

Key Result Area (KRA)

Employee Code	S-009	Employee Name	Mr. Ramesh Gupta	Band	I
Designation	Associate Consultant	Department	Delivery - Strategic	Project/Location	NMSCEL-Mumbai
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 22-06-2022		KRA Approved On			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Project deliverables  Manage the OSO functionalities at the project	45.00	Lead the OSO team at Project, get the knowhow of the Digital platform Understand the digital platform customer acceptance	Adherence to Completion	As agreed
			Coordinate with Client, AE & EPC contractirs for all strategic meetings on digital platform  'Understand the digital platform customer accpetance	Adherence to Completion	As agreed
			Provide data required for preparation of OSO monthly report  'Report to be sent every month	Adherence to Completion	As agreed
			Ensure that the digital platform is used by all relevant stakeholders & the data is updated regularly  Data Entry '90% of modules done - 10 Data entry of 70-90% of module - 5 Date entry of modules less than 70% - Nil	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Ramesh Gupta  
Date 22-06-2022 09:26:30 AM

REVIEWER

Name Mr. Rajesh Govindraya Shanbhag  
Date 26-06-2022 07:21:41 PM

FINAL REVIEWER

Name  
Date

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1	Project deliverables  Manage the OSO functionalities at the project	45.00	Coordinate with all stakeholders to get the data for Synchro - 5D Visualization. % of the models received as against approved design within 10 days of approval of design  > 80% of models - 5 Between 70-80% of models received - 2.5 Less than 70% of models received - Nil	Adherence to Completion	As agreed
2	Project Governance	5.00	No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%  Deviations on number of instances found should not exceed by>10%	%	>10%=0
			Rating on a scale of 1 to 5	No's	<4=0
3	Projects Delivery execution	15.00	Implement a resilient delivery process and best practices for predictability in delivery : Audit Compliance to the processes defined by P&DTO Floor: 80%, Target 100%  Comprehensive solutioning of all the business processes: Ensure solution fitment as per best prattice & meeting customer requirement. Floor: 80%, Target 100%.	%	100

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4	Project quality improvement	10.00	Adherence to Quality parameters : Adherence of quality paramters defined for projects as per guidelines provided by Process & Delivery Transformation office ( PDTO) Floor: 80% , Target 100%.	%	100
			Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0	No's	0
5	Customer acceptance  Enhancing knowledge on the existing /new product / Domain Knowledge	5.00	- No rejection by prospective customer on account of technical incompetency during interview / presentation  - No rejection by customer on deployment to the project	No's	>=4
6	Customer Excellence	10.00	CSS score: As defined and result of the CSS survey or outcome of a qualitative survey of the customers, where floor is 4/5 & target is 5/5	No's	5
			Customer Value creation : % adherence of the value creation points defined & identified for the customer Floor: 80% , Target 100%.	%	100
7	Self Development	5.00	Adherence to plan decided during EDD	Adherence to Completion	As agreed
8	Additional Assignment  Any other assignment given by the Management from time to time	5.00	Complete within time and quality with full ownership and taking it to closure.	Adherence to Completion	As agreed
	Total	100.00			

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