

Key Result Area (KRA)

Employee Code	00630806	Employee Name	Mr. Vivek Patil	Band	III
Designation	Senior Consultant	Department	Delivery - Prime	Project/Location	KCC Buildcon Pvt Ltd
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 22-06-2022		KRA Approved On			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Project Manager	50.00	<p>April '22- March '23 Target Weightage Unit Quantity 1</p> <p>Change request, Project Contribution, Vertical Level contribution & Collection :-</p> <p>As per Annual Plan or revised target 1.1: Expanding scope & executing Change Request: Total Change request + Additional Business : Total Change request + Additional Business : Govt : As per Annual Sales plan Pvt : As per Annual Sales plan Floor target 75% and Target 100% and achievement to be calculated in proportion INR / % As per measurement details 5 1.2: Project Contribution: Resource Control To Execute the project with the Budgeted Manpower (Manmonths & Budget)</p> <p>Floor: 90% and Target 100%, achievements calculated in proportion % >=37% for India Govt >=45% for India Private >=55% for Overseas Assignments 12.5 11.3: Collection: As per target Target1:</p> <p>A. Existing Project :- Collection should happen on monthly basis as per the Project Budget.</p> <p>B. New Projects :- Collection should happen in the Particular month as per approved project Budget</p> <p>Floor: 90% and Target 100%, achievement calculated in proportion.</p>	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Vivek Patil
Date 22-06-2022 09:19:48 AM

REVIEWER

Name Mr. Ashutosh Sharma
Date 24-06-2022 07:04:46 PM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 27-06-2022 02:26:59 PM

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			Target 2: 1. Overall collection - Current Projects :- for the FY as per Budget for the project 2.2. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion INR As per measurement details 12.5		
			2 Projects Delivery execution: 2.1: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) - (3 Marks) Floor: 90% and Target 100%, achievements calculated in proportion % Number of projects on schedule 5 2.2 :- Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly - (5 Marks) % As agreed 5 2.3: Contributing in solutioning of the key processes: No delay in the project due to solution gap - (7 marks) % As Agreed 5	Adherence to Completion	As agreed
			3 Customer Excellence 3.1: No Negative feedback leading to Loss of new opportunity / CR's Score As per measurement details 5	Adherence to Completion	As agreed
2	Implementation Project	50.00	Target Weightage Unit Quantity I. Projects (Implementation, support & enhancements) 1.For implementation projects - timely and good quality implementation of SAP at client locations adhering to the project plans. Implementation includes design, configuration, testing, training,	Adherence to Completion	As agreed

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			correct uploading of Master data & Cutover data for smooth functioning		
			2.For Post implementation support projects - support to be provided as per the contract with the customer.		
			3.For other projects - executing the project as per the scope agreed in the contract with the customer. 1		
			2		
			3		
			4		
			5		
			6		
			7		
			8 For Implementation Project -		
			- Timely Sign off of Blueprint document by customer		
			- Timely Sign off - of RGS from CTM		
			- Timely submission of FS for developments		
			- Timely development sign off by customer		
			- Timely acceptance of UAT (SIT) by customer		
			- Go-live as scheduled		
			Go-live on schedule - 100%		
			Go-live delay 1 month - 25%		
			Go-live delay 2month & more - NIL		

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		- Timely document handover for project closure & tiemly issue resolution during post go-live support - Enable Project manager for timely raising of invoice by completing all the milestones & tasks as per project plan. Date		
		Date		
		Date		
		As per approved plan (For KPI's 1-5)		
		As per approved plan (For KPI's 6)		
		As per approved plan (For KPI's 7-8)		

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			No of issues in module not exceeding >10 - 100% No of issues in module from 11-20 - 50% No of issues in module from 21-30 - 25% No of issues in module more than 30 - 0% Nos.		
			Nos.		
			Nos. >=4 on a scale of 1to5 (For KPI's 9)		
			>=4 on a scale of 1to5 (For KPI's 10-11) >=4 on a scale of 1to5 (For KPI's 12) 2.5		
			2.5		
			2.5		
			II. Project Governance	1. Adhenrence to standard templates-	Adherence As agreed

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			plans, review trackers, reports (weekly, fortnightly, daily etc) on time and as directed by Project manager 1 No of times deviations found out each template/ tracker wise during reviews should not exceed by>10% % >10% =0 2.5 2. Record of all the meetings , discussions and interactions with customer for all functional and technical points leading to contractual compliance for projects - MOM's, signoffs, reports, letters, mails etc on time. 2 Deviations on number of instances found should not exceed by>10% % >10% =0 2.5 3. Overall rating by manger and reviewer. 3 Rating on a scale of 1 to 5 <4 = 0 2.5	to Completion	
			III Projects Delivery execution 2 Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%. % as agreed 7.5	Adherence to Completion	As agreed
			iv Project quality improvement 2 Quality of deliverables : No escalation from customer on quality of deliverables submitted. Floor 1, Target 0 % as agreed 5	Adherence to Completion	As agreed
			v Customer acceptance Enhancing knowledge on the existing /new product / Domain Knowledge 1 2 - No rejection by prospective customer on account of technical incompetency during interview / presentation - No rejection by customer on deployment to the project Nos. >=4 on a scale of 1to5 7.5	Adherence to Completion	As agreed

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	Total	100.00			

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