Key Result Area (KRA)

Employee Code	00631345	**Employee Name**	Mr. Prashant Ganapati Kurse	**Band**	III
Designation	Senior Consultant	**Department**	Delivery - Strategic	**Project/Location**	City and Industrial Development Corporation of Maharashtra Limited - S-CIDCO
Period	2023-24	**From Date**	01-04-2023	**To Date**	31-03-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	A) Implementation: 1.For implementation projects - timely and good quality implementation of SAP at client locations adhering to the project plans. Implementation includes design, configuration, testing, training, correct uploading of Master data & Cutover data for smooth functioning 2.For Post implementation support projects - support to be provided as per the contract with the customer. 3.For other projects - executing the project as per the scope agreed in the contract with the customer.	22.50	For Implementation Project - - Timely Sign off of Blueprint document by customer - Timely Sign off - of RGS from CTM - Timely submission of FS for developments - Timely development sign off by customer - Timely acceptance of UAT (SIT) by customer	Adherence to Completion	As agreed
			- Timely acceptance of UAT (SIT) by customer - Go-live as scheduled Go-live on schedule - 100% Go-live delay 1 month - 25% Go-live delay 2month & more - NIL	Adherence to Completion	As agreed
			- Timely document handover for project closure & tiemly issue resolution during post go-live support - Enable Project manager for timely raising of invoice by completing all the milestones & tasks as per project plan.	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Prashant Ganapati Kurse

Date 18-03-2024 10:30:11 AM

REVIEWER

Name Mr. Rajesh Govindraya Shanbhag

Date 18-03-2024 10:30:11 AM

FINAL REVIEWER

Name Mr. Anilkumar Sangameshw Jeur

Date 18-03-2024 10:30:11 AM

Key Result Area (KRA)

Employee Code	00631345	**Employee Name**	Mr. Prashant Ganapati Kurse	**Band**	III

Designation	Senior Consultant
Department	Delivery - Strategic
Project/Location	City and Industrial Development Corporation of Maharashtra Limited - S-CIDCO

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REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Prashant Ganapati Kurse	**Name**	Mr. Rajesh Govindraya Shanbhag	**Name**	Mr. Anilkumar Sangameshw Jeur
Date	18-03-2024 10:30:11 AM	**Date**	18-03-2024 10:30:11 AM	**Date**	18-03-2024 10:30:11 AM

Key Result Area (KRA)

Employee Code	00631345	**Employee Name**	Mr. Prashant Ganapati Kurse	**Band**	III

Designation	Senior Consultant
Department	Delivery - Strategic
Project/Location	City and Industrial Development Corporation of Maharashtra Limited - S-CIDCO

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

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
2	A) Implementation: Project Governance 1. Adherence to standard templates- plans, review trackers, reports (weekly, fortnightly, daily etc) on time and as directed by Project manager 2. Record of all the meetings , discussions and interactions with customer for all functional and technical points leading to contractual compliance for projects - MOM's, signoffs, reports, letters, mails etc on time. 3. Overall rating by manger and reviewer.	7.50	No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%=0	No's	>10%=0
			Deviations on number of instances found should not exceed by>10%	%	>10%=0
			Rating on a scale of 1 to 5	No's	<4=0
3	A) Implementation: Projects Delivery Execution	7.50	Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100
4	A) Implementation: Project quality improvement	7.50	1) Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0 2) No Escalation during the Project Exceution. Floor 1, Target 0	No's	0

REVIEWEE	**REVIEWER**	**FINAL REVIEWER**
Name Mr. Prashant Ganapati Kurse	**Name** Mr. Rajesh Govindraya Shanbhag	**Name** Mr. Anilkumar Sangameshw Jeur
Date 18-03-2024 10:30:11 AM	**Date** 18-03-2024 10:30:11 AM	**Date** 18-03-2024 10:30:11 AM

Key Result Area (KRA)

Employee Code	00631345	**Employee Name**	Mr. Prashant Ganapati Kurse	**Band**	III
Designation	Senior Consultant	**Department**	Delivery - Strategic	**Project/Location**	City and Industrial Development Corporation of Maharashtra Limited - S-CIDCO
Period	2023-24	**From Date**	01-04-2023	**To Date**	31-03-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	A) Implementation: Customer acceptance Enhancing knowledge on the existing /new product / Domain Knowledge	5.00	1. No rejection by prospective customer on account of technical incompetency during interview / presentation 2. No rejection by customer on deployment to the project >=4 on a scale of 1to5	No's	>=4
6	B) Support: SLA Adherence	15.00	For support projects acceptance by customer within agreed SLA	Adherence to Completion	As agreed
7	B) Support: Quality of Solutioning	7.50	Acceptance by the client with SLA	Adherence to Completion	As agreed
			Rating by Manager >=4 on a scale of 1 to 5	No's	>=4
			Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100

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Name	Mr. Prashant Ganapati Kurse	**Name**	Mr. Rajesh Govindraya Shanbhag	**Name**	Mr. Anilkumar Sangameshw Jeur
Date	18-03-2024 10:30:11 AM	**Date**	18-03-2024 10:30:11 AM	**Date**	18-03-2024 10:30:11 AM

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

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
8	B) Support: Project Governance 1. Adherence to standard templates- plans, review trackers, reports (weekly, fortnightly, daily etc) on time and as directed by Project manager 2. Record of all the meetings , discussions and interactions with customer for all functional and technical points leading to contractual compliance for projects - MOM's, signoffs, reports, letters, mails etc on time.	7.50	No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%	%	>10%=0
			Deviations on number of instances found should not exceed by>10%	%	>10%=0
			Rating on a scale of 1 to 5	No's	<4=0
9	B) Support: Projects Delivery execution	7.50	Comprehensive solutioning of all the business processes: Ensure solution fitment meeting customer for enahcnement / new requirement. Floor: 80%, Target 100%.	%	100
10	B) Support: Project quality improvement	5.00	Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0	No's	0
11	B) Support: Customer acceptance Enhancing knowledge on the existing /new product / Domain Knowledge	7.50	- No rejection by prospective customer on account of technical incompetency during interview / presentation - No rejection by customer on deployment to the project	No's	>=4
	Total	100.00			

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Prashant Ganapati Kurse	Name	Mr. Rajesh Govindraya Shanbhag	Name	Mr. Anilkumar Sangameshw Jeur
Date	18-03-2024 10:30:11 AM	Date	18-03-2024 10:30:11 AM	Date	18-03-2024 10:30:11 AM