

Key Result Area (KRA)

Employee Code 00004224 Employee Name Mr. Joydeep Banerjee Band VIII

Designation BUSINESS DEVELOPMENT HEAD-GOVT Department Business Development - Govt. Project/Location Head Office

Period 2023-24 From Date 01-04-2023 To Date 31-03-2024

KRA Submittd On 15-08-2023 KRA Approved On 15-08-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order Booked: For Strategic business as per Annual or revised plan (A)	60.00	1. Quarterly service, license & Hardware targets to be achieved as below - Rs. 80 crs for Govt. For Q1 = INR. 5 crs Q2 = INR. 35 crs Q3 = INR. 15 crs Q4 = INR. 15 crs	Cr	70
2	Order Booked: For Strategic business as per Annual or revised plan (B)	5.00	2. PO / Contract signing within 5 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for Global projects. PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects.	No's	4 week
3	Creating robust & predictable pipeline	15.00	Develop pipeline 5 times of Order Booking target.	Cr	350
4	Contribution & Collection (A)	15.00	1:Project Contribution: Project Contribution on estimate to completion basis for Strategic Projects should be >=30% for India Govt Services Assignment, and >=7.5% for License & hardware and minimum 25% all put together.	%	>=25%

REVIEWEE Name Mr. Joydeep Banerjee Date 15-08-2023 10:30:11 AM	REVIEWER Name Mr. Mangesh Dattatray Wadaje Date 15-08-2023 10:30:11 AM	FINAL REVIEWER Name Mr. Mangesh Dattatray Wadaje Date 15-08-2023 10:30:11 AM
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5	Contribution & Collection (B)	5.00	<p>2: Collection: "> 60 days collectibles [Other than o/s c/f from HBTL & HCC Group o/s]" to "Invoice raised for that Quarter other than HCC Group Invoice" < = 10%</p> <p>Target 1: 90% of the collection should happen within 60 days from the baseline invoice date. Anything <90% value or >60 days will be considered as nil achievement.</p> <p>Target 2: Overall collection for the FY should be >=80% of the baseline invoice amount. Anything <80% will be considered as nil achievement.</p>	%	>= 80%
	Total	100.00			

REVIEWEE

Name Mr. Joydeep Banerjee

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REVIEWER

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FINAL REVIEWER

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