

Key Result Area (KRA)

Employee Code 00631522 Employee Name Mr. Shrikant Ashokrao Alone Band VI

Designation Project Manager Department Delivery - Prime Project/Location Bench(HO)

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

KRA Submittd On 10-10-2023 KRA Approved On 10-10-2023

| Sr.No | Goal Title | Weightage | Measurement Details | Unit | Quantity |
|-------|--|-----------|---|------|----------|
| 1 | Change request As per Annual Plan or revised target | 15.00 | Change Request: Total Change request + Additional Business : Govt : As per Annual Sales plan Pvt : As per Annual Sales plan Floor target 75% and Target 100% and achievement to be calculated in proportion | Cr | Given |
| 2 | Project Contribution, Vertical Level contribution | 20.00 | Project Contribution: Vertical Contribution from Existing Projects (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget) Project Contribution from New / Allocated existing Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion | Cr | Given |

| | | |
|--|---|--|
| REVIEWEE Name Mr. Shrikant Ashokrao Alone Date 10-10-2023 12:47:15 PM | REVIEWER Name Mr. Vijaykumar Patil Date 10-10-2023 03:03:22 PM | FINAL REVIEWER Name Mr. Kaustav Das Date 10-10-2023 03:07:45 PM |
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| 3 | Collection Target As per Annual Plan or revised target | 25.00 | Collection: As per target Target1: A. Existing Project :- Collection should happen on monthly basis as per the Project Budget. B. New Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion. Target 2: A. Overall collection - Current Projects :- for the FY as per Budget. B. Overall Collection - New Projects / Allocated Existing projects- as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion | Cr | Given |

| | | |
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| 4 | Projects Delivery Execution | 15.00 | <p>4.1:Project schedule & governance adherence: Number of projects delivered as per planned date (with exception of customer delays subject to the contribution margin to be maintained as per Measure 1.2) Floor: 90% and Target 100%, achievements calculated in proportion Quantity = Number of projects on schedule</p> <p>4.2 :- Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly</p> <p>4.3 :- Contributing in the solutioning of the Key processes</p> | Adherence to Completion | As agreed |
| 5 | Customer excellence | 25.00 | <p>5.1: No Negative feedback leading to Loss of new opportunity / CR's . >=90% of projects implemented can be given as a reference for new opporutnites.- 100% between 70 % & 90 % of projects implemented can be given as a reference for new opportunities - 70% < 70% of projects implemented can be given as a reference for new opportunities - NIL.</p> | No's | 0 |
| | Total | 100.00 | | | |

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