

Key Result Area (KRA)

Employee Code 00631100 Employee Name Mr. Rakesh kumar Rout Band IV
 Designation Consulting Manager Department Delivery - Prime Project/Location MECON LIMITED
 Period 2023-24 From Date 01-04-2023 To Date 31-03-2024
 KRA Submittd On 16-08-2023 KRA Approved On 16-08-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change Request : Expanding scope & executing Change Request: As per Annual Plan or revised target	10.00	Total Change request + Additional Business : Govt: As per Annual Sales plan - 1.39Cr. Pvt : As per Annual Sales plan Floor target 75% and Target 100% and achievement to be calculated in proportion	Cr	Given
2	Project Contribution, Vertical Level contribution	15.00	Project Contribution: Resource Control To Execute the project with the Budgeted Manpower (Manmonths & Budget) Floor: 90% and Target 100%, achievements calculated in proportion. Quantity= >=37% for India Govt, >=45% for India Private, >=55% for Overseas Assignments	%	Given
3	Collection Target	25.00	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: A. Overall collection - Current Projects :- for the FY as per Budget for the project - 3.94Cr. B. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Rakesh kumar Rout	Name Mr. Malay Govil	Name Mr. Malay Govil
Date 16-08-2023 10:30:11 AM	Date 16-08-2023 10:30:11 AM	Date 16-08-2023 10:30:11 AM

Key Result Area (KRA)

Employee Code 00631100 Employee Name Mr. Rakesh kumar Rout Band IV
 Designation Consulting Manager Department Delivery - Prime Project/Location MECON LIMITED
 Period 2023-24 From Date 01-04-2023 To Date 31-03-2024
 KRA Submittd On 16-08-2023 KRA Approved On 16-08-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
4	Projects Delivery execution:	30.00	<p>4.1:Project schedule 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) - (10 Marks) Floor: 90% and Target 100%, achievements calculated in proportion</p> <p>4.2 :- Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly - (10 Marks)</p> <p>4.3: Contributing in solutioning of the key processes: No delay in the project due to solution gap - (10 marks)</p>	Adherence to Completion	As agreed
5	Customer Excellence	20.00	<p>5.1: No Negative feedback leading to Loss of new opportunity / CR's . >=90% of projects implemented can be given as a reference for new opporutnites.- 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.</p>	No's	0
	Total	100.00			

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Rakesh kumar Rout	Name Mr. Malay Govil	Name Mr. Malay Govil
Date 16-08-2023 10:30:11 AM	Date 16-08-2023 10:30:11 AM	Date 16-08-2023 10:30:11 AM