

Key Result Area (KRA)

Employee Code 00631466 Employee Name Mrs. KOMAL VIVEK JAVERIA Band V

Designation Senior Consulting Manager Department Delivery - Prime Project/Location Lodha AMS & CR Support - LodhaAMS

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. Pvt : As per Annual Sales plan - 0.1 Cr Floor target 75% and Target 100% and achievement to be calculated in proportion	Cr	Given
2	Project Contribution, Vertical Level contribution As per Annual Plan or revised target	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	Adherence to Completion	As agreed
3	Collection Target As per Annual Plan or revised 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 - 3.78Cr. B. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given

REVIEWEE

Name Mrs. KOMAL VIVEK JAVERIA

Date 16-08-2023 10:30:11 AM

REVIEWER

Name

Date

FINAL REVIEWER

Name

Date

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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			

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