

Key Result Area (KRA)

Employee Code	00630942	Employee Name	Mr. Sourabh Chhangani	Band	III
Designation	SR. EXECUTIVE - HR RECRUITMENT	Department	HR - Recruitment	Project/Location	Head Office - Navi Mumbai (HO)
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On 11-10-2024		KRA Approved On 11-10-2024			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Sourcing	30.00	Per month number of offers	No's	9
2	Onboarding Per month onboarding	30.00	Per month onboarding	No's	7
3	Sourcing cost optimization	20.00	Per month offers to candidates sourced from recruitment vendor should be less than 20% of Total offered per month	No's	20
4	Hit Ratio	10.00	For Core Modules : PS, SD, MM, FICO, HCM, PP, QM, PM, ABAP, BASIS - 20% For Balance Modules / Skillsets - 15%	Adherence to Completion	As agreed
5	TAT	10.00	Requisition to Onboarding : average 45 days (excluding Transfer from Contract to Role & Talent Pool candidates)	Days	45
	Total	100.00			

REVIEWEE

Name Mr. Sourabh Chhangani
Date 11-10-2024 03:17:01 PM

REVIEWER

Name Mr. Kaustav Das
Date 11-10-2024 06:13:24 PM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 11-10-2024 06:13:24 PM