

Key Result Area (KRA)

Employee Code	00631469	Employee Name	Mr. Nikunj Daga	Band	IV
Designation	MANAGER - BUSINESS DEVELOPMENT - PVT.	Department	Business Development - Pvt.	Project/Location	Head Office - Navi Mumbai (HO) - HO-NaviMum
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On 23-10-2024		KRA Approved On 26-10-2024			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net new Existing Services - India - North as per Annual Plan or revised target (A)	15.00	Quarterly service targets to be achieved as below - Rs.06.00 crs For Q1 = INR. 01.00 crs Q2 = INR. 02.00 crs Q3 = INR. 02.00 crs Q4 = INR. 01.00 crs	Cr	6.00
2	Order booked: Net new Existing Services - India - North as per Annual Plan or revised target (B)	5.00	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	3
3	Order booked: Net new Existing Services - India - North as per Annual Plan or revised target (C)	5.00	Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.5
4	Order booked: Net new Existing Services - India - North as per Annual Plan or revised target(D)	15.00	Estimated contribution	%	>=45%
5	Order booked: Existing Customer-India - North as per Annual Plan or revised target(A)	5.00	Quarterly service targets to be achieved as below - Rs.03.50 crs For Q1 = INR. 00.50 crs Q2 = INR. 00.50 crs Q3 = INR. 01.00 crs Q4 = INR. 01.50 crs	Cr	3.50

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Nikunj Daga	Name	Mr. Upagupta Patnaik	Name	Mr. Upagupta Patnaik
Date	23-10-2024 12:09:23 PM	Date	26-10-2024 06:04:49 AM	Date	26-10-2024 06:04:49 AM

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Designation MANAGER - BUSINESS DEVELOPMENT - PVT. Department Business Development - Pvt. Project/Location Head Office - Navi Mumbai (HO) - HO-NaviMum

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	Order booked: Existing Customer-India - North 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	3
7	Order booked: Existing Customer-India - North as per Annual Plan or revised target (C)	2.50	Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.5
9	Order booked: Licence India - North as per Annual Plan or revised target	25.00	Quarterly margin amount targets to be achieved as below - Rs.04.50 crs. For Q1 = INR. 00.50 crs Q2 = INR. 01.00 crs Q3 = INR. 02.00 crs Q4 = INR. 01.00 crs	Cr	4.50
10	Order booked (A) New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	10.00	Quarterly service targets to be achieved as below - Rs.01.00 crs . For Q1 = INR. 00.00 crs Q2 = INR. 00.00 crs Q3 = INR. 00.50 crs Q4 = INR. 00.50 crs	Cr	1
11	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 should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier.	Weeks	4

REVIEWEE

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Date 23-10-2024 12:09:23 PM

REVIEWER

Name Mr. Upagupta Patnaik
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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
12	Order booked: (C) New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.0
13	Customer Excellence	10.00	No Loss of Net New accounts on account of non favorable reference from Existing customers.	No's	<=10%
	Total	100.00			

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