

Key Result Area (KRA)

Employee Code	00631458	Employee Name	Mr. SHUBHAM PRAMOD SANGOLE	Band	III
Designation	Senior Consultant	Department	Delivery - Strategic	Project/Location	Steel Authority of India Limited - S-F-SAIL
Period	2023-2024	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On 08-06-2023		KRA Approved On		09-06-2023	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>1A. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90
2	<p>1B. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction.</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	15.00	<p>Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)</p> <p>Not more than 10% developments done during the year have performance issue reported. (5 marks)</p> <p>In case of changes in existing developments existing functionality of developments should not get impacted(5 marks)</p>	%	<=10

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. SHUBHAM PRAMOD SANGOLE	Name	Mr. Akhilesh Kumar Mishra	Name	Mr. Kaustav Das
Date	08-06-2023 10:35:21 AM	Date	08-06-2023 08:38:05 PM	Date	09-06-2023 07:27:57 AM

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Designation Senior Consultant Department Delivery - Strategic Project/Location Steel Authority of India Limited - S-F-SAIL

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
3	1C. Quality and timeliness of ABAP Developments Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction 1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed	5.00	Customer escalations should be Nil. Feedback by your Project manager & Program manager. No escalation due to not being able to clarify the technical queries by the client . <=2 nos = 5 >2 nos = 0	No's	0
4	2. Quality and timeliness of ABAP Developments Ensure timely resolution of performance issues for the objects developed . 1. Take the resolution on priority and make agreed time-plan to sort it out. 2. Sort out the performance issue within agreed timelines for pushing it back to production.	10.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed	Adherence to Completion	As agreed
5	3A. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

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6	3B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects.	5.00	Adherance to preparing,updating and sharing delivery plan of 100% of objects with the Project Manage	%	100
7	4A. Team Handling, Grooming and co-ordination As agreed, ensure good performance of team members	10.00	Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team members	%	10
8	4B. Team Handling, Grooming and co-ordination As agreed, ensure team members are groomed with new skills	10.00	At least 1 new advacned ABAP Skill is learned by 2 junior consultants (nominated at the beginning of the year)	Adherence to Completion	As agreed
9	Self-learning As agreed, learning new technologies during the year	10.00	Atleast 1 new advanced ABAP technology to be learned. (5 marks) Atleast 1 OPENSAP certification or certification suggested by HBT to be done (5 marks)	Adherence to Completion	As agreed
	Total	100.00			

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