

## Key Result Area (KRA)

<b>Employee Code</b>	00631144	<b>Employee Name</b>	Mr. Pavan Kumar	<b>Band</b>	II
<b>Designation</b>	Consultant - Technical	<b>Department</b>	Delivery	<b>Project/Location</b>	Mohsin Haider Darwish LLC
<b>Period</b>	2024-2025	<b>From Date</b>	01-04-2024	<b>To Date</b>	31-03-2025
<b>KRA Submittd On</b>	18-07-2024	<b>KRA Approved On</b>	29-07-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>1A. 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 2. No performance issues due to ABAP in the objects developed</p>	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90
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 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>	No's	<=10

<b>REVIEWEE</b>	<b>REVIEWER</b>	<b>FINAL REVIEWER</b>
<b>Name</b> Mr. Pavan Kumar	<b>Name</b> Mr. Anilkumar Sangameshw Jeur	<b>Name</b> Mr. Anilkumar Sangameshw Jeur
<b>Date</b> 18-07-2024 03:52:25 PM	<b>Date</b> 29-07-2024 07:34:23 AM	<b>Date</b> 29-07-2024 07:34:23 AM

## Key Result Area (KRA)

Employee Code	00631144	Employee Name	Mr. Pavan Kumar	Band	II
Designation	Consultant - Technical	Department	Delivery	Project/Location	Mohsin Haider Darwish LLC
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	18-07-2024	KRA Approved On	29-07-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
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	5
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.	20.00	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

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Pavan Kumar	Name	Mr. Anilkumar Sangameshw Jeur	Name	Mr. Anilkumar Sangameshw Jeur
Date	18-07-2024 03:52:25 PM	Date	29-07-2024 07:34:23 AM	Date	29-07-2024 07:34:23 AM

## Key Result Area (KRA)

Employee Code 00631144 Employee Name Mr. Pavan Kumar Band II

Designation Consultant - Technical Department Delivery Project/Location Mohsin Haider Darwish LLC

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 18-07-2024 KRA Approved On 29-07-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	Self-learning As agreed, learning new technologies during the year	20.00	Atleast 1 new advanced ABAP Tecnologies to be learned (10 marks) Atleast 1 OpenSAP certification or certification suggested by HBT to be done (10 marks)	Adherence to Completion	As agreed
	Total	100.00			

<b>REVIEWEE</b> <b>Name</b> Mr. Pavan Kumar <b>Date</b> 18-07-2024 03:52:25 PM	<b>REVIEWER</b> <b>Name</b> Mr. Anilkumar Sangameshw Jeur <b>Date</b> 29-07-2024 07:34:23 AM	<b>FINAL REVIEWER</b> <b>Name</b> Mr. Anilkumar Sangameshw Jeur <b>Date</b> 29-07-2024 07:34:23 AM
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