

Key Result Area (KRA)

Employee Code	00631553	Employee Name	Mr. PANKAJ DATTATRAYA GHAWADE	Band	IV
Designation	PROJECT MANAGER	Department	Delivery - Strategic	Project/Location	Nagpur Metro ONM
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	18-10-2024	KRA Approved On	24-10-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change request As per Annual Plan or revised target	10.00	1.1 Change Request: Total Change request + Additional Business : (Include License upsell & License CR)- 1.1.1 Govt : > 15% of Planned Revenue FY (4 Marks) 1.1.2 Pvt : > 30% of Planned Revenue FY (4 Marks) 1.1.3 Pvt:- Every project completed till December 24 should have a CR (2 Marks) Note :- for Every Non - core CR - SF,ARIBA,RPA, Vendex, AI, SAC Planning, Mobile Start, BTP - Process Automation , New Products BTP developments , etc. - 120% of CR value will be considered Floor target 85% and Target 100% and achievement to be calculated in proportion. maximum up to 110% can be achieved	Adherence to Completion	As agreed
2	Project Contribution As per Annual Plan or revised target	25.00	1. Resource Control : To Execute the project with the Budgeted Manpower (Manmonths & Budget) & achieve the Budgeted Contribution Floor: 90% and Target 100%, achievements calculated in proportion	%	Given

REVIEWEE

Name Mr. PANKAJ DATTATRAYA GHAWADE
Date 18-10-2024 08:32:19 PM

REVIEWER

Name Mr. Sadanand Anant Sarmalkar
Date 24-10-2024 12:38:31 PM

FINAL REVIEWER

Name Mr. Anilkumar Sangameshw Jeur
Date 24-10-2024 11:43:35 PM

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3	Collection As per Annual Plan or revised target	25.00	<p>Target1: (15 marks)</p> <p>A. Existing Project/Projects :- Collection should happen on monthly basis as per the Annual Budget along with SAP License A&O</p> <p>B. New Project/Projects :- Collection should happen in the Particular month as per approved project Budget</p> <p>Floor: 90% and Target 100%, achievement calculated in proportion. maximum up to 110% can be achieved</p> <p>Target 2: 1. Overall collection - Current Projects :- for the FY as per Budget (10 Marks)</p> <p>2.2. Overall Collection - New Projects - as per Approved project budget.</p> <p>Floor: 80% and Target 100%, achievement calculated in proportion</p>	Adherence to Completion	As agreed

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4	Projects Delivery Execution	17.50	<p>2.1:Project schedule & governance adherence: (7.5 Marks)</p> <p>1. Number of project Go-Live delivered as per planned date (Tolerance of 1 week) - averaged out as per projects - Planned Vs Actual Floor: 70% and Target 100%, achievements calculated in proportion</p> <p>2.2.1 :- Ensure all trackers during the project execution is maintained, updated & reviewed weekly (5 Marks)</p> <p>2.2.2. Manmonth utilisation in the project as per Budget (2.5 Marks)</p> <p>2.2.3. Monthly Steercom happening in the projects - (1.25 Marks)</p> <p>2.2.4. Contractual compliance for projects - MOM's, signoffs, reports, letters etc. on time. (1.25 Marks)</p>	%	Given
5	Customer Excellence	17.50	<p>3.1: No Negative feedback leading to Loss of new opportunity / CR's . (10 Marks)</p> <p>>=90% of projects implemented can be given as a reference for new opportunities.- 100%</p> <p>between 70 % & 90 % of projects implemented can be given as a reference for new opportunities - 70%</p> <p>< 70% of projects implemented can be given as a reference for new opportunities - NIL</p> <p>3.2 Feedback of customer should be between 4 & 5 (7.5 Marks)</p> <p>Floor target 80% and Target 100% and achievement to be calculated in proportion.</p>	No's	0

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6	Others	5.00	4.1 Self development by the way of Acquiring Knoweldge on New Products / Certifications 4.2 Team development :- Acquiring of Knowledge by Team members on new products / certifications 25% of team members should acquire new Knowledge	Score	As per target
	Total	100.00			

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