Key Result Area (KRA)

Employee Code 00006110	**Employee Name** Mr. Mahesh Babu Bayya	**Band** VII	
Designation Senior Project Manager	**Department** Delivery - Prime	**Project/Location** HCC-Mumbai	
Period 2022-2023	**From Date** 01-04-2022	**To Date** 31-03-2023	
KRA Submittd On 23-06-2022	**KRA Approved On**		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Customer satisfaction 1. Ensure timely and good quality roll out of SAP . Roll out means adequate training, correct uploading of data (trial balance, stock), creation of masters, inclusion of all scenarios for smooth functioning of operations. 2. Streamlining of Budget Template, enhancements for functionality gaps/New requirements development for FY23-24 and ensure proper implementation & support. 3. Ensure to upload FY22-23 Budgets in SAP on time to get Budget Vs Actual MIS 4. Ensure smooth operations and timely issue resolution of SAP & PMIS @ Costal Road	20.00	Feedback rating from relevant Customers / HOD's >=4 on a scale of 1 to 5.	No's	>=4

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Mahesh Babu Bayya	**Name** Mr. Kaustav Das	**Name** Mr. Kaustav Das
Date 23-06-2022 03:41:31 PM	**Date** 27-06-2022 02:25:27 PM	**Date** 27-06-2022 02:26:59 PM

HIGHBAR TECHNOCRAT LTD.

Key Result Area (KRA)

rightPages 2 of 3

Employee Code 00006110	**Employee Name** Mr. Mahesh Babu Bayya	**Band** VII
Designation Senior Project Manager	**Department** Delivery - Prime	**Project/Location** HCC-Mumbai
Period 2022-2023	**From Date** 01-04-2022	**To Date** 31-03-2023

KRA Submittd On 23-06-2022   **KRA Approved On**

2	New Process/system implementation or Existing process Optimization including Key MIS Reports & institutionalize across organization Development of new process /report or change in the existing process/ report in SAP for obtaining the results as desired by management. Some of the processes / reports include Dashboards for Top management (Liner progress Monitoring & Fuel consumption dashboards), Major Material Reconciliation, Quantity Reconciliation, Workflow based approval note system, Implementation of Document Management System with workflows for all departments across organization, PO & WO controls, Direct Cost Control etc., Departmental Expenditure MIS for CEO, Perpetual Inventory Verification (PIV), Daily Material Receipts system - Gate Entry(DMR), Financial MIS as per NEW CEO, HEMS Process improvements etc. .	50.00	Feedback from relevant customers / HOD's on usage effectiveness and value creation >=4 on a scale of 1 to 5	No's	>=4

REVIEWEE

Name Mr. Mahesh Babu Bayya

Date 23-06-2022 03:41:31 PM

REVIEWER

Name Mr. Kaustav Das

Date 27-06-2022 02:25:27 PM

FINAL REVIEWER

Name Mr. Kaustav Das

Date 27-06-2022 02:26:59 PM

Key Result Area (KRA)

Employee Code 00006110	**Employee Name** Mr. Mahesh Babu Bayya	**Band** VII
Designation Senior Project Manager	**Department** Delivery - Prime	**Project/Location** HCC-Mumbai
Period 2022-2023	**From Date** 01-04-2022	**To Date** 31-03-2023

KRA Submittd On 23-06-2022   **KRA Approved On**

3	HCC SAP & Non SAP Applications Process Manuals documentation/updation Ensure all important process documents and manuals to be updated as and when required. i.e. PS/QM/Budget//HCMS/HEMS/HAMS/App Note System/ MRS and any new systems etc.	10.00	As when required	Adherence to Completion	As agreed
4	Additional Assignment -1 Any other assignment given by the Management from time to time	10.00	1. Implementation of Strategic initiative 2. Implementation of Internal process improvisation as identified by management As per metrics defined for measurement	Adherence to Completion	As agreed
5	Additional Assignment -2 Any other assignment given by the Management from time to time	10.00	1. Support to Ext Delivery & Sales / Presales team for : Solutioning, Pre-Sales presentation etc. (some of the areas can be in DocLife, Easybid, Budget template, etc.) > = 4 on a scale of 1 to 5	No's	> = 4
	Total	100.00			

REVIEWEE

Name   Mr. Mahesh Babu Bayya

Date   23-06-2022 03:41:31 PM

REVIEWER

Name   Mr. Kaustav Das

Date   27-06-2022 02:25:27 PM

FINAL REVIEWER

Name   Mr. Kaustav Das

Date   27-06-2022 02:26:59 PM