

## Key Result Area (KRA)

<b>Employee Code</b>	00003851	<b>Employee Name</b>	Mr. Ashok Wani	<b>Band</b>	VIII
<b>Designation</b>	Head - Technology & Innovation	<b>Department</b>	Technology & Innovation	<b>Project/Location</b>	Head Office - Navi Mumbai (HO)
<b>Period</b>	2023-24	<b>From Date</b>	01-04-2023	<b>To Date</b>	31-03-2024
<b>KRA Submittd On</b> 17-08-2023		<b>KRA Approved On</b> 11-09-2023			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order book A. Products Sale & Services (Subcon Billing, Vendesk, SAP including Migration, SAP Clouds, Microsoft .Net Services, Hardware (on-premise / cloud) etc.)	15.00	1. Acquire Order Book from new products by March'24 Quarterly Breakup Q1 -> 0.45 Cr Q2 -> 0.45 Cr Q3 -> 0.45 Cr Q4 -> 0.45 Cr (100% credit for 80% achievement)	Cr	1.8
2	B. License Sale (SAP Clouds)	15.00	Acquire license sales from SAP Cloud deals by March'24 Q1 -> 1.44 Cr Q2 -> 2.16 Cr Q3 -> 2.16 Cr Q4 -> 1.44 Cr Q4 -> 1 Cr	Cr	7.20
3	Projects Delivery A. Technical delivery of key accounts 1) Capacity & Competency Assessment 2) Timely Delivery 3) Create aware on new technologies	15.00	1. Capacity, Competency assessment & highlight, if issues	No's	1
			2. Adherence to timely delivery of identified solutions	Adherence to Completion	As agreed
			3. Create awareness within project teams on new technologies (e.g. SAP new technology (clouds), Microsoft etc.)	% to Completion	90%

### REVIEWEE

**Name** Mr. Ashok Wani  
**Date** 17-08-2023 01:30:37 PM

### REVIEWER

**Name** Mr. Upagupta Patnaik  
**Date** 23-08-2023 09:20:43 AM

### FINAL REVIEWER

**Name** Mr. Mangesh Dattatray Wadaje  
**Date** 11-09-2023 12:09:41 PM

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4	B. SAP Certification, Solutioning & Guidance to Projects  1. HBT Expert & Sale Certification 2. Critical Developments 3. Customer Escalations 4. Utilization of reusable components	25.00	1. Ensure HBT is qualified in Expert Category with necessary Certifications. -> 7.5  2. Plan & timely delivery of technologies (e.g. SAP new technology (clouds), Microsoft etc.) -> 5.0  3. Customer escalations & provide timely resolutions -> 5.0  4. Create awareness within project teams on new technologies (e.g. PowerBI, Mobility, SAP new technology (clouds)- 01 Session in Each Quarter -> 7.5	Adherence to Completion	As agreed
5	Organizational system enablement  A. Organizational IT Initiatives implementation & services B. Develop Internal system & deploy (high business / operational impact)	20.00	1. Create a comprehensive internal IT infrastructure plan with budget and monitor the cost/saving Floor: Charter with monitoring process, Target: 5% saving	Adherence to Completion	As agreed

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6	Employee development & Retention 1. Critical hiring 2. Retention 3. Number of training day	10.00	1. Identifying critical positions and hire / deploy ontime - As required 2. Mentor Team / and engage with identified talent - As per HR retention plan 3. Ensure the actions of Employ development program for team - As agreed	Adherence to Completion	As agreed
	Total	100.00			

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