

Key Result Area (KRA)

Employee Code 00630256 Employee Name Mr. Ravindra Ramesh Shenai Band VII

Designation GENERAL MANAGER- BUSINESS DEVELOPMENT - GOVT. Department Business Development - Govt. Project/Location Head Office

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 23-10-2024 KRA Approved On 06-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order Booked: For Strategic business as per Annual or revised plan (A)	60.00	Quarterly service targets to be achieved as below - Rs. crs for Govt. For Q1 = INR. 5.29 Crs Q2 = INR. 31.76 Crs Q3 = INR. 31.76 Crs Q4 = INR. 21.17 Crs	Cr	90 Crs.
2	Order Booked: For Strategic business as per Annual or revised plan (B)	5.00	The allocated region wise calculation is as: Hit Ratio = (Order won by Highbar) / (Order won + Order loss) The rating (out of 10) will be based on % of hit ratio calculation, e.g. if hit ratio is 70% then rating will be 7. No rating will be allocated for hit ratio below 50%.	%	70%
3	Order Booked: For Strategic business as per Annual or revised plan (C)	5.00	Sales Field Visit & Bid submission Target. In a day Sales person should visit minimum 1 accounts so in a month total visits should be 22 nos. As a KRA sales person should achieve minimum 75% of 22 nos in a month. Bid Submission No.s Yearly: 24 No.s for Govt. Clients Bid Subission Value yearly : 270 Crs.	Cr	270 Crs.
4	Creating robust & predictable pipeline	10.00	Develop pipeline for Order Booking. At beginning of each quarter, the pipeline should be 5 time target of current quarter and next quarter i.e. 450 Crs. Nos. of pipeline account in a month 3 nos., and in a year 36 nos.	Cr	450 Crs.

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Ravindra Ramesh Shenai	Name Mr. Joydeep Banerjee	Name Mr. Joydeep Banerjee
Date 23-10-2024 12:13:41 PM	Date 06-11-2024 05:47:38 PM	Date 06-11-2024 05:47:38 PM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	Contribution & Collection (A)	15.00	Project Contribution: Project Contribution on estimate to completion basis for Strategic Projects should be >=30% for India Govt Services Assignment, and >=7.5% for License & hardware or minimum 25% all put together.	%	>=25%for India Govt assignment
6	Contribution & Collection (B)	5.00	Collection: "> 60 days collectibles [Other than o/s c/f from HBTL & HCC Group o/s]" to "Invoice raised for that Quarter other than HCC Group Invoice" < = 10% Target 1: 90% of the collection should happen within 60 days from the baseline invoice date. Anything <90% value or >60 days will be considered as nil achievement. Target 2: Overall collection for the FY should be >=80% of the baseline invoice amount. Anything <80% will be considered as nil achievement.	%	>= 80%
	Total	100.00			

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