

## Key Result Area (KRA)

Employee Code	00002082	Employee Name	Mr. Anilkumar Sangameshw Jeur	Band	VIII
Designation	JT. VP - HEAD DELIVEY	Department	Process Delivery & Transformation Office	Project/Location	Head Office
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	12-10-2024	KRA Approved On	13-10-2024		

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	65.00	<p>1.1 Change Request: Total Change request + Additional Business : (Include License upsell &amp; License CR)-</p> <p>1.1.1 Govt : As per Annual CR Target -</p> <p>1.1.2 Pvt : As per Annual CR Target</p> <p>1.1.3 Pvt:- Every project completed till december should have a CR Note :- for Every Non - core CR - SF,ARIBA,RPA, Vendex, AI, SAC Planning, Mobile Start, BTP - Process Automation , New Products BTP developments , etc. - 120% of CR value will be considered</p> <p>Floor target 85% and Target 100% and achievement to be calculated in proportion. maximum up to 110% can be achieved.</p> <p>1.2. Project Contribution:</p> <p>1. Project Contribution from Projects - As per Approved Budget (Should include A&amp;O license &amp; commision for License of CR )</p> <p>Floor: 90% and Target 100%, achievements calculated in proportion</p> <p>2. Vertical Expenses :- Vertical Expenses to be limited to Approved annual budget numbers</p> <p>1.3: Collection: As per target</p> <p>Target1:</p>	INR	As per target

<b>REVIEWEE</b>	<b>REVIEWER</b>	<b>FINAL REVIEWER</b>
<b>Name</b> Mr. Anilkumar Sangameshw Jeur	<b>Name</b> Mr. Mangesh Dattatray Wadaje	<b>Name</b> Mr. Mangesh Dattatray Wadaje
<b>Date</b> 12-10-2024 06:07:30 PM	<b>Date</b> 13-10-2024 12:37:45 PM	<b>Date</b> 13-10-2024 12:37:45 PM

## Key Result Area (KRA)

<b>Employee Code</b>	00002082	<b>Employee Name</b>	Mr. Anilkumar Sangameshw Jeur	<b>Band</b>	VIII
<b>Designation</b>	JT. VP - HEAD DELIVEY	<b>Department</b>	Process Delivery & Transformation Office	<b>Project/Location</b>	Head Office
<b>Period</b>	2024-2025	<b>From Date</b>	01-04-2024	<b>To Date</b>	31-03-2025
<b>KRA Submittd On</b>	12-10-2024	<b>KRA Approved On</b>	13-10-2024		

			<p>A. Existing Project/Projects :- Collection should happen on monthly basis as per the Annual Budget along with SAP License A&amp;O</p> <p>B. New Project/Projects :- Collection should happen in the Particular month as per approved project Budget</p> <p>Floor: 90% and Target 100%, achievement calculated in proportion. maximum up to 110% can be achieved</p> <p>Target 2: 1. Overall collection - Current Projects :- for the FY as per Budget</p> <p>2.2. Overall Collection - New Projects - as per Approved project budget.</p> <p>Floor: 80% and Target 100%, achievement calculated in proportion</p>		
2	Projects Delivery Execution	15.00	<p>2.1:Project schedule &amp; 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</p> <p>2.2 :- Ensure that all the tracker during the project execution is maintained, updated &amp; reviewed weekly</p>	Adherence to Completion	As agreed

### REVIEWEE

**Name** Mr. Anilkumar Sangameshw Jeur

**Date** 12-10-2024 06:07:30 PM

### REVIEWER

**Name** Mr. Mangesh Dattatray Wadaje

**Date** 13-10-2024 12:37:45 PM

### FINAL REVIEWER

**Name** Mr. Mangesh Dattatray Wadaje

**Date** 13-10-2024 12:37:45 PM

## Key Result Area (KRA)

Employee Code 00002082 Employee Name Mr. Anilkumar Sangameshw Jeur Band VIII

Designation JT. VP - HEAD DELIVEY Department Process Delivery & Transformation Office Project/Location Head Office

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

KRA Submittd On 12-10-2024 KRA Approved On 13-10-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
2	Projects Delivery Execution	15.00	<p>2.1:Project schedule &amp; governance adherence: 1. Number of project Go-Live delivered as per planned date ( Tolerance of 1 week) - averaged out as per projects - Planned Vs Actual Floor: 70% and Target 100%, achievements calculated in proportion</p> <p>2.2 :- Weekly program Managers meeting to happen 2.2.1. Manmonth utilisation in the project as per Budget 2.2.2. Monthly Steercom happening in the projects</p>	%	Number of projects on schedule
3	Customer excellence	20.00	<p>3.1: No Negative feedback leading to Loss of new opportunity / CR's . &gt;=90% of projects implemented can be given as a reference for new opportunities.- 100% between 70 % &amp; 90 % of projects implemented can be given as a reference for new opportunities - 70% &lt; 70% of projects implemented can be given as a reference for new opportunities - NIL 3.2 NPS score of customers to be increased 25 Points vis-a-vis baseline of 30 Sep 24 Floor target 80% and Target 100% and achievement to be calculated in proportion. 3.3 Existing customer as 31-03-24 &amp; new customer added during the year should continue to be customer as of 31-03-25 Floor target 80% and Target 100% and achievement to be calculated in proportion.</p>	Score	As per target
	Total	100.00			

### REVIEWEE

Name Mr. Anilkumar Sangameshw Jeur

Date 12-10-2024 06:07:30 PM

### REVIEWER

Name Mr. Mangesh Dattatray Wadaje

Date 13-10-2024 12:37:45 PM

### FINAL REVIEWER

Name Mr. Mangesh Dattatray Wadaje

Date 13-10-2024 12:37:45 PM