

## Key Result Area (KRA)

|                 |                 |                 |                      |                  |            |
|-----------------|-----------------|-----------------|----------------------|------------------|------------|
| Employee Code   | 00631268        | Employee Name   | Mr. Shivraj More     | Band             | IV         |
| Designation     | PROJECT MANAGER | Department      | Delivery - Strategic | Project/Location | Neoliv     |
| Period          | 2024-2025       | From Date       | 01-04-2024           | To Date          | 31-03-2025 |
| KRA Submittd On | 23-10-2024      | KRA Approved On | 24-10-2024           |                  |            |

| Sr.No | Goal Title   | Weightage | Measurement Details  | Unit                    | Quantity  |
|-------|--|-----------|--|-------------------------|-----------|
| 1     | Change request<br>As per Annual Plan or revised target       | 10.00     | 1.1 Change Request: Total Change request + Additional Business :<br>(Include License upsell & License CR)-<br>1.1.1 Govt : > 15% of Planned Revenue FY (4 Marks)<br>1.1.2 Pvt : > 30% of Planned Revenue FY (4 Marks)<br>1.1.3 Pvt:- Every project completed till December 24 should have a CR (2 Marks)<br>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<br><br>Floor target 85% and Target 100% and achievement to be calculated in proportion. maximum up to 110% can be achieved | Adherence to Completion | As agreed |
| 2     | Project Contribution<br>As per Annual Plan or revised target | 25.00     | 1. Resource Control : To Execute the project with the Budgeted Manpower ( Manmonths & Budget) & achieve the Budgeted Contribution<br>Floor: 90% and Target 100%, achievements calculated in proportion   | %                       | Given     |

### REVIEWEE

**Name** Mr. Shivraj More  
**Date** 23-10-2024 01:00:22 PM

### REVIEWER

**Name** Mr. Shrikant Ashokrao Alone  
**Date** 23-10-2024 01:05:43 PM

### FINAL REVIEWER

**Name** Mr. Anilkumar Sangameshw Jeur  
**Date** 24-10-2024 11:44:49 PM

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| 3     | Collection<br><br>As per Annual Plan or revised target | 25.00     | <p>Target1: (15 marks)</p> <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 (10 Marks)</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> | Adherence to Completion | As agreed |

|                                    |   |   |
|------------------------------------|---|---|
| <b>REVIEWEE</b>                    | <b>REVIEWER</b>                         | <b>FINAL REVIEWER</b>                     |
| <b>Name</b> Mr. Shivraj More       | <b>Name</b> Mr. Shrikant Ashokrao Alone | <b>Name</b> Mr. Anilkumar Sangameshw Jeur |
| <b>Date</b> 23-10-2024 01:00:22 PM | <b>Date</b> 23-10-2024 01:05:43 PM      | <b>Date</b> 24-10-2024 11:44:49 PM        |

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| 4     | Projects Delivery Execution | 17.50     | <p>2.1:Project schedule &amp; governance adherence: (7.5 Marks)</p> <p>1. Number of project Go-Live delivered as per planned date ( Tolerance of 1 week) - averaged out as per projects - Planned Vs Actual<br/>Floor: 70% and Target 100%, achievements calculated in proportion</p> <p>2.2.1 :- Ensure all trackers during the project execution is maintained, updated &amp; reviewed weekly ( 5 Marks)</p> <p>2.2.2. Manmonth utilisation in the project as per Budget (2.5 Marks)</p> <p>2.2.3. Monthly Steercom happening in the projects - (1.25 Marks)</p> <p>2.2.4. Contractual compliance for projects - MOM's, signoffs, reports, letters etc. on time. (1.25 Marks)</p> | %    | Given    |
| 5     | Customer Excellence         | 17.50     | <p>3.1: No Negative feedback leading to Loss of new opportunity / CR's . (10 Marks)</p> <p>&gt;=90% of projects implemented can be given as a reference for new opportunities.- 100%</p> <p>between 70 % &amp; 90 % of projects implemented can be given as a reference for new opportunities - 70%</p> <p>&lt; 70% of projects implemented can be given as a reference for new opportunities - NIL</p> <p>3.2 Feedback of customer should be between 4 &amp; 5 (7.5 Marks)</p> <p>Floor target 80% and Target 100% and achievement to be calculated in proportion.</p>   | No's | 0        |

|                                    |   |   |
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| 6     | Others     | 5.00      | 4.1 Self development by the way of Acquiring Knoweldge on New Products / Certifications<br>4.2 Team development :- Acquiring of Knowledge by Team members on new products / certifications<br><br>25% of team members should acquire new Knowledge | Score | As per target |
|       | Total      | 100.00    |  |       |               |

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