

Key Result Area (KRA)

Employee Code 00630564 Employee Name Mr. Gnanesh Kumsimutt Band VI

Designation Senior Solution Architect Department Business Development - Pvt. Project/Location Head Office

Period 2023-24 From Date 01-04-2023 To Date 31-03-2024

KRA Submittd On 04-09-2023 KRA Approved On 04-09-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net New India as per Annual Plan or revised target	30.00	1.1 Quarterly service targets to be achieved as below - Rs.11.50 crs For Q1 = INR. 02.50 crs Q2 = INR. 03.00 crs Q3 = INR. 04.00 crs Q4 = INR. 02.00 crs (20 Marks)	Cr	11.50
			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% (5 Marks)	%	>=45%
			1.4. Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
2	Order booked: Net New ME as per Annual Plan or revised target	20.00	Quarterly service targets to be achieved as below - Rs.05.10 crs For Q1 = INR. 00.90 crs Q2 = INR. 01.40 crs Q3 = INR. 01.90 crs Q4 = INR. 00.90 crs (15 Marks)	Cr	5.1
			Estimated contribution of >=50% (2.5 Marks)	%	>=50%

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Gnanesh Kumsimutt	Name Mr. Snehal Kumbhar	Name Mr. Upagupta Patnaik
Date 04-09-2023 10:30:11 AM	Date 04-09-2023 10:30:11 AM	Date 04-09-2023 10:30:11 AM

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2	Order booked: Net New ME as per Annual Plan or revised target	20.00	Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
3	Order booked: Licence India as per Annual Plan or revised target	15.00	Quarterly margin amount targets to be achieved as below - Rs.03.60 crs. For Q1 = INR. 00.72 crs Q2 = INR. 01.08 crs Q3 = INR. 01.08 crs Q4 = INR. 00.72 crs	Cr	3.60
4	Order booked: SF Ariba Analytics AMS Migration Others	20.00	Quarterly service targets to be achieved as below - Rs.02.00 crs . For Q1 = INR. 00.50 crs Q2 = INR. 00.50 crs Q3 = INR. 00.50 crs Q4 = INR. 00.50 crs (10 Marks)	Cr	2
			PO / Contract signing within 5 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for Global projects. (2.5 Marks)	No's	4

REVIEWEE Name Mr. Gnanesh Kumsimutt Date 04-09-2023 10:30:11 AM	REVIEWER Name Mr. Snehal Kumbhar Date 04-09-2023 10:30:11 AM	FINAL REVIEWER Name Mr. Upagupta Patnaik Date 04-09-2023 10:30:11 AM
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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
4	Order booked: SF Ariba Analytics AMS Migration Others	20.00	Estimated contribution of >=40% for India and 45% for other geographies >=45% for India & 50% Other geographies (5 Marks)	%	>=45%
			Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
5	Proactive Pre sales	15.00	Upskilling on CPM / Cloud for projects / Ariba / SF / other technologies and ensuring joint delivery in at least 1 project (10 Marks) - Quantity - As per feedback from COO	Adherence to Completion	As agreed
			Setting up end to end demo for EPC, Infra / RE on Public cloud(5 Marks). Quantity - As per feedback from Solution Head	Adherence to Completion	As agreed
	Total	100.00			

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