

## Key Result Area (KRA)

<b>Employee Code</b>	00631265	<b>Employee Name</b>	Mr. Hrishikesh Pravin Nikam	<b>Band</b>	II
<b>Designation</b>	Consultant - Technical	<b>Department</b>	Delivery - Strategic	<b>Project/Location</b>	ONGC Videsh AMC - S-T-ONGCVi
<b>Period</b>	2023-2024	<b>From Date</b>	01-04-2023	<b>To Date</b>	31-03-2024
<b>KRA Submittd On</b>	07-06-2023	<b>KRA Approved On</b>	23-06-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>1A. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed</p>	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90
2	<p>1B. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction.</p> <p>1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed.</p>	15.00	<p>Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)</p> <p>Not more than 10% developments done during the year have performance issue reported.(5 marks)</p> <p>In case of changes in existing developments existing functionality of developments should not get impacted (5 marks)</p>	No's	<=10

REVIEWEE		REVIEWER		FINAL REVIEWER	
<b>Name</b>	Mr. Hrishikesh Pravin Nikam	<b>Name</b>	Ms. Purva Prashant Naik	<b>Name</b>	Mr. Sunil Manohar Pachgade
<b>Date</b>	07-06-2023 02:52:40 PM	<b>Date</b>	23-06-2023 10:35:13 AM	<b>Date</b>	23-06-2023 10:38:46 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
3	1C. Quality and timeliness of ABAP Developments  Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction. 1. Timely transport of ABAP developed object to quality and production. 2. No performance issues due to ABAP in the objects developed.	5.00	Customer escalations should be Nil. Feedback by your Project manager & Program manager  <=2 nos = 5 >2 nos = 0	No's	5
4	2. Quality and timeliness of ABAP Developments  Ensure timely resolution of performance issues for the objects developed 1. Take the resolution on priority and make agreed time-plan to sort it out 2. Sort out the performance issue within agreed timelines for pushing it back to production.	20.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed.	Adherence to Completion	As agreed
5	ABAP objects documentation  As agreed, technical documentation to be done for assigned objects.	10.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

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6	Self-learning  As agreed, learning new technologies during the year	20.00	Atleast 1 new advanced ABAP Tecnologies to be learned (10 marks)  Atleast 1 OpenSAP certification or certification suggested by HBT to be done (10 marks)	Adherence to Completion	As agreed
	Total	100.00			

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