

- 3. Communication Infrastructure:** This forms the core of the Aricent's business. Being a market leader in this field Aricent provides end to end solution in this domain. From helping telecom equipment manufacturers identify critical market requirements for broadband products, translate them into specific product requirements and target the ideal product phasing for different product features to the later part of testing and product support services Aricent provides all.

Performance Management System of the Organisation:

The performance review is carried out at two levels – Organisation Level and Personal Level. This performance review is the basis for the training of the employees as well as their incentive pay-out. The timeline for the Performance Management Process is given in the figure:

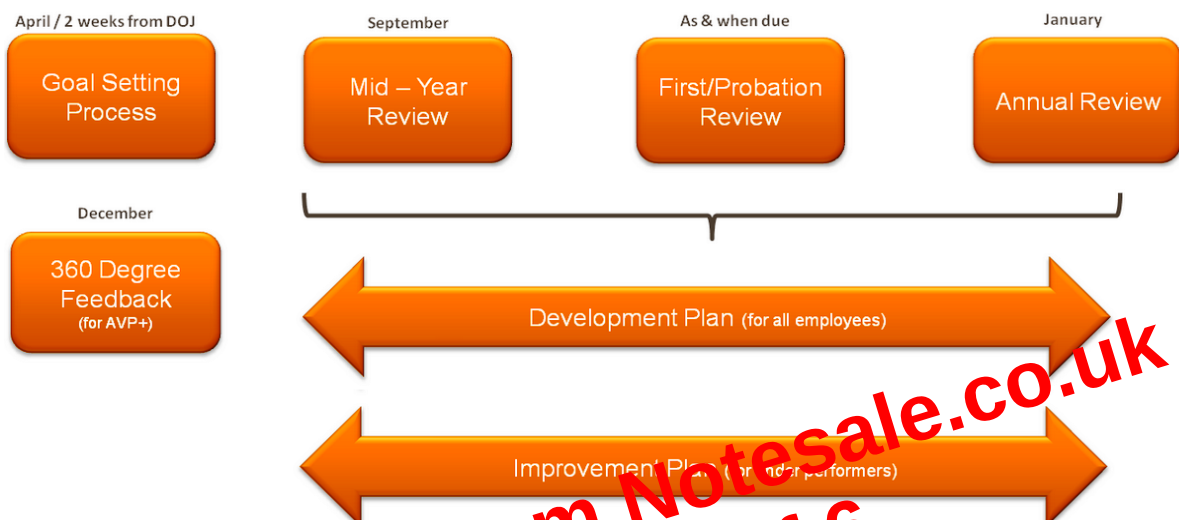


Fig: Timeline for Performance Management Process at Aricent

The goal setting process is explained by the following figure:

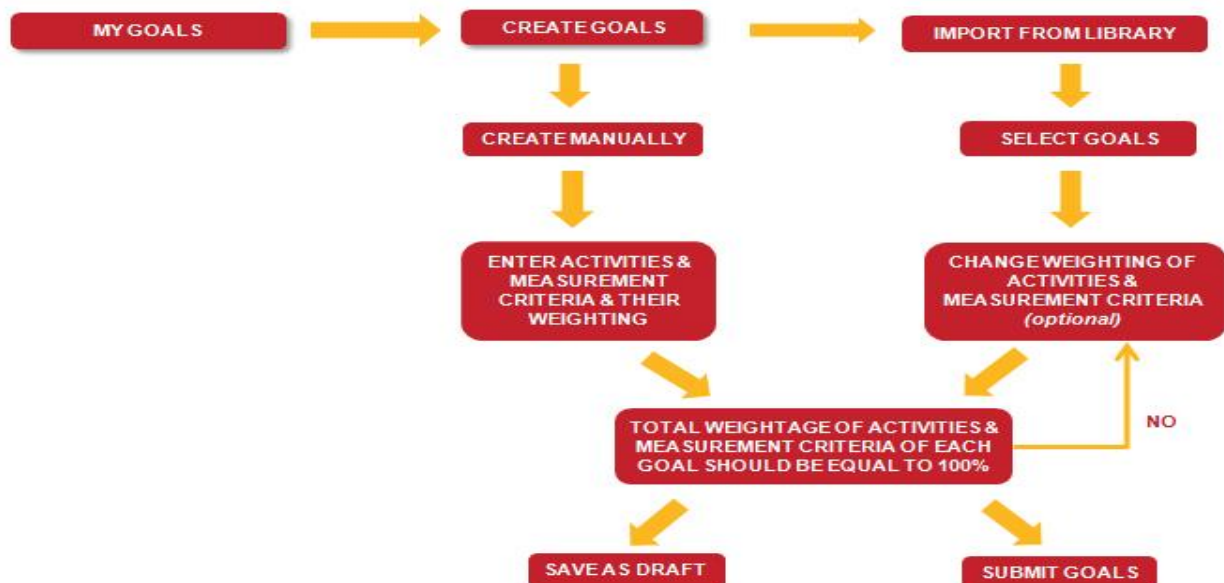


Fig: Goal Setting Process at Aricent