

Key Result Area (KRA)

Employee Code 00631561	Employee Name Mr. Debtosh Bhattacharjee	Band V
Designation Program Manager	Department Delivery	Project/Location Head Office - Navi Mumbai (HO)
Period 2023-24	From Date 01-04-2023	To Date 31-03-2024
KRA Submittd On 03-02-2024	KRA Approved On 09-02-2024	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change request As per Annual Plan or revised target	15.00	Change Request: Total Change request + Additional Business : Govt : As per Annual Sales plan Pvt : As per Annual Sales plan Floor target 75% and Target 100% and achievement to be calculated in proportion	Cr	Given
2	Project Contribution, Vertical Level contribution	20.00	Project Contribution: Vertical Contribution from Existing Projects (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget) Project Contribution from New / Allocated existing Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion	Cr	Given

REVIEWEE

Name Mr. Debtosh Bhattacharjee
Date 03-02-2024 10:31:39 PM

REVIEWER

Name Mr. Anilkumar Sangameshw Jeur
Date 09-02-2024 03:16:03 PM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 09-02-2024 03:17:15 PM

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3	Collection Target As per Annual Plan or revised target	25.00	Collection: As per target Target1: A. Existing Project :- Collection should happen on monthly basis as per the Project Budget. B. New Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion. Target 2: A. Overall collection - Current Projects :- for the FY as per Budget. B. Overall Collection - New Projects / Allocated Existing projects- as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given

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4	Projects Delivery Execution	15.00	<p>4.1:Project schedule & governance adherence: Number of projects delivered as per planned date (with exception of customer delays subject to the contribution margin to be maintained as per Measure 1.2) Floor: 90% and Target 100%, achievements calculated in proportion Quantity = Number of projects on schedule</p> <p>4.2 :- Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly</p> <p>4.3 :- Contributing in the solutioning of the Key processes</p>	Adherence to Completion	As agreed
5	Customer excellence	25.00	<p>5.1: No Negative feedback leading to Loss of new opportunity / CR's . >=90% of projects implemented can be given as a reference for new opporutnites.- 100% between 70 % & 90 % of projects implemented can be given as a reference for new opportunities - 70% < 70% of projects implemented can be given as a reference for new opportunities - NIL.</p>	No's	0
	Total	100.00			

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