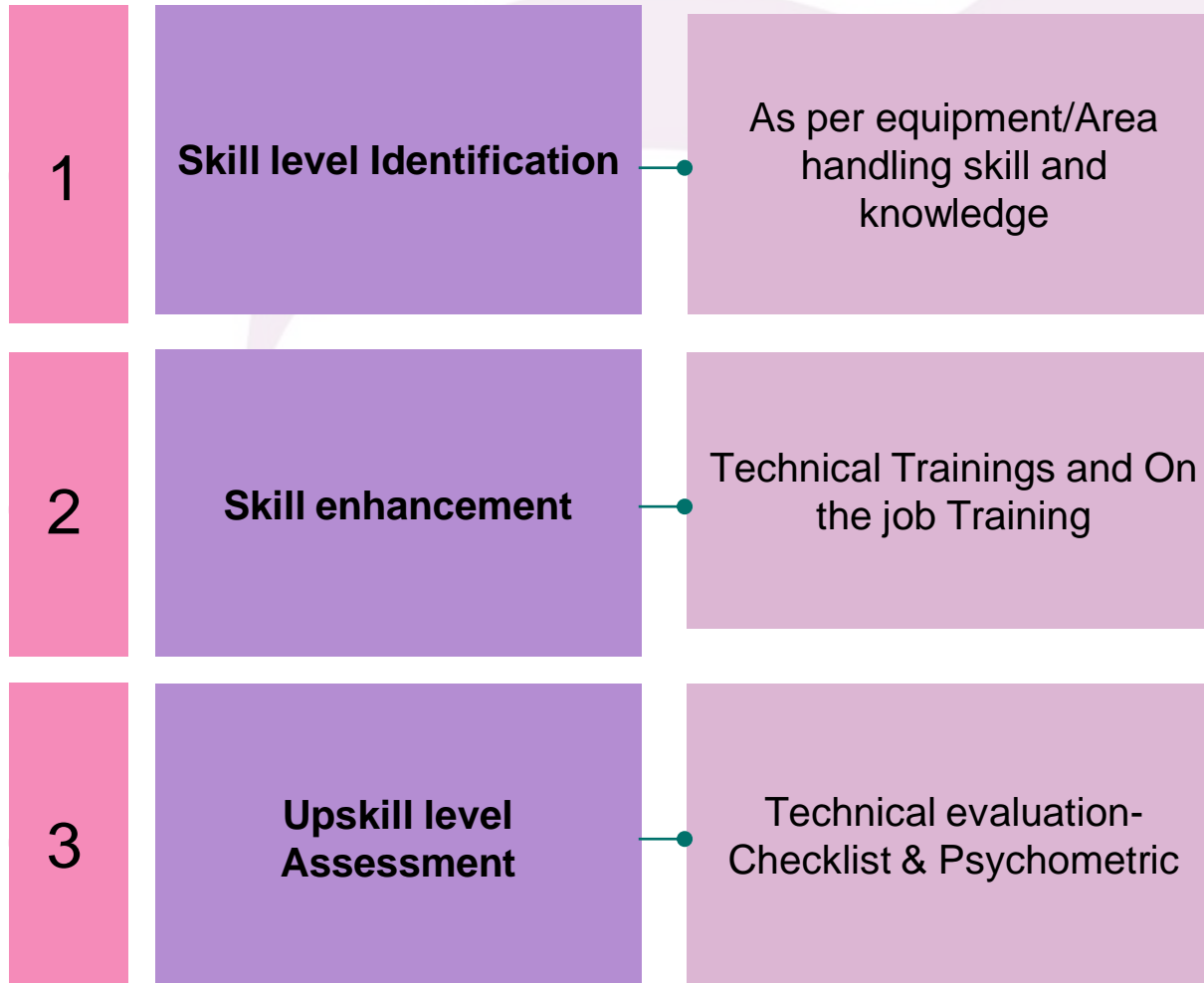
Zydus Career Path of Operatives

Capability (Skills) Building Program

UPSKILLING
Acquiring & moving from one level to the higher level (Vertical Movement)
eg : OP1 to OP2

RESKILLING
Building at the same level
eg : OP2 to OP2

MULTISKILLING
Acquiring skills to work in different areas and machines(Lateral Movement)
eg : OP3 to OP4

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Build an organization-wide employee development strategy through Technical Assessment Center

Multiple assessments on different competencies to determine the development needs for each role.

- Gain a holistic understanding of the Employee by using a good mix of scenario based quiz, cognition and scientific tools.

- Experienced assessors' intervention and feedback helps make better skilling.

- Multiple assessments and certification programs for Capability Building.

- Content rich reports make it insightful and useful for further developmental interventions.

- Define a structured roadmap outlining an individual's goals, strengths, areas for improvement, and actions/resources through Individual Development plan.

- TAC Assessors Qualified: 250 and >2000 Case studies on real time scenario.

Significant Improvements

Quality Index	9%	⬆
Grievance Index	9%	⬇
RFT BMR/BPR	10%	⬆
Avg Error/BMR	15%	⬇