Key Result Area (KRA)

Pages 1 of 5

Employee Code 00631170 Employee Name Mr. Venu Kandukuri Band II

DesignationConsultantDepartmentDelivery - PrimeProject/LocationS-F-Artificial Limbs

Manufacturing Corporation Of

India

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

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	A) Implementation:      1.For implementation projects - timely and good quality implementation of SAP at client locations adhering to the project plans.		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	Adherence to Completion	As agreed
	Implementation includes design, configuration, testing, training, 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		- 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	Adherence to Completion	As agreed
	the customer.  3. For other projects - executing the project as per the scope agreed in the contract with the customer.		- 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.	Adherence to Completion	As agreed

REVIEWEE REVIEWER FINAL REVIEWER

Name Mr. Venu Kandukuri Name Mr. KISHORE EDAGALI Name Mr. Niladri Bhusan Harichandan

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Employee Code 00631170	Employee Name	Mr. Venu Kandukuri	Band	П

Key Result Area (KRA)

DesignationConsultantDepartmentDelivery - PrimeProject/LocationS-F-Artificial Limbs

Manufacturing Corporation Of

India

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

				1	
1	A) Implementation:	22.50	- Rating based on qualitative aspects of BPD	Adherence	As agreed
			BPD sign off in 1 iteration -100%	to	
			BPD sign off in 2 iterations - 50%	Completion	
	1 For implementation projects, timely and good		BPD sign off in 3 iterations - 25%	Completion	
	1.For implementation projects - timely and good				
	quality implementation of SAP at client		BPD sign off in > 3 iterations - 0%		
	locations adhering to the project plans.		- FS - Rating Based on feedback from Technical head		
			- Development acceptance by CTM with Less than 5% of variation		
			- UAT (SIT) acceptance by customer		
	Implementation includes design, configuration,		No of issues in module not exceeding >10 - 100%		
	testing, training, correct uploading of Master		No of issues in module from 11-20 - 50%		
	data & Cutover data for smooth functioning		No of issues in module from 21-30 - 25%		
			No of issues in module more than 30 - 0%		
	2. For Post implementation support projects -				
	support to be provided as per the contract with				
	the customer.				
	the customer.				
	3. For other projects - executing the project as				
	per the scope agreed in the contract with the				
	customer.				
	cuscomer.				

REVIEWEE	REVIEWER	FINAL REVIEWER		
Name Mr. Venu Kandukuri	Name Mr. KISHORE EDAGALI	Name Mr. Niladri Bhusan Harichandan		
Date 27-06-2022 01:42:02 PM	Date 27-06-2022 01:54:39 PM	Date 27-06-2022 01:54:39 PM		

Key Result Area (KRA)

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Employee Code 00631170 Employee Name Mr. Venu Kandukuri Band II

DesignationConsultantDepartmentDelivery - PrimeProject/LocationS-F-Artificial Limbs

Manufacturing Corporation Of

India

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

2	2 A) Implementation: Project Governance		No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%=0		>10%=0
	1. Adherence to standard templates- plans, review trackers, reports (weekly, fortnightly,		Deviations on number of instances found should not exceed by>10%	%	>10%=0
	daily etc) on time and as directed by Project manager  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.  3. Overall rating by manger and reviewer.		Rating on a scale of 1 to 5	No's	<4=0
3	A) Implementation: Projects Delivery Execution	7.50	Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100
4	A) Implementation: Project quality improvement	5.00	Quality of deliverables: No escalation from customer on quality of deliverables submitted. Floor 1, Target 0	No's	0

REVIEWEE REVIEWER FINAL REVIEWER

Name Mr. Venu Kandukuri Name Mr. KISHORE EDAGALI Name Mr. Niladri Bhusan Harichandan

Pages 4 of 5

Emp	loyee Code 00631170	Employee Name	Mr. Venu Kandukuri	Band	Ш
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Key Result Area (KRA)

DesignationConsultantDepartmentDelivery - PrimeProject/LocationS-F-Artificial Limbs

Manufacturing Corporation Of

>=4

India

Period	2022-2023	From Date	01-04-2022	To Date	31-03-202	23	
5	A) Implementation: Customer acceptance	7.50	1. No rejection by prospective customer		al	No's	

	Enhancing knowledge on the existing /new product / Domain Knowledge		incompetency during interview / presentation  2. No rejection by customer on deployment to the project  >=4 on a scale of 1to5		
6	B) Support: SLA Adherence	15.00	For support projects acceptance by customer within agreed SLA	Adherence to Completion	As agreed
7	B) Support: Quality of Solutioning	7.50	Acceptance by the client with SLA	Adherence to Completion	As agreed
			Rating by Manager >=4 on a scale of 1 to 5	No's	>=4
			Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%.	%	100

REVIEWEE REVIEWER FINAL REVIEWER

Name Mr. Venu Kandukuri Name Mr. KISHORE EDAGALI Name Mr. Niladri Bhusan Harichandan

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Employee Code 00631170 Employee Name Mr. Venu Kandukuri Band II

Key Result Area (KRA)

DesignationConsultantDepartmentDelivery - PrimeProject/LocationS-F-Artificial Limbs

Manufacturing Corporation Of

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 From Date
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 31-03-2023

8	B) Support: Project Governance  1. Adherence to standard templates- plans, review trackers, reports (weekly, fortnightly, daily etc) on time and as directed by Project manager  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.	7.50	No of times deviations found out each template/ tracker wise during reviews should not exceed by>10%	%	>10%=0
			Deviations on number of instances found should not exceed by>10%	%	>10%=0
i			Rating on a scale of 1 to 5	No's	<4=0
9	B) Support: Projects Delivery execution	7.50	Comprehensive solutioning of all the business processes: Ensure solution fitment meeting customer for enahcnement / new requirement. Floor: 80%, Target 100%.	%	100
10	B) Support: Project quality improvement	5.00	Quality of deliverables: No escalation from customer on quality of deliverables submitted. Floor 1, Target 0	No's	0
11	B) Support: Customer acceptance Enhancing knowledge on the existing /new product / Domain Knowledge	7.50	- No rejection by prospective customer on account of technical incompetency during interview / presentation  - No rejection by customer on deployment to the project	No's	>=4
	Total	100.00			

REVIEWEE REVIEWER FINAL REVIEWER

Name Mr. Venu Kandukuri Name Mr. KISHORE EDAGALI Name Mr. Niladri Bhusan Harichandan