

Key Result Area (KRA)

Employee Code	00631109	Employee Name	Mr. Sameer Wasudeo Gurnule	Band	I
Designation	Associate Consultant	Department	Delivery - Strategic	Project/Location	Bench(HO)
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 21-06-2022		KRA Approved On			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	BIM Coordinator Manage the OSO functionalities at the project	45.00	1. Lead the OSO team at Project, get the knowhow of the Digital platform. 2. Coordinate with Client, AE & EPC contractirs for all strategic meetings on digital platform. 'Understand the digital platform	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
			Coordinate with all stakeholders to get the data for Synchro - 5D Visualisation. % 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

REVIEWEE

Name Mr. Sameer Wasudeo Gurnule
Date 21-06-2022 04:39:51 PM

REVIEWER

Name Mr. Vijaykumar Patil
Date 26-06-2022 09:08:07 PM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 27-06-2022 02:26:59 PM

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2	Project Governance 1. Adhenrence to standard templates- plans, review trackers, reports (weekly, fortnightly, daily etc) on time and as directed by Project manager 2. Record of all the meetings , discussions and interactions with customer for all functional and technical points leading to contractual compliance for projects - MOM's, signoffs, reports, letters, mails etc on time. 3. Overall rating by manger and reviewer.	5.00	1. No of times deviations found out each template/ tracker wise during reviews should not exceed by>10% 2. Deviations on number of instances found should not exceed by>10%	%	>10% =
			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 pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100
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

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4	Project quality improvement	10.00	Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0	Adherence to Completion	As agreed
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. >=4 on a scale of 1to5	No's	>=4
6	Customer Excellence	10.00	3.1: 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. 3.2: Customer Value creation : % adherence of the value creation points defined & identified for the customer Floor: 80% , Target 100%.	Adherence to Completion	As agreed
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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