

Key Result Area (KRA)

Employee Code 00630016 Employee Name Mr. Santosh Choudhary Band IV

Designation CONSULTING MANAGER - SAP ABAP Department Delivery Project/Location Bench(HO)

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

KRA Submittd On 23-10-2024 KRA Approved On 15-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>1A. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90

REVIEWEE Name Mr. Santosh Choudhary Date 23-10-2024 12:18:05 PM	REVIEWER Name Mrs. KOMAL VIVEK JAVERIA Date 27-10-2024 07:58:59 AM	FINAL REVIEWER Name Mr. Anilkumar Sangameshw Jeur Date 15-11-2024 12:33:02 AM
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2	<p>1B. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	15.00	<p>Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)</p> <p>Not more than 10% developments done during the year have performance issue reported. (5 marks)</p> <p>In case of changes in existing developments existing functionality of developments should not get impacted(5 marks)</p>	%	<=10

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3	1C. Quality and timeliness of ABAP Developments Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction 1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed	5.00	Customer escalations should be Nil. Feedback by your Project manager & Program manager. No escalation due to not being able to clarify the technical queries by the client. <=2 nos = 5 >2 nos = 0	No's	0
4	2A. Quality and timeliness of ABAP Developments Ensure timely resolution of performance issues for the objects developed 1. Take the resolution on priority and make agreed time-plan to sort it out 2. Sort out the performance issue within agreed timelines for pushing it back to production.	10.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed	Adherence to Completion	As agreed
5	2B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

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6	2C. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherance to preparing and updating project documents including project deployment sheet with the Project /Program Manager/Technical Lead	%	100
7	3A. Team Handling, Grooming and co-ordination As agreed, ensure good performance of team members	10.00	Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team member	%	10
8	3B. Team Handling, Grooming and co-ordination At least 1 new advacned ABAP Skill is learned by 2 team members (nominated at the beginning of the year) (5 marks) Team members EDD should be implemented (5 marks)	10.00	At least 1 new advanced ABAP Skill is learned by 2 team members	Adherence to Completion	As agreed
9	Self-learning As agreed, learning new technologies during the year	10.00	At least 1 new advanced ABAP technology to be learned (5 marks)	Adherence to Completion	As agreed
	Total	100.00			

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