

Key Result Area (KRA)

Employee Code 00630530 **Employee Name** Mr. Madhu Vijaykumar Manchikatla **Band** IV
Designation CONSULTING MANAGER - SAP ABAP **Department** Delivery - Strategic **Project/Location** Renaatus Projects Private Limited
Period 2024-2025 **From Date** 01-04-2024 **To Date** 31-03-2025
KRA Submittd On 18-10-2024 **KRA Approved On** 21-12-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	1A. Quality and timeliness of ABAP Developments Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction 1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Madhu Vijaykumar Manchikatla	Name Mr. Rakesh kumar Rout	Name Mr. Anilkumar Sangameshw Jeur
Date 18-10-2024 03:50:03 PM	Date 19-10-2024 05:23:38 AM	Date 21-12-2024 10:54:43 PM

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2	<p>1B. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	15.00	<p>Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)</p> <p>Not more than 10% developments done during the year have performance issue reported. (5 marks)</p> <p>In case of changes in existing developments existing functionality of developments should not get impacted(5 marks)</p>	%	<=10

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3	1C. Quality and timeliness of ABAP Developments Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction 1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed	5.00	Customer escalations should be Nil. Feedback by your Project manager & Program manager. No escalation due to not being able to clarify the technical queries by the client. <=2 nos = 5 >2 nos = 0	No's	0
4	2A. Quality and timeliness of ABAP Developments Ensure timely resolution of performance issues for the objects developed 1. Take the resolution on priority and make agreed time-plan to sort it out 2. Sort out the performance issue within agreed timelines for pushing it back to production.	10.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed	Adherence to Completion	As agreed
5	2B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

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6	2C. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherance to preparing and updating project documents including project deployment sheet with the Project /Program Manager/Technical Lead	%	100
7	3A. Team Handling, Grooming and co-ordination As agreed, ensure good performance of team members	10.00	Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team member	%	10
8	3B. Team Handling, Grooming and co-ordination At least 1 new advacned ABAP Skill is learned by 2 team members (nominated at the beginning of the year) (5 marks) Team members EDD should be implemented (5 marks)	10.00	At least 1 new advanced ABAP Skill is learned by 2 team members	Adherence to Completion	As agreed
9	Self-learning As agreed, learning new technologies during the year	10.00	At least 1 new advanced ABAP technology to be learned (5 marks)	Adherence to Completion	As agreed
	Total	100.00			

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