

Key Result Area (KRA)

Employee Code 00004224 Employee Name Mr. Joydeep Banerjee Band VIII

Designation JT. VP - HEAD BD GOVT. Department Business Development - Govt. Project/Location Head Office

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 08-11-2024 KRA Approved On 11-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order Booked: For Strategic business as per Annual or revised plan (A)	60.00	Quarterly service, license & Hardware targets to be achieved as below - Rs. 80 crs for Govt. For Q1 = INR. 5 crs Q2 = INR. 30 crs Q3 = INR. 30 crs Q4 = INR. 20 crs	Cr	85 CR
2	Order Booked: For Strategic business as per Annual or revised plan (B)	5.00	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.	Weeks	4
3	Creating robust & predictable pipeline	15.00	Develop pipeline 5 times of Order Booking target.	Cr	420 Cr.
4	Contribution & Collection (A)	15.00	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%for India Govt assignment

REVIEWEE

Name Mr. Joydeep Banerjee

Date 08-11-2024 08:03:41 PM

REVIEWER

Name Mr. Mangesh Dattatray Wadaje

Date 11-11-2024 10:00:05 AM

FINAL REVIEWER

Name Mr. Mangesh Dattatray Wadaje

Date 11-11-2024 10:00:05 AM

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5	Contribution & Collection (B)	5.00	<p>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			

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