

Key Result Area (KRA)

Employee Code 00630935 Employee Name Mr. Nikhil Bhelke Band V

Designation Senior Consulting Manager Department Delivery - Strategic Project/Location Deepak Fertilisers & Petrochemicals Ltd.

Period 2022-2023 From Date 01-04-2022 To Date 31-03-2023

KRA Submittd On 27-06-2022 KRA Approved On 27-06-2022

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change request As per Annual Plan or revised target	10.00	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	Adherence to Completion	As agreed
2	Project Contribution As per Annual Plan or revised target	25.00	2. Project Contribution: Resource Control To Execute the project with the Budgeted Manpower (Manmonths & Budget) Floor: 90% and Target 100%, achievements calculated in proportion >=37% for India Govt >=45% for India Private >=55% for Overseas Assignments	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Nikhil Bhelke

Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Rajesh Govindraya Shanbhag

Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Kaustav Das

Date 27-06-2022 01:54:39 PM

Key Result Area (KRA)

Employee Code 00630935

Employee Name Mr. Nikhil Bhelke

Band V

Designation Senior Consulting Manager

Department Delivery - Strategic

Project/Location Deepak Fertilisers & Petrochemicals Ltd.

Period 2022-2023

From Date 01-04-2022

To Date 31-03-2023

KRA Submitt On 27-06-2022

KRA Approved On 27-06-2022

3	Collection As per Annual Plan or revised target	25.00	3. Collection: As per target 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: 1. Overall collection - Current Projects :- for the FY as per Budget for the project 2. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Adherence to Completion	As agreed
4	Projects Delivery execution:	10.00	4. 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 measurement detail in Sr. No.2 Floor: 90% and Target 100%, achievements calculated in proportion Quantity: Number of projects on schedule	%	100
5	Projects Delivery execution :	10.00	5. Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Nikhil Bhelke

Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Rajesh Govindraya Shanbhag

Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Kaustav Das

Date 27-06-2022 01:54:39 PM

Key Result Area (KRA)

Employee Code	00630935	Employee Name	Mr. Nikhil Bhelke	Band	V
Designation	Senior Consulting Manager	Department	Delivery - Strategic	Project/Location	Deepak Fertilisers & Petrochemicals Ltd.
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023

KRA Submittd On 27-06-2022KRA Approved On 27-06-2022

6	Projects Delivery execution	10.00	6. Contributing in solutioning of the key processes: No delay in the project due to solution gap	Adherence to Completion	As agreed
7	Customer Excellence	10.00	7. No Negative feedback leading to Loss of new opportunity / CR's	No's	0
	Total	100.00			

REVIEWEE

Name Mr. Nikhil Bhelke
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Rajesh Govindraya Shanbhag
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 27-06-2022 01:54:39 PM