

Key Result Area (KRA)

Employee Code	00630741	Employee Name	Mr. Snehal Kumbhar	Band	VIII
Designation	Solution Head	Department	Business Development - Pvt.	Project/Location	Head Office - Navi Mumbai (HO)
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 24-06-2022		KRA Approved On 24-06-2022			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net New India as per Annual Plan or revised target	27.50	1.1 Quarterly service targets to be achieved as below - Rs.18.30 crs For Q1 = INR. 03.66 crs Q2 = INR. 05.49 crs Q3 = INR. 05.49 crs Q4 = INR. 03.66 crs (12.5 Marks)	Cr	18.3
			1.2 PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (2.5 Marks)	No's	3
			1.3 Estimated contribution of >=45% (10 Marks)	%	>=45%
			1.4. Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
2	Order booked: Existing Customer-India as per Annual Plan or revised target	15.00	2.1 Quarterly service targets to be achieved as below - Rs.04.70 crs For Q1 = INR. 00.94 crs Q2 = INR. 01.41 crs Q3 = INR. 01.41 crs Q4 = INR. 00.94 crs (10 Marks)	Cr	4.70
			2.2 Estimated contribution of >=45% (2.5 Marks)	%	>=45%

REVIEWEE

Name Mr. Snehal Kumbhar  
Date 24-06-2022 09:19:29 AM

REVIEWER

Name Mr. Upagupta Patnaik  
Date 24-06-2022 12:24:18 PM

FINAL REVIEWER

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2	Order booked: Existing Customer-India as per Annual Plan or revised target	15.00	2.3. Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
3	Order booked: Net New ME as per Annual Plan or revised target	20.00	Order booked: Net New ME as per Annual Plan or revised target For Q1 = INR. 03.68 crs Q2 = INR. 05.52 crs Q3 = INR. 05.52 crs Q4 = INR. 03.68 crs (10 Marks)	Cr	18.4
			3.2 Estimated contribution of >=50% (7.5 Marks)	%	>=50%
			3.3 Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%
4	Order booked: Licence India as per Annual Plan or revised target	10.00	4.1 Quarterly margin amount targets to be achieved as below - Rs.00.90 crs. For Q1 = NIL Q2 = INR. 00.30 crs Q3 = INR. 00.30 crs Q4 = INR. 00.30 crs	Cr	0.90

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5	Order booked: RPA, Mobility, MS Power BI, Customer/ Vendor Portal, VIM  as per Annual Plan or revised target	12.50	5.1 Quarterly service targets to be achieved as below - Rs.05.75 crs . For Q1 = INR. 01.15 crs Q2 = INR. 01.73 crs Q3 = INR. 01.73 crs Q4 = INR. 01.15 crs (5 Marks)	Cr	5
			5.2 PO / Contract signing within 5 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for Global projects. PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (2.5 Marks)	No's	4
			5.3 Estimated contribution of >=40% for India and 45% for other geographies  >=45% for India & 50% Other geog (2.5 Marks)	Adherence to Completion	As agreed
			5.4 Budget should not exceed final effort estimate for 95% of the cases. (2.5 Marks)	%	95%

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6	Special Assignment in Delivery	15.00	6.1: Project contribution and collections to be maintained w.r.t budget As per the approved budget (7.5 Marks)	Adherence to Completion	As agreed
			6.2: Role of SME As per the feedback from Head Delivery (7.5 Marks)	Adherence to Completion	As agreed
	Total	100.00			

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