

Key Result Area (KRA)

Employee Code	00630637	Employee Name	Mr. Ravi Dixit	Band	IV
Designation	Senior Manager - Business Development	Department	Business Development - Pvt.	Project/Location	Head Office - Navi Mumbai (HO)
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 27-06-2022		KRA Approved On 27-06-2022			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net new Existing Services - India - North & East as per Annual Plan or revised target	45.00	1.1 Quarterly service targets to be achieved as below - Rs.06.30 crs For Q1 = INR. 01.26 crs Q2 = INR. 01.89 crs Q3 = INR. 01.89 crs Q4 = INR. 01.26 crs (20 Marks)	Cr	6.3
			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. (5 Marks)	No's	3
			1.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (5 Marks)	No's	>=2.5
			1.4 Estimated contribution (15 Marks)	%	>=45%
2	Order booked: Existing Customer-India - North & East as per Annual Plan or revised target	10.00	2.1 Quarterly service targets to be achieved as below - Rs.01.35 crs For Q1 = INR. 00.27 crs Q2 = INR. 00.41 crs Q3 = INR. 00.41 crs Q4 = INR. 00.27 crs (5 Marks)	Cr	1.35

REVIEWEE

Name Mr. Ravi Dixit
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Upagupta Patnaik
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Upagupta Patnaik
Date 27-06-2022 01:54:39 PM

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2	Order booked: Existing Customer-India - North & East as per Annual Plan or revised target	10.00	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. (2.5 Marks)	No's	3
			2.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (2.5 Marks)	No's	>=2.5
3	Order booked: License India - North & East as per Annual Plan or revised target	20.00	3.1 Quarterly margin amount targets to be achieved as below - Rs.00.45 crs. For Q1 = NIL Q2 = INR. 00.15 crs Q3 = INR. 00.15 crs Q4 = INR. 00.15 crs	Cr	0.45
4	Order booked: RPA, MS Power BI, Mobility, Customer/ Vendor Portal, VIM in India- North & East as per Annual Plan or revised target	15.00	4.1 Quarterly service targets to be achieved as below - Rs.00.85 crs . For Q1 = INR. 00.17 crs Q2 = INR. 00.26 crs Q3 = INR. 00.26 crs Q4 = INR. 00.17 crs (10 Marks)	Cr	0.85
			4.2 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. (2.5 Marks)	No's	4
			4.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (2.5 Marks)	No's	>=2.5

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Ravi Dixit	Name Mr. Upagupta Patnaik	Name Mr. Upagupta Patnaik
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5	Customer Excellence	10.00	5.1 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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