

## Key Result Area (KRA)

<b>Employee Code</b> 00631241	<b>Employee Name</b> Mr. Ashish Kumar Ranjan	<b>Band</b> III
<b>Designation</b> Senior Consultant	<b>Department</b> Delivery - Strategic	<b>Project/Location</b> SECI-Delhi
<b>Period</b> 2023-24	<b>From Date</b> 01-04-2023	<b>To Date</b> 31-03-2024
<b>KRA Submittd On</b> 18-03-2024	<b>KRA Approved On</b> 18-03-2024	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	A) Implementation:  1.For implementation projects - timely and good quality implementation of SAP at client locations adhering to the project plans.  Implementation includes design, configuration, testing, training, correct uploading of Master data & Cutover data for smooth functioning  2.For Post implementation support projects - support to be provided as per the contract with the customer.  3.For other projects - executing the project as per the scope agreed in the contract with the customer.	22.50	For Implementation Project - - Timely Sign off of Blueprint document by customer - Timely Sign off - of RGS from CTM - Timely submission of FS for developments - Timely development sign off by customer - Timely acceptance of UAT ( SIT) by customer	Adherence to Completion	As agreed
			- Timely acceptance of UAT ( SIT) by customer - Go-live as scheduled Go-live on schedule - 100% Go-live delay 1 month - 25% Go-live delay 2month & more - NIL	Adherence to Completion	As agreed
			- Timely document handover for project closure & tiemly issue resolution during post go-live support - Enable Project manager for timely raising of invoice by completing all the milestones & tasks as per project plan.	Adherence to Completion	As agreed

### REVIEWEE

**Name** Mr. Ashish Kumar Ranjan  
**Date** 18-03-2024 10:30:11 AM

### REVIEWER

**Name** Mr. Akhilesh Kumar Mishra  
**Date** 18-03-2024 10:30:11 AM

### FINAL REVIEWER

**Name** Mr. Niladri Bhusan Harichandan  
**Date** 18-03-2024 10:30:11 AM

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1	<p>A) Implementation:</p> <p>1.For implementation projects - timely and good quality implementation of SAP at client locations adhering to the project plans.</p> <p>Implementation includes design, configuration, testing, training, correct uploading of Master data &amp; Cutover data for smooth functioning</p> <p>2.For Post implementation support projects - support to be provided as per the contract with the customer.</p> <p>3.For other projects - executing the project as per the scope agreed in the contract with the customer.</p>	22.50	<p>- Rating based on qualitative aspects of BPD</p> <p>BPD sign off in 1 iteration -100%</p> <p>BPD sign off in 2 iterations - 50%</p> <p>BPD sign off in 3 iterations - 25%</p> <p>BPD sign off in &gt; 3 iterations - 0%</p> <p>- FS - Rating Based on feedback from Technical head</p> <p>- Development acceptance by CTM with Less than 5% of variation</p> <p>- UAT (SIT) acceptance by customer</p> <p>No of issues in module not exceeding &gt;10 - 100%</p> <p>No of issues in module from 11-20 - 50%</p> <p>No of issues in module from 21-30 - 25%</p> <p>No of issues in module more than 30 - 0%</p>	Adherence to Completion	As agreed

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
2	A) Implementation: Project Governance  1. Adherence 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.	7.50	No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%=0	No's	>10%=0
			Deviations on number of instances found should not exceed by>10%	%	>10%=0
			Rating on a scale of 1 to 5	No's	<4=0
3	A) Implementation: Projects Delivery Execution	7.50	Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100
4	A) Implementation: Project quality improvement	7.50	1) Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0  2) No Escalation during the Project Exceution. Floor 1, Target 0	No's	0

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	A) Implementation: Customer acceptance Enhancing knowledge on the existing /new product / Domain Knowledge	5.00	1. No rejection by prospective customer on account of technical incompetency during interview / presentation  2. No rejection by customer on deployment to the project  >=4 on a scale of 1to5	No's	>=4
6	B) Support: SLA Adherence	15.00	For support projects acceptance by customer within agreed SLA	Adherence to Completion	As agreed
7	B) Support: Quality of Solutioning	7.50	Acceptance by the client with SLA	Adherence to Completion	As agreed
			Rating by Manager >=4 on a scale of 1 to 5	No's	>=4
			Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100

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8	B) Support: Project Governance  1. Adherence 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.	7.50	No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%	%	>10%=0
			Deviations on number of instances found should not exceed by>10%	%	>10%=0
			Rating on a scale of 1 to 5	No's	<4=0
9	B) Support: Projects Delivery execution	7.50	Comprehensive solutioning of all the business processes: Ensure solution fitment meeting customer for enahcnement / new requirement. Floor: 80%, Target 100%.	%	100
10	B) Support: Project quality improvement	5.00	Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0	No's	0
11	B) Support: Customer acceptance  Enhancing knowledge on the existing /new product / Domain Knowledge	7.50	- No rejection by prospective customer on account of technical incompetency during interview / presentation  - No rejection by customer on deployment to the project	No's	>=4
	Total	100.00			

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