HIGHBAR TECHNOCRAT

Key Result Area (KRA)

Employee Code	00630044	**Employee Name**	Mr. Raj Patel	**Band**	VI
Designation	SR. DELIVERY MANAGER - TECHNOLOGY	**Department**	Technology & Innovation	**Project/Location**	Head Office - Navi Mumbai (HO)
Period	2023-2024	**From Date**	01-04-2023	**To Date**	31-03-2024
KRA Submittd On	27-06-2023	**KRA Approved On**	27-06-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Project Implementation, Upgrade, Migration, Support & Audit Technical delivery of key accounts 1) Capacity & Competency Assessment 2) Timely Delivery of Basis administration requirements 3) Acquire & Create awareness of new technologies	40.00	1. Capacity, Competency assessment & highlight, if issues	No's	1
			2. Adherence to timely delivery of Basis requirements in line with project plan	Adherence to Completion	As agreed
			3. Acquire & Create awareness within project teams on new technologies (e.g.SAP PCE, Public Cloud, BTP & CPI integrations)	% to Completion	90%
2	Solutioning as per Projects requirement Solutioning & Guidance to Projects 1. Critical Developments 2. Customer Escalations 3. Project Execution	25.00	1. Analyse issues, plan & complete within stipulated timeline. 2. Attend Customer escalations & provide timely resolutions.	Adherence to Completion	As agreed
3	Technical Documentation Adherence to 90% of technical documentation for Basis administration	10.00	1. Adherence to 90% of technical documentation of identified & assigned objects.	%	90

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Raj Patel	**Name** Mr. Ashok Wani	**Name** Mr. Ashok Wani
Date 27-06-2023 12:02:29 PM	**Date** 27-06-2023 02:34:57 PM	**Date** 27-06-2023 02:34:57 PM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
4	Team Handling, Grooming and co-ordination: ness within team Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team members (Except deviations due to Change in priorities by business/ management)	15.00	Acquire new SAP technology skills (Cloud platforms including BTP solution) on the job, deliver & create awareness within team.	% to Completion	90
5	Critical Hiring & Retention 1. Critical hiring 2. Retention	10.00	1. Identifying critical positions and hire / deploy ontime 2. Mentor Team / and engage with identified talent from retention perspective	%	90
	Total	100.00			

REVIEWEE

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