

Key Result Area (KRA)

Employee Code	00005500	Employee Name	Mr. Kaustav Das	Band	IXB
Designation	Head - Delivery	Department	Delivery	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 20-06-2022		KRA Approved On			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change request, Project Contribution, Vertical Level contribution & Collection :- As per Annual Plan or revised target	80.00	1.1 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 (20 Marks)	%	100
			1.2. Project Contribution: Vertical Contribution from Existing Projects - 20.42 Cr (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget) Project Contribution from New Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion (30 Marks)	Cr	20.42

REVIEWEE

Name Mr. Kaustav Das
Date 20-06-2022 06:54:27 PM

REVIEWER

Name Mr. Upagupta Patnaik
Date 24-06-2022 12:24:44 PM

FINAL REVIEWER

Name Mr. Upagupta Patnaik
Date 27-06-2022 02:26:59 PM

Key Result Area (KRA)

Employee Code	00005500	Employee Name	Mr. Kaustav Das	Band	IXB
Designation	Head - Delivery	Department	Delivery	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 20-06-2022		KRA Approved On			

1	Change request, Project Contribution, Vertical Level contribution & Collection :- As per Annual Plan or revised target	80.00	1.3: 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: 1. Overall collection - Current Projects :- for the FY as per Budget - 96.09 Cr . 2.2. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion (30 Marks)	Adherence to Completion	As agreed
2	Projects Delivery Execution	10.00	2.1: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 2.2 :- Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly	Adherence to Completion	As agreed
3	Customer excellence	10.00	3.1: No Negative feedback leading to Loss of new opportunity / CR's	No's	0

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Kaustav Das	Name	Mr. Upagupta Patnaik	Name	Mr. Upagupta Patnaik
Date	20-06-2022 06:54:27 PM	Date	24-06-2022 12:24:44 PM	Date	27-06-2022 02:26:59 PM

Key Result Area (KRA)

Employee Code	00005500	Employee Name	Mr. Kaustav Das	Band	IXB
Designation	Head - Delivery	Department	Delivery	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 20-06-2022		KRA Approved On			

	Total	100.00			
--	-------	--------	--	--	--

REVIEWEE

Name Mr. Kaustav Das
Date 20-06-2022 06:54:27 PM

REVIEWER

Name Mr. Upagupta Patnaik
Date 24-06-2022 12:24:44 PM

FINAL REVIEWER

Name Mr. Upagupta Patnaik
Date 27-06-2022 02:26:59 PM