

## Key Result Area (KRA)

Employee Code	00630741	Employee Name	Mr. Snehal Kumbhar	Band	VIII
Designation	Solution Head	Department	Business Development - Pvt.	Project/Location	Head Office - Navi Mumbai (HO)
Period	2023-24	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	28-08-2023	KRA Approved On	03-10-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net New India as per Annual Plan or revised target	27.50	1.1 Quarterly service targets to be achieved as below - Rs.16.96 crs For Q1 = INR. 03.39 crs Q2 = INR. 05.09 crs Q3 = INR. 05.09 crs Q4 = INR. 03.39 crs (12.5 Marks)	Cr	16.96
			1.2 PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (2.5 Marks)	No's	3
			1.3 Estimated contribution of >=45% (10 Marks)	%	>=45%
			1.4. Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
2	Order booked: Existing Customer-India as per Annual Plan or revised target	10.00	2.1 Quarterly service targets to be achieved as below - Rs.06.00 crs For Q1 = INR. 01.20 crs Q2 = INR. 01.80 crs Q3 = INR. 01.80 crs Q4 = INR. 01.20 crs (10 Marks)	Cr	6.00
			2.2 Estimated contribution of >=45% (2.5 Marks)	%	>=45%

### REVIEWEE

**Name** Mr. Snehal Kumbhar  
**Date** 28-08-2023 02:35:22 PM

### REVIEWER

**Name** Mr. Upagupta Patnaik  
**Date** 03-10-2023 12:39:22 PM

### FINAL REVIEWER

**Name** Mr. Upagupta Patnaik  
**Date** 03-10-2023 12:39:22 PM

## Key Result Area (KRA)

<b>Employee Code</b> 00630741	<b>Employee Name</b> Mr. Snehal Kumbhar	<b>Band</b> VIII
<b>Designation</b> Solution Head	<b>Department</b> Business Development - Pvt.	<b>Project/Location</b> Head Office - Navi Mumbai (HO)
<b>Period</b> 2023-24	<b>From Date</b> 01-04-2023	<b>To Date</b> 31-03-2024
<b>KRA Submittd On</b> 28-08-2023	<b>KRA Approved On</b> 03-10-2023	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
2	Order booked: Existing Customer-India as per Annual Plan or revised target	10.00	2.3. Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
3	Order booked: Net New ME as per Annual Plan or revised target	20.00	3.1 Quarterly service targets to be achieved as below - Rs.9.12 crs  For Q1 = INR. 01.82 crs Q2 = INR. 02.74 crs Q3 = INR. 02.74 crs Q4 = INR. 01.82 crs (10 Marks)	Cr	9.12
			3.2 Estimated contribution of >=50% (7.5 Marks)	%	>=50%
			3.3 Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
4	Order booked: Licence India as per Annual Plan or revised target	20.00	4.1 Quarterly margin amount targets to be achieved as below - Rs.07.20 crs. For Q1 = INR. 01.44 crs Q2 = INR. 02.16 crs Q3 = INR. 02.16 crs Q4 = INR. 01.44 crs	Cr	7.20

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<b>Name</b> Mr. Snehal Kumbhar	<b>Name</b> Mr. Upagupta Patnaik	<b>Name</b> Mr. Upagupta Patnaik
<b>Date</b> 28-08-2023 02:35:22 PM	<b>Date</b> 03-10-2023 12:39:22 PM	<b>Date</b> 03-10-2023 12:39:22 PM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	Order booked: RPA, Mobility, MS Power BI, Customer/ Vendor Portal, VIM  as per Annual Plan or revised target	12.50	5.1 Quarterly service targets to be achieved as below - Rs.02.26 crs . For Q1 = INR. 00.45 crs Q2 = INR. 00.68 crs Q3 = INR. 00.68 crs Q4 = INR. 00.45 crs (5 Marks)	Cr	2.26
			5.2 PO / Contract signing within 5 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for Global projects. PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (2.5 Marks)	No's	4
			5.3 Estimated contribution of >=40% for India and 45% for other geographies  >=45% for India & 50% Other geog (2.5 Marks)	Adherence to Completion	As agreed
			5.4 Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	Special Assignment in Delivery	10.00	6.1: Project contribution and collections to be maintained w.r.t budget As per the approved budget (5 Marks)	Adherence to Completion	As agreed
			6.2: Role of SME As per the feedback from Head Delivery (5 Marks)	Adherence to Completion	As agreed
	Total	100.00			

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