

## Key Result Area (KRA)

Employee Code 00631605 Employee Name Mr. Abhijeet Dinkar Madage Band II

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

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 24-10-2024 KRA Approved On 26-10-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	A.Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	15.00	1.1 Quarterly service targets to be achieved as below - Rs.03.00 crs For Q1 = INR. 00.00 crs Q2 = INR. 00.00 crs Q3 = INR. 01.50 crs Q4 = INR. 01.50 crs	Cr	3
2	B.Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	5.00	1.2 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	C.Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	5.00	1.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.5
4	D.Order booked: Net new Existing Services - India - West & East as per Annual Plan or revised target	15.00	1.4 Estimated contribution	%	>=45%

### REVIEWEE

Name Mr. Abhijeet Dinkar Madage

Date 24-10-2024 01:30:29 PM

### REVIEWER

Name Mr. Niladri Bhusan Harichandan

Date 24-10-2024 01:54:34 PM

### FINAL REVIEWER

Name Mr. Upagupta Patnaik

Date 26-10-2024 06:06:07 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	A.Order booked: Existing Customer-India - West as per Annual Plan or revised target	5.00	2.1 Quarterly service targets to be achieved as below - Rs.01.50 crs For Q1 = INR. 00.00 crs Q2 = INR. 00.00 crs Q3 = INR. 00.75 crs Q4 = INR. 00.75 crs	Cr	1.50
6	B.Order booked: Existing Customer-India - West as per Annual Plan or revised target	2.50	2.2 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	C.Order booked: Existing Customer-India - West as per Annual Plan or revised target	2.50	2.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.5
8	Order booked: Licence India - West as per Annual Plan or revised target	25.00	3.1 Quarterly margin amount 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

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
9	A. Order booked: New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	10.00	4.1 Quarterly service targets to be achieved as below - Rs.00.50 crs . For Q1 = INR. 00.00 crs Q2 = INR. 00.00 crs Q3 = INR. 00.25 crs Q4 = INR. 00.25 crs	Cr	0.5
10	B.Order booked: New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	4.2 PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier.	Weeks	4
11	C. Order booked: New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	4.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets	Factor	>=2.0
12	Customer Excellence	10.00	4.1 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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