

Key Result Area (KRA)

Employee Code	00631364	Employee Name	Mr. NAVEEN KUMAR DAMODARAM	Band	VI
Designation	Senior Consulting Manager	Department	Technology & Innovation	Project/Location	Strategic - Basis(Technical) - S-Basis-HO
Period	2023-2024	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	26-06-2023	KRA Approved On	26-06-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Project Implementation, Upgrade, Migration, Support & Audit Technical delivery of key accounts 1) Capacity & Competency Assessment 2) Timely Delivery of Basis administration requirements 3) Acquire & Create awareness of new technologies	40.00	1. Capacity, Competency assessment & highlight, if issues	No's	1
			2. Adherence to timely delivery of Basis requirements in line with project plan	Adherence to Completion	As agreed
			3. Acquire & Create awareness within project teams on new technologies (e.g.SAP PCE, Public Cloud, BTP & CPI integrations)	% to Completion	90%
2	Solutioning as per Projects requirement Solutioning & Guidance to Projects 1. Critical Developments 2. Customer Escalations 3. Project Execution	25.00	1. Analyse issues, plan & complete within stipulated timeline. 2. Attend Customer escalations & provide timely resolutions.	Adherence to Completion	As agreed
3	Technical Documentation Adherence to 90% of technical documentation for Basis administration	10.00	1. Adherence to 90% of technical documentation of identified & assigned objects.	%	90

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. NAVEEN KUMAR DAMODARAM	Name Mr. Ashok Wani	Name Mr. Ashok Wani
Date 26-06-2023 10:12:23 AM	Date 26-06-2023 11:43:52 AM	Date 26-06-2023 11:43:52 AM

Key Result Area (KRA)

Employee Code 00631364 Employee Name Mr. NAVEEN KUMAR DAMODARAM Band VI
 Designation Senior Consulting Manager Department Technology & Innovation Project/Location Strategic - Basis(Technical) - S-Basis-HO
 Period 2023-2024 From Date 01-04-2023 To Date 31-03-2024

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
4	Team Handling, Grooming and co-ordination: ness within team Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team members (Except deviations due to Change in priorities by business/ management)	15.00	Acquire new SAP technology skills (Cloud platforms including BTP solution) on the job, deliver & create awareness within team.	% to Completion	90
5	Critical Hiring & Retention 1. Critical hiring 2. Retention	10.00	1. Identifying critical positions and hire / deploy ontime 2. Mentor Team / and engage with identified talent from retention perspective	%	90
	Total	100.00			

REVIEWEE Name Mr. NAVEEN KUMAR DAMODARAM Date 26-06-2023 10:12:23 AM	REVIEWER Name Mr. Ashok Wani Date 26-06-2023 11:43:52 AM	FINAL REVIEWER Name Mr. Ashok Wani Date 26-06-2023 11:43:52 AM
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