

Key Result Area (KRA)

Employee Code	00630307	Employee Name	Mr. Balbeer Singh Pujara	Band	V
Designation	Senior Solution Architect	Department	Business Development - Govt.	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 27-06-2022		KRA Approved On 27-06-2022			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order Booked: For Strategic business as per Annual or revised plan(A)	45.00	1. Quarterly service targets to be achieved as below - Rs. crs for Govt. For Q1 = INR. 13.5 Crs.      Q2 = INR. 6.75 Crs.      Q3 = INR. 13.5 Crs.      Q4 = INR. 20.25 Crs.	Cr	54
2	Order Booked: For Strategic business as per Annual or revised plan (B)	5.00	2. The allocated region wise calculation is as: Hit Ratio = (Order won by Highbar) / (Order won + Order loss)  The rating (out of 10) will be based on % of hit ratio calculation, e.g. if hit ratio is 70% then rating will be 7. No rating will be allocated for hit ratio below 50%.	%	70
3	Order Booked: For Strategic business as per Annual or revised plan (C)	5.00	3. Bid Submission Value yearly : 162 Crs. Bid Submission No.s Yearly: 21 No.s for Govt. Clients	Cr	162
4	Creating robust & predictable pipeline  Creating robust & predictable pipeline	15.00	Develop pipeline for Order Booking. At beginning of each quarter, the pipeline should be 5 time target of current quarter and next quarter i.e. 270 Crs.  Nos. of pipeline account in a month 4.5 nos., and in a year 54 nos.	Cr	270

REVIEWEE

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FINAL REVIEWER

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5	Contribution & Collection (A)	15.00	1:Project Contribution: Project Contribution on estimate to completion basis for Strategic Projects should be >=30% for India Govt Services Assignment, and >=7.5% for License & hardware or minimum 25% all put together.	%	25
6	Contribution & Collection (B)	5.00	2: Collection: "> 60 days collectibles [ Other than o/s c/f from HBTL & HCC Group o/s]" to "Invoice raised for that Quarter other than HCC Group Invoice" < = 10%  Target 1: 90% of the collection should happen within 60 days from the baseline invoice date. Anything <90% value or >60 days will be considered as nil achievement.  Target 2: Overall collection for the FY should be >=80% of the baseline invoice amount. Anything <80% will be considered as nil achievement.	%	80
7	Developing new horizons for strategic business growth  Developing new horizons for strategic business growth	10.00	Do a detailed research on newer avenues (technology/product/services) in 2 areas and implement atleast 1 in Government business for revenue growth of 3 cr. (A qualitative assessment can be done for Activities planned Vs Completed)  Floor: 1 avenue identified and implemented with 2 cr revenue, Target: 1 or 2 avenues identified and implemented with 3 cr revenue	No's	2
	Total	100.00			

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