

Key Result Area (KRA)

Employee Code	00005494	Employee Name	Mr. Rajesh Govindraya Shanbhag	Band	VIII
Designation	Program Manager	Department	Delivery	Project/Location	Head Office - Navi Mumbai (HO)
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	Change request As per Annual Plan or revised target	15.00	1. Change Request: Total Change request + Additional Business : Govt : As per Annual Sales plan Pvt : As per Annual Sales plan Floor target 75% and Target 100% and achievement to be calculated in proportion	Adherence to Completion	As agreed
2	Project Contribution As per Annual Plan or revised target	30.00	2. Project Contribution:  Project Contribution from Existing Projects - 12.53 Cr (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget) Project Contribution from New / Allocated existing Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion	Cr	12.53

REVIEWEE

Name Mr. Rajesh Govindraya Shanbhag  
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Kaustav Das  
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Kaustav Das  
Date 27-06-2022 01:54:39 PM

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3	Collection  As per Annual Plan or revised target	30.00	3. Collection: As per target Target1: A. Existing Project :- Collection should happen on monthly basis as per the Project Budget. B. New Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion.  Target 2: 1. Overall collection - Current Projects :- for the FY as per Budget - 37.11 Cr . 2. Overall Collection - New Projects / Allocated Existing projects- as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Adherence to Completion	As agreed
4	Projects Delivery Execution	15.00	4.1: Project schedule & governance adherence: Number of projects delivered as per planned date (with exception of customer delays subject to the contribution margin to be maintained as per Measure 1.2) Floor: 90% and Target 100%, achievements calculated in proportion  4.2: Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly ( 5 Marks) 4.3: No delay in the project due to solution gap - (7 marks)	%	100

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5	Customer excellence	10.00	5. No Negative feedback leading to Loss of new opportunity / CR's	No's	0
	Total	100.00			

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