

Key Result Area (KRA)

Employee Code	00003851	Employee Name	Mr. Ashok Wani	Band	VIII
Designation	Head - Technology & Innovation	Department	Technology & Innovation	Project/Location	Head Office - Navi Mumbai (HO)
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 24-06-2022		KRA Approved On			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Goal 1: Order booked - I  A. New Products Sale (Subcon Billing, Vendesk, PowerBI, RPA etc.)	15.00	1. Acquire Order Book from new products by March'23 Quarterly Breakup Q1 -> 0.5 Cr Q2 -> 0.5 Cr Q3 -> 1.0 Cr Q4 -> 0.5 Cr (100% credit for 60% achievement)	Cr	2
2	Goal 1: Order booked - II  B. Services Sale (SAP including Migration, SAP Clouds, Microsoft.Net Services, Hardware (on-premise / cloud) etc.	15.00	2. Acquire Order Book from Service sales by March'23 Quarterly Breakup Q1 -> 0.5 Cr Q2 -> 1.5 Cr Q3 -> 2.0 Cr Q4 -> 1 Cr (100% credit for 60% achievement)	Cr	3
3	Goal 1: Order booked - III  C. License Sale (SAP Clouds)	10.00	3. Acquire license sales from SAP Cloud deals by March'23	Cr	0.90
4	Goal 2: COE of Projects Delivery - I  A. Technical delivery of key accounts 1) Capacity & Competency Assessment 2) Timely Delivery 3) Create aware on new technologies	15.00	1. Capacity, Competency assessment & highlight, if issues - 1 2. Adherence to timely delivery of identified solutions - As agreed 3. Create awareness within project teams on new technologies (e.g. PowerBI, Mobility, SAP new technology (clouds) - 95%	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Ashok Wani  
Date 24-06-2022 11:44:54 AM

REVIEWER

Name Mr. Upagupta Patnaik  
Date 24-06-2022 12:25:46 PM

FINAL REVIEWER

Name Mr. Upagupta Patnaik  
Date 27-06-2022 02:26:59 PM

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5	Goal 2: COE of Projects Delivery - II  B. Solutioning & Guidance to Projects 1. Critical Developments 2. Customer Escalations 3. Utilization of resuable components	15.00	1. Plan & timely delivery of technologies (Custom Fiori, SAC, Mobilty Apps etc.) - As agreed 2. Customer escalations & provide timely resolutions - As reported 3. Create awareness within project teams on new technologies (e.g. PowerBI, Mobility, SAP new technology (clouds) - As agreed 4. Utilization of reusable components - 60%	Adherence to Completion	As agreed
6	Organizational system enablement  A. Organizational IT Initiatives implementation & services B. Develop Internal system & deploy (high business / operational impact)	20.00	1. Create a comprehensive internal IT infrastructure plan with budget and monitor the cost/saving Floor: Charter with monitoring process, Target: 5% saving 2. Develop & deploy 2 internal IT system during the year. Floor: 1 and Target: 2	Adherence to Completion	As agreed
7	Employee development & Retention  1. Critical hiring 2. Retention 3. Number of training day	10.00	1. Identifying critical positions and hire / deploy ontime - As required 2. Mentor Team / and engage with identified talent - As per HR retention plan 3. Ensure the actions of Employ development program for team - As agreed	Adherence to Completion	As agreed
	Total	100.00			

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