

PEOPLE INTERACTIVE

STAR PROGRAM

STAR - System for Talent Appraisal and Rewards



TOPICS

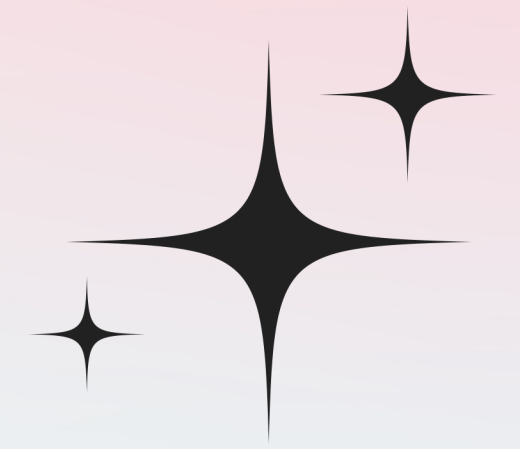


Objective

Criteria

Duration

Benefits





OBJECTIVE

To launch a “Fast Track Career program” under the name STAR, for top-performing advisors across different lines of business in Market Dev. The Product Advisors will get promoted to Senior Product Advisors. The Senior product advisors will get promoted to Team Coaches and will give us a good pool of future Team leaders as well.

CRITERIA

Tenure

- You are eligible to participate in the STAR program, subject to completing a minimum of 3 months in any of the above roles.

Performance

- For Retail (Centre) & PBP Teams: Employees need to achieve - 100% average of the revenue target over the prescribed 26 weeks period (50% of the target achievement needs to be from the personalised sales).
- For HVM Teams: Employees need to achieve - 120% of the average revenue target over the prescribed 26 weeks period with at least 100%+ revenue target achievement in 13 weeks out of 26 weeks.
- For Hubs (FHL) Teams: Employees need to achieve - 130% average of the revenue target over the prescribed 26 weeks period.
- For Renewals Teams: Employees need to achieve - 125% average of the revenue target over the prescribed 26 weeks period.



CRITERIA



Conduct

- No written warnings and no disciplinary concerns (like unplanned leaves, violation of code of conduct etc) in the preceding 26 weeks.





DURATION

6 months



BENEFITS



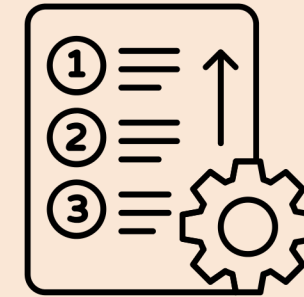
Promotion



Increase in
Compensation



Superstar Badge



Priority
Candidate for
IJP



Special
Training
Programs

FAQ'S

- If I joined in the month of October when will I be eligible for the STAR Program?
- October - December you will be learning the process and the products in detail. The STAR program will start from January - June. If you meet the criteria, you will be promoted in July.



FAQ'S

- What is the salary increase I will get?
- The salary increase in this program will be as per the defined increment grid of the organisation.



FAQ'S

- What is the training program that I will receive?
- The training program will help you prepare better for leadership roles within the organisation.



THANK YOU

