

Key Result Area (KRA)

Employee Code 00630701 **Employee Name** Mr. Niladri Bhusan Harichandan **Band** VII
Designation SR. AGM - BUSINESS DEVELOPMENT - PVT. **Department** Business Development - Pvt. **Project/Location** Head Office - Navi Mumbai (HO)
Period 2024-2025 **From Date** 01-04-2024 **To Date** 31-03-2025
KRA Submittd On 23-10-2024 **KRA Approved On** 26-10-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	1.Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	15.00	1.1 Quarterly service targets to be achieved as below - Rs.10.00 crs For Q1 = INR. 01.50 crs Q2 = INR. 02.50 crs Q3 = INR. 04.00 crs Q4 = INR. 02.00 crs	Cr	10
2	2.Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	5.00	1.2 PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects.	Weeks	3
3	3. Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised targe	5.00	1.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.5
4	4. Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	15.00	1.4 Estimated contribution	%	>=45%

REVIEWEE

Name Mr. Niladri Bhusan Harichandan
Date 23-10-2024 12:15:05 PM

REVIEWER

Name Mr. Upagupta Patnaik
Date 26-10-2024 06:05:30 AM

FINAL REVIEWER

Name Mr. Upagupta Patnaik
Date 26-10-2024 06:05:30 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	1. Order booked: Existing Customer-India - West as per Annual Plan or revised target	5.00	2.1 Quarterly service targets to be achieved as below - Rs.05.00 crs For Q1 = INR. 00.50 crs Q2 = INR. 01.50 crs Q3 = INR. 01.50 crs Q4 = INR. 01.50 crs	Cr	5
6	2. Order booked: Existing Customer-India - West as per Annual Plan or revised target	2.50	2.2 PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects.	Weeks	3
7	3. Order booked: Existing Customer-India - West as per Annual Plan or revised target	2.50	2.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.5
8	Order booked: Licence India - West as per Annual Plan or revised target	25.00	3.1 Quarterly margin amount targets to be achieved as below - Rs.08.00 crs. For Q1 = INR. 01.50 crs Q2 = INR. 02.00 crs Q3 = INR. 03.00 crs Q4 = INR. 01.50 crs	Cr	8
9	1. Order booked: New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	10.00	4.1 Quarterly service targets to be achieved as below - Rs.02.00 crs . For Q1 = INR. 00.00 crs Q2 = INR. 00.00 crs Q3 = INR. 01.00 crs Q4 = INR. 01.00 crs	Cr	2

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Niladri Bhusan Harichandan	Name Mr. Upagupta Patnaik	Name Mr. Upagupta Patnaik
Date 23-10-2024 12:15:05 PM	Date 26-10-2024 06:05:30 AM	Date 26-10-2024 06:05:30 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
10	2. Order booked: New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	4.2 PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier.	Weeks	4
11	3. Order booked: New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	4.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.0
12	Customer Excellence	10.00	4.1 No Loss of Net New accounts on account of non favorable reference from Existing customers.	No's	<=10%
	Total	100.00			

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