

Key Result Area (KRA)

Employee Code	00631135	Employee Name	Mr. Ved Sinha	Band	III
Designation	Senior Consultant - Technical	Department	Delivery - Prime	Project/Location	INDAMC-TECH
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	21-07-2024	KRA Approved On	29-07-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>1A. 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>	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90
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

REVIEWEE

Name Mr. Ved Sinha

Date 21-07-2024 06:15:39 PM

REVIEWER

Name Mr. Sunil Manohar Pachgade

Date 22-07-2024 08:45:47 AM

FINAL REVIEWER

Name Mr. Anilkumar Sangameshw Jeur

Date 29-07-2024 07:35:17 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
3	<p>1C. 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>	5.00	<p>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</p> <p>.<=2 nos = 5</p> <p>>2 nos = 0</p>	No's	0
4	<p>2. Quality and timeliness of ABAP Developments</p> <p>Ensure timely resolution of performance issues for the objects developed .</p> <p>1. Take the resolution on priority and make agreed time-plan to sort it out.</p> <p>2. Sort out the performance issue within agreed timelines for pushing it back to production.</p>	10.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed	Adherence to Completion	As agreed
5	<p>3A. Documentation and planning</p> <p>As agreed, Delivery Plan and Technical documentation to be done for assigned objects</p>	5.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

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6	3B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects.	5.00	Adherance to preparing,updating and sharing delivery plan of 100% of objects with the Project Manage	%	100
7	4A. 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 members	%	10
8	4B. Team Handling, Grooming and co-ordination As agreed, ensure team members are groomed with new skills	10.00	At least 1 new advacned ABAP Skill is learned by 2 junior consultants (nominated at the beginning of the year)	Adherence to Completion	As agreed
9	Self-learning As agreed, learning new technologies during the year	10.00	Atleast 1 new advanced ABAP technology to be learned. (5 marks) Atleast 1 OPENSAP certification or certification suggested by HBT to be done (5 marks)	Adherence to Completion	As agreed
	Total	100.00			

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