

Key Result Area (KRA)

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|---------------------------------------|--|---|
| Employee Code 00630016 | Employee Name Mr. Santosh Choudhary | Band IV |
| Designation Consulting Manager | Department Delivery | Project/Location M3M India Private Limited |
| Period 2023-2024 | From Date 01-04-2023 | To Date 31-03-2024 |
| KRA Submittd On 23-06-2023 | KRA Approved On 26-06-2023 | |

| 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 |

REVIEWEE

Name Mr. Santosh Choudhary
Date 23-06-2023 10:54:15 AM

REVIEWER

Name Mr. Saurabh Verma
Date 26-06-2023 09:38:08 AM

FINAL REVIEWER

Name Mr. Ashutosh Sharma
Date 26-06-2023 12:14:06 PM

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| 2 | <p>1B. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p> | 15.00 | <p>Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)</p> <p>Not more than 10% developments done during the year have performance issue reported. (5 marks)</p> <p>In case of changes in existing developments existing functionality of developments should not get impacted(5 marks)</p> | % | <=10 |

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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. No escalation due to not being able to clarify the technical queries by the client. <=2 nos = 5 >2 nos = 0 | No's | 0 |
| 4 | 2A. 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 | 2B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects | 5.00 | Adherence to 80% of technical documentation of identified & assigned objects. | % | 80 |

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| 6 | 2C. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects | 5.00 | Adherence to preparing and updating project documents including project deployment sheet with the Project /Program Manager/Technical Lead | % | 100 |
| 7 | 3A. Team Handling, Grooming and co-ordination As agreed, ensure good performance of team members | 10.00 | Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team member | % | 10 |
| 8 | 3B. Team Handling, Grooming and co-ordination At least 1 new advacned ABAP Skill is learned by 2 team members (nominated at the beginning of the year) (5 marks) Team members EDD should be implemented (5 marks) | 10.00 | At least 1 new advacned ABAP Skill is learned by 2 team members (nominated at the beginning of the year) Team members EDD should be implemented | Adherence to Completion | As agreed |
| 9 | Self-learning As agreed, learning new technologies during the year | 10.00 | Atleast 1 new advanced ABAP technology to be learned (5 marks) Atleast 1 OPENSAP certification or certification suggested by PDT0 to be done (5 marks) | Adherence to Completion | As agreed |
| | Total | 100.00 | | | |

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