

## Key Result Area (KRA)

**Employee Code** 00631427      **Employee Name** Mr. Shivam Sahal      **Band** I  
**Designation** Associate Consultant - Technical      **Department** Delivery - Strategic      **Project/Location** Swastik Constructions & Laxmi Civil Engineering Services  
**Period** 2023-2024      **From Date** 01-04-2023      **To Date** 31-03-2024  
**KRA Submittd On** 07-06-2023      **KRA Approved On** 10-06-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	1A. 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	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90
2	1B. 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	15.00	1. Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)  2. Not more than 10% developments done during the year have performance issue reported. (5 marks)  3. In case of changes in existing developments existing functionality of developments should not get impacted. (5 marks)	%	<=10

### REVIEWEE

**Name** Mr. Shivam Sahal  
**Date** 07-06-2023 08:36:39 PM

### REVIEWER

**Name** Mr. Vivek Patil  
**Date** 10-06-2023 10:35:17 AM

### FINAL REVIEWER

**Name** Mr. Rajesh Govindraya Shanbhag  
**Date** 10-06-2023 11:00:25 AM

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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. <=2 nos = 5 >2 nos = 0	No's	0
4	2 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	ABAP objects documentation  As agreed, technical documentation to be done for assigned objects.	10.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

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6	Self-learning As agreed, learning new technologies during the year	30.00	1. Atleast 1 new advanced ABAP Tecnologies to be learned Implement. (10 marks) 2. Atleast 1 OpenSAP certification or certification suggested by PDTO team to be done (10 marks) 3. Implement EDD actions for self (10 marks)	Adherence to Completion	As agreed
	Total	100.00			

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