

Key Result Area (KRA)

Employee Code 00630464	Employee Name Mr. Prashant Salvi	Band VI
Designation AGM - SOLUTION ARCHITECT	Department Business Development - Govt.	Project/Location Head Office
Period 2024-2025	From Date 01-04-2024	To Date 31-03-2025
KRA Submittd On 23-10-2024	KRA Approved On 06-11-2024	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order Booked: For Strategic business as per Annual or revised plan (A)	60.00	Quarterly service targets to be achieved as below - Rs. crs for Govt. For Q1 = INR. 2.65 Crs. Q2 = INR. 15.88 Crs. Q3 = INR. 15.88 Crs. Q4 = INR. 10.59 Crs.	Cr	45.00 Crs.
2	Order Booked: For Strategic business as per Annual or revised plan (B)	5.00	The allocated region wise calculation is as: Hit Ratio = (Order won by Highbar) / (Order won + Order loss) The rating (out of 10) will be based on % of hit ratio calculation, e.g. if hit ratio is 70% then rating will be 7. No rating will be allocated for hit ratio below 50%.	%	70%
3	Order Booked: For Strategic business as per Annual or revised plan (C)	5.00	Bid Subission Value yearly : 144 Crs. Bid Submission No.s Yearly: 12 No.s for Govt. Clients	Cr	144 Crs.
4	Creating robust & predictable pipeline	10.00	Develop pipeline for Order Booking. At beginning of each quarter, the pipeline should be 5 time target of current quarter and next quarter i.e. 180 Crs. Nos. of pipeline account in a month 2 nos., and in a year 24 nos.	Cr	180 Crs.

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Prashant Salvi	Name Mr. Joydeep Banerjee	Name Mr. Joydeep Banerjee
Date 23-10-2024 12:26:03 PM	Date 06-11-2024 05:47:14 PM	Date 06-11-2024 05:47:14 PM

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5	Contribution & Collection (A)	15.00	Project Contribution: Project Contribution on estimate to completion basis for Strategic Projects should be $\geq 30\%$ for India Govt Services Assignment, and $\geq 7.5\%$ for License & hardware or minimum 25% all put together. Percentage $\leq 10\%$	%	$\geq 25\%$ for India Govt assignment
6	Contribution & Collection (B)	5.00	Collection: "> 60 days collectibles [Other than o/s c/f from HBTL & HCC Group o/s]" to "Invoice raised for that Quarter other than HCC Group Invoice" $\leq 10\%$ Target 1: 90% of the collection should happen within 60 days from the baseline invoice date. Anything $< 90\%$ value or > 60 days will be considered as nil achievement. Target 2: Overall collection for the FY should be $\geq 80\%$ of the baseline invoice amount. Anything $< 80\%$ will be considered as nil achievement.	%	$\geq 80\%$
	Total	100.00			

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