

## Key Result Area (KRA)

Employee Code 00630627 Employee Name Mr. Saurabh Verma Band IV

Designation MANAGER - BUSINESS DEVELOPMENT - PVT. Department Business Development - Pvt. Project/Location Delhi -Business Development-Pvt

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

KRA Submittd On 30-10-2024 KRA Approved On 01-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net New India as per Annual Plan or revised target (A)	10.00	Quarterly service targets to be achieved as below - Rs.11.00 crs For Q1 = INR. 01.50 crs Q2 = INR. 03.00 crs Q3 = INR. 05.00 crs Q4 = INR. 01.50 crs	Cr	11
2	Order booked: Net New India as per Annual Plan or revised target (B)	2.50	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.	Weeks	4 & 3
3	Order booked: Net New India as per Annual Plan or revised target (C)	10.00	Estimated contribution of >=45%	%	>=45%
4	Order booked: Net New India as per Annual Plan or revised target (D)	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%
5	Order booked: Existing Customer-India as per Annual Plan or revised target (A)	5.00	Quarterly service targets to be achieved as below - Rs.6.00 crs For Q1 = INR. 01.50 crs Q2 = INR. 1.50 crs Q3 = INR. 1.50 crs Q4 = INR. 01.50 crs	Cr	6.00

<b>REVIEWEE</b> <b>Name</b> Mr. Saurabh Verma <b>Date</b> 30-10-2024 04:32:25 PM	<b>REVIEWER</b> <b>Name</b> Mr. Upagupta Patnaik <b>Date</b> 01-11-2024 06:43:21 AM	<b>FINAL REVIEWER</b> <b>Name</b> Mr. Upagupta Patnaik <b>Date</b> 01-11-2024 06:43:21 AM
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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	Order booked: Existing Customer-India as per Annual Plan or revised target (B)	2.50	Estimated contribution of >=45%	Weeks	3
7	Order booked: Existing Customer-India as per Annual Plan or revised target (C)	2.50	Budget should not exceed final effort estimate for 95% of the cases.	Factor	>=2.5
8	Order booked: Net New ME as per Annual Plan or revised target (A)	10.00	Quarterly service targets to be achieved as below - Rs.5.00 crs For Q1 = INR. 01.00 crs Q2 = INR. 01.50 crs Q3 = INR. 01.50 crs Q4 = INR. 01.00 crs	Cr	5
9	Order booked: Net New ME as per Annual Plan or revised target (B)	7.50	Estimated contribution of >=50%	%	>= 50%
10	Order booked: Net New ME as per Annual Plan or revised target (C)	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
11	Order booked: Licence India as per Annual Plan or revised target (D)	15.00	Quarterly margin amount targets to be achieved as below - Rs.8.00 crs. For Q1 = INR. 01.00 crs Q2 = INR. 02.00 crs Q3 = INR. 03.00 crs Q4 = INR. 02.00 crs	Cr	8
12	Order booked: (A)  New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	7.50	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	Cr	2
13	Order booked: (B)  New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	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.	Weeks	4 & 3
14	Order booked: (C)  New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	Estimated contribution of >=40% for India and 45% for other geographies	%	>=40% India and 45% others Geo

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
15	Order booked: (D)  New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%
16	Special Assignment (A)	10.00	Upskilling on CPM / Cloud for projects / Ariba / SF / other technologies and ensuring joint delivery in at least 1 project	No's	Minimum 01 Project win
17	Special Assignment (B)	5.00	Role of SME	LS	As per the feedback from HD
	Total	100.00			

### REVIEWEE

Name Mr. Saurabh Verma  
Date 30-10-2024 04:32:25 PM

### REVIEWER

Name Mr. Upagupta Patnaik  
Date 01-11-2024 06:43:21 AM

### FINAL REVIEWER

Name Mr. Upagupta Patnaik  
Date 01-11-2024 06:43:21 AM