

Key Result Area (KRA)

Employee Code 00005500	Employee Name Mr. Kaustav Das	Band IXB
Designation Head - Delivery	Department Delivery	Project/Location Head Office
Period 2023-24	From Date 01-04-2023	To Date 31-03-2024
KRA Submittd On 08-08-2023	KRA Approved On 11-09-2023	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change Request (CR)	20.00	1.1 Govt: As per Annual CR Target - 14 Crs. (7.5 marks) Floor target 85% and Target 100% and achievement to be calculated in proportion	Cr	14
	Change Request: Total Change request + Additional Business:		1.2 Pvt: As per Annual CR Target - 10.6 Crs. (10 Marks) Floor target 85% and Target 100% and achievement to be calculated in proportion	Cr	10.6
			1.3 Pvt:- Every project completed till december should have a CR (2.5 Marks)	Cr	Target
2	Project Contribution	20.00	Vertical Contribution from Existing Projects in INR 27.21 Crs. (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget & Excluding License C&S revenue) Project Contribution from New Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion	%	Agreed
3	Collection As per target	25.00	Target1: (15 Marks) A. Existing Project/Projects: Collection should happen on monthly basis as per the Annual Budget along with SAP License A&O B. New Project/Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion. maximum up to 110% can be achieved	Cr	Given

REVIEWEE

Name Mr. Kaustav Das
Date 08-08-2023 10:23:07 PM

REVIEWER

Name Mr. Upagupta Patnaik
Date 23-08-2023 09:21:14 AM

FINAL REVIEWER

Name Mr. Mangesh Dattatray Wadaje
Date 11-09-2023 12:09:18 PM

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3	Collection As per target	25.00	Target 2: (10 Marks) A. Overall collection - Current Projects: For the FY as per Budget - INR 129.81 Cr. B. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given
4	Projects Delivery Execution	15.00	Project schedule & governance adherence: (10 marks) A. Number of projects Go-Live delivered as per planned date - averaged out as per projects - Planned Vs Actual Floor: 70% and Target 100%, achievements calculated in proportion	%	Given
			Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly (5 Marks) A. Man-month utilization in the project as per Budget B. Monthly Steercom happening in the projects.	%	Given
5	Customer excellence	20.00	No Negative feedback leading to Loss of new opportunity / CR's. >=90% of projects implemented can be given as a reference for new opportunities. - 100% between 70 % & 90 % of projects implemented can be given as a reference for new opportunities - 70% < 70% of projects implemented can be given as a reference for new opportunities - NIL. Quantity = Number of projects on schedule	No's	Given

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Kaustav Das	Name Mr. Upagupta Patnaik	Name Mr. Mangesh Dattatray Wadaje
Date 08-08-2023 10:23:07 PM	Date 23-08-2023 09:21:14 AM	Date 11-09-2023 12:09:18 PM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
	Total	100.00			

REVIEWEE Name Mr. Kaustav Das Date 08-08-2023 10:23:07 PM	REVIEWER Name Mr. Upagupta Patnaik Date 23-08-2023 09:21:14 AM	FINAL REVIEWER Name Mr. Mangesh Dattatray Wadaje Date 11-09-2023 12:09:18 PM
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