

Management Objectives BenQ Mobile PHE RD

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Bonus Contribution	PHE RD Objectives:	0%	25%	50%	75%	100%	125%	150%	175%	200%
30%	BMG Profit									
30%	PHE Performance									
40%	PHE RD Functional Performance (see below)									

Bonus Contribution	Functional Objectives for 1st Mgmt Layer in PHE RD	0%	25%	50%	75%	100%	125%	150%	175%	200%
10%	People									
	Work satisfaction positive on scale from 1 (best) to 5	3.25	3.00	2.75	2.50	2.25	2.10	2.00	1.90	1.80
	Internal customer satisfaction on scale from 1 (best) to 5	3.25	3.00	2.75	2.50	2.25	2.10	2.00	1.90	1.80
10%	Process									
	PLM excellence goals met at x% (without CM & PHA topics)	60%	65%	70%	75%	80%	85%	90%	95%	100%
	PHE RD process KPI's met at x% (without requ. volatility)	50%	60%	65%	70%	75%	80%	85%	85%	90%

20%	Product / Project: Individual Objectives									
	K. Rudolph									
	Product TTM: av. project delays due to SWM < x weeks	8		6		4		3		2
	Software Quality: defect rate in SysTest xx/changedKLOC	2.9	2.8	2.7	2.6	2.5	2.4	2.3	2.2	2.1
	G. Fässler									
	Product TTM: av. project delays due to SWK < x weeks	8		6		4		3		2
	Software Quality: defect rate in SysTest xx/changedKLOC	2.9	2.8	2.7	2.6	2.5	2.4	2.3	2.2	2.1
	K. Wacker									
	Product Quality: RR due to SW or HW errors < x%	8%		7%		6%		5%		4%
	Defect fix cycle time < x days	10		7		5		4		3
	J. Bauregger									
	Product TTM: av. delays during project due to HW < x weeks	8		6		4		3		2
	Hardware Quality: RR due to HW errors < x%	5%		4%		3%		2%		1%
	H. Thonhauser									
	Product TTM: av. delays during project due to MD < x weeks	8		6		4		3		2
	Design Quality: RR due to MD errors < x%	5%		4%		3%		2%		1%
	J. Riesmeyer									
	Accessory TTM: av. delays of supply < x weeks	8		6		4		3		2
	Accessory quality: how to measure ???									
	J. Schmitz									
	RD ES productive at date x with y tools (PV,CQ, DO, CM)	Jul/2		Jul/3		Jun/3		Jul/4		Jun/4

	Internal customer satisfaction: x% positive	50%		60%		70%		76%		82%
	R. Scholz									
	Project timelines [needs more discussion]									
	Result Quality [needs more discussion]									

Three additional objectives for all PHE RD 1st line managers (not tied to bonus, but will be used for EFA evaluation and EFA dialogue)

1. Selection and development of “well-suited own successor” until 4Q/06: well-suited means “same or better than oneself”
2. Upward evaluation of next mgmt layer (10 objectives questionnaire); in 3Q/06 timeframe, just as a baseline
3. Peer rating of the management layer (incl. Asmussen and Topel); in 2Q/06 timeframe, just as a baseline
 - question 1: is suited for his/her job (1, 2, 3)
 - question 2: is a teamplayer (1, 2, 3)
 - question 3: should be promoted to bigger job (1, 2, 3)

Objectives accepted, Munich, xx Feb. 06

Bocionek Klebsch Wingens Bauregger Fässler Riesmeyer Rudolph Schmitz Scholz Thonhauser Wacker