

Key Result Area (KRA)

Employee Code	00631358	Employee Name	Mr. Harish Kisan Thakare	Band	V
Designation	Senior Lead - Technical	Department	Technology & Innovation	Project/Location	Nagpur Metro(NMRCL) - S-NMRCL
Period	2023-2024	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	30-05-2023	KRA Approved On	07-06-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>Timeliness and Quality in Application Development & Implementations - I</p> <p>Ensure timely deployments of (non SAP) applications into production server: Timely development of (Non SAP) applications as per business requirements, implementation and institutionalize usage for the same. Some of the areas to be focused are as follows; - OneHR & related modules - Conceptualize, design, implement & institutionalize - Any new Application developments as per business requirements</p>	30.00	1. Adherence to the committed deadlines for the developments & implementation to Production environment.	%	30
2	<p>Timeliness and Quality in Application Development & Implementations - II</p> <p>Ensuring best quality of the applications / modules implemented</p>	15.00	<p>1. Not more than 10% of the objects developed by the section get into iteration after being transported to production environment.</p> <p>2. No Iterations in Developed Programs/ Logic due to programming / quality issues</p>	Adherence to Completion	As agreed

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Harish Kisan Thakare	Name	Mr. Rajesh Govindraya Shanbhag	Name	Mr. Anilkumar Sangameshw Jeur
Date	30-05-2023 05:01:44 PM	Date	06-06-2023 11:14:40 PM	Date	07-06-2023 12:08:17 PM

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3	Timeliness and Quality in Application Development & Implementations - III Maintenance & Support of developed applications: 1. Ensure timely resolution of performance issues for the objects developed 2. Ensure effective Planning & Timely delivery of the additions/ upgradation requirements received from business.	15.00	1. Adherence to agreed timelines for sorting out the performance issues for the objects developed & for the additions/ upgradation requirements received from business.	Adherence to Completion	As agreed
4	Documentation: As agreed ensuring , Delivery Plan and Technical documentation like system requirement study (SRS), Design & Functional Documents, User Manuals to be prepared for assigned objects	15.00	1. Adherence to 90% of technical documentation of identified & assigned objects.	Adherence to Completion	As agreed
5	Team Handling, Grooming and co-ordination - I As agreed, ensure good performance of team members	15.00	1. Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team members (Except deviations due to Change in priorities by business/ management)	Adherence to Completion	As agreed
6	Team Handling, Grooming and co-ordination - II As agreed, ensure team members are groomed with new skills	5.00	1. At least 1 new Skill is learned by at least 1 team member (nominated at the beginning of the year) Team members EDD should be implemented	Adherence to Completion	As agreed

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7	Self-learning As agreed, learning new technologies/ certifications during the year	5.00	1. At least 1 certification suggested by PDTO to be done	Adherence to Completion	As agreed
	Total	100.00			

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