

Key Result Area (KRA)

Employee Code 00631547	Employee Name Mr. Rohit Sudhakar Mane	Band IV
Designation Consulting Manager	Department Delivery	Project/Location Bench(HO)
Period 2023-24	From Date 01-04-2023	To Date 31-03-2024
KRA Submittd On 04-12-2023	KRA Approved On 05-12-2023	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Project Contribution	30.00	Project Contribution on estimate to completion basis / Current year budget for Strategic Projects should be >=37% & >= budgeted % for India Govt Assignment, and >=50% for Overseas Assignments (for deriving contribution apart from all expenses outstanding >6months will be considered as expenses) - for Private Business Delivery >= 47.5%. (Prospective business: India Pvt - 45%, Overseas assignment >= 55%) Floor: 90% and Target 100%, achievements calculated in proportion	Adherence to Completion	As agreed
2	Quality of Solutioning	25.00	Acceptance by the client with SLA: Date	No's	Agreed
			Rating by Manager >=4 on a scale of 1 to 5	Adherence to Completion	As agreed
3	Project Governance	15.00	As agreed with Delivery head - >10% =0	%	>10%=0
	Adherence to internal project management practice- Adherence to standard templates, structured weekly review, reports weekly, fortnightly, daily etc.), escalation of risks proactively. Contractual compliance for projects - MOM's, signoffs, reports, letters etc. on time.		As agreed with Delivery head - >10% =0	%	>10%=0

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Rohit Sudhakar Mane	Name Mr. Vijaykumar Patil	Name Mr. Kaustav Das
Date 04-12-2023 02:06:03 PM	Date 04-12-2023 04:43:57 PM	Date 05-12-2023 08:47:57 AM

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

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4	Attrition To ensure Attrition doesn't exceed Industry standards.	10.00	Crticial resource as identified in your group Voluntary attrition <=9% Floor target is 12%. Between 9 to 12 %, achievement will be proportionate.	%	<=22%
5	Customer Feedback	10.00	Escalations per customer to Program Manager & above. Feedback by your Delivery Head <=2 nos = 5 <=4 Nos = 2.5 >4 nos = 0	No's	Agreed
6	Self Development	5.00	Adherence to plan decided during EDD - Assesment by Assessor	Adherence to Completion	As agreed
7	Additional Assignment Any other assignment given by the Management from time to time.	5.00	Complete within time and quality with full ownership and taking it to closure - Date	No's	Date
	Total	100.00			

REVIEWEE Name Mr. Rohit Sudhakar Mane Date 04-12-2023 02:06:03 PM	REVIEWER Name Mr. Vijaykumar Patil Date 04-12-2023 04:43:57 PM	FINAL REVIEWER Name Mr. Kaustav Das Date 05-12-2023 08:47:57 AM
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