

## Key Result Area (KRA)

Employee Code	00005494	Employee Name	Mr. Rajesh Govindraya Shanbhag	Band	VIII
Designation	Program Manager	Department	Delivery	Project/Location	Head Office - Navi Mumbai (HO)
Period	2023-24	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	15-08-2023	KRA Approved On	15-08-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change request  As per Annual Plan or revised target	15.00	Change Request: Total Change request + Additional Business: Govt: As per Annual Sales plan - <b>3.5 Cr</b> Pvt: As per Annual Sales plan - <b>1.09 Cr.</b> Floor target 75% and Target 100% and achievement to be calculated in proportion.	Cr	Target
2	Project Contribution, Vertical Level contribution  As per Annual Plan or revised target	20.00	Project Contribution:  Vertical Contribution from Existing Projects - <b>19.20 Cr</b> (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget) Project Contribution from New / Allocated existing Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion	Cr	Target

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Rajesh Govindraya Shanbhag	Name	Mr. Kaustav Das	Name	Mr. Kaustav Das
Date	15-08-2023 10:30:11 AM	Date	15-08-2023 10:30:11 AM	Date	15-08-2023 10:30:11 AM

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3	Collection Target  As per Annual Plan or revised target	25.00	Collection: As per target Target1: A. Existing Project: - Collection should happen on monthly basis as per the Project Budget. B. New Projects: - Collection should happen in the Particular month as per approved project Budget. Floor: 90% and Target 100%, achievement calculated in proportion.  Target 2: A. Overall collection - Current Projects: - for the FY as per Budget - <b>75.65 Cr.</b> B. Overall Collection - New Projects / Allocated Existing projects- as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given

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4	Projects Delivery Execution	15.00	<p>4.1: Project schedule &amp; governance adherence: Number of projects delivered as per planned date (with exception of customer delays subject to the contribution margin to be maintained as per Measure 1.2) Floor: 90% and Target 100%, achievements calculated in proportion Quantity = Number of projects on schedule</p> <p>4.2: - Ensure that all the tracker during the project execution is maintained, updated &amp; reviewed weekly</p> <p>4.3: - Contributing in the solutioning of the Key processes</p>	No's	Given
5	Customer excellence	25.00	<p>5.1: No Negative feedback leading to Loss of new opportunity / CR's . &gt;=90% of projects implemented can be given as a reference for new opporutnites.- 100% between 70 % &amp; 90 % of projects implemented can be given as a reference for new opportunities - 70% &lt; 70% of projects implemented can be given as a reference for new opportunities - NIL.</p>	%	Given
	Total	100.00			

### REVIEWEE

**Name** Mr. Rajesh Govindraya Shanbhag  
**Date** 15-08-2023 10:30:11 AM

### REVIEWER

**Name** Mr. Kaustav Das  
**Date** 15-08-2023 10:30:11 AM

### FINAL REVIEWER

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