

Key Result Area (KRA)

Employee Code	00004224	Employee Name	Mr. Joydeep Banerjee	Band	VIII
Designation	Head - Business Development	Department	Business Development - Govt.	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 27-06-2022		KRA Approved On 27-06-2022			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order Booked: For Strategic business as per Annual or revised plan (A)	60.00	1. Quarterly service, license & Hardware targets to be achieved as below - Rs. 80 crs for Govt. For Q1 = INR. 20 crs Q2 = INR. 10 crs Q3 = INR. 20 crs Q4 = INR. 30 crs	Cr	80
2	Order Booked: For Strategic business as per Annual or revised plan (B)	5.00	2. PO / Contract signing within 5 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for Global projects. PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects.	No's	4 week
3	Creating robust & predictable pipeline	15.00	Develop pipeline 5 times of Order Booking target.	Cr	400
4	Contribution & Collection (A)	15.00	1:Project Contribution: Project Contribution on estimate to completion basis for Strategic Projects should be >=30% for India Govt Services Assignment, and >=7.5% for License & hardware and minimum 25% all put together.	%	25

REVIEWEE

Name Mr. Joydeep Banerjee
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Mangesh Dattatray Wadaje
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Mangesh Dattatray Wadaje
Date 27-06-2022 01:54:39 PM

Key Result Area (KRA)

Employee Code	00004224	Employee Name	Mr. Joydeep Banerjee	Band	VIII
Designation	Head - Business Development	Department	Business Development - Govt.	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 27-06-2022		KRA Approved On 27-06-2022			

5	Contribution & Collection (B)	5.00	2: Collection: "> 60 days collectibles [Other than o/s c/f from HBTL & HCC Group o/s]" to "Invoice raised for that Quarter other than HCC Group Invoice" < = 10% Target 1: 90% of the collection should happen within 60 days from the baseline invoice date. Anything <90% value or >60 days will be considered as nil achievement. Target 2: Overall collection for the FY should be >=80% of the baseline invoice amount. Anything <80% will be considered as nil achievement.	%	80
	Total	100.00			

REVIEWEE

Name Mr. Joydeep Banerjee
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Mangesh Dattatray Wadaje
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Mangesh Dattatray Wadaje
Date 27-06-2022 01:54:39 PM