

Key Result Area (KRA)

Employee Code	00631138	Employee Name	Mr. Nassim Akhtar	Band	IV
Designation	Lead - Technical	Department	Delivery - Strategic	Project/Location	Steel Authority of India Limited
Period	2023-24	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	30-06-2023	KRA Approved On	30-06-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	1A. 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	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Nassim Akhtar	Name	Mr. Niladri Bhusan Harichandan	Name	Mr. Kaustav Das
Date	30-06-2023 10:30:11 AM	Date	30-06-2023 10:30:11 AM	Date	30-06-2023 10:30:11 AM

Key Result Area (KRA)

Employee Code 00631138 Employee Name Mr. Nassim Akhtar Band IV

Designation Lead - Technical Department Delivery - Strategic Project/Location Steel Authority of India Limited

Period 2023-24 From Date 01-04-2023 To Date 31-03-2024

KRA Submittd On 30-06-2023 KRA Approved On 30-06-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
2	1B. 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	15.00	Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks) Not more than 10% developments done during the year have performance issue reported. (5 marks) In case of changes in existing developments existing functionality of developments should not get impacted(5 marks)	%	<=10

REVIEWEE Name Mr. Nassim Akhtar Date 30-06-2023 10:30:11 AM	REVIEWER Name Mr. Niladri Bhusan Harichandan Date 30-06-2023 10:30:11 AM	FINAL REVIEWER Name Mr. Kaustav Das Date 30-06-2023 10:30:11 AM
--	---	--

Key Result Area (KRA)

Employee Code	00631138	Employee Name	Mr. Nassim Akhtar	Band	IV
Designation	Lead - Technical	Department	Delivery - Strategic	Project/Location	Steel Authority of India Limited
Period	2023-24	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	30-06-2023	KRA Approved On	30-06-2023		

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. No escalation due to not being able to clarify the technical queries by the client. <=2 nos = 5 >2 nos = 0	No's	0
4	2A. 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.	10.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed	Adherence to Completion	As agreed
5	2B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

REVIEWEE

Name Mr. Nassim Akhtar
Date 30-06-2023 10:30:11 AM

REVIEWER

Name Mr. Niladri Bhusan Harichandan
Date 30-06-2023 10:30:11 AM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 30-06-2023 10:30:11 AM

Key Result Area (KRA)

Employee Code	00631138	Employee Name	Mr. Nassim Akhtar	Band	IV
Designation	Lead - Technical	Department	Delivery - Strategic	Project/Location	Steel Authority of India Limited
Period	2023-24	From Date	01-04-2023	To Date	31-03-2024
KRA Submittd On	30-06-2023	KRA Approved On	30-06-2023		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	2C. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherence to preparing and updating project documents including project deployment sheet with the Project /Program Manager/Technical Lead	%	100
7	3A. Team Handling, Grooming and co-ordination As agreed, ensure good performance of team members	10.00	Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team member	%	10
8	3B. Team Handling, Grooming and co-ordination At least 1 new advacned ABAP Skill is learned by 2 team members (nominated at the beginning of the year) (5 marks) Team members EDD should be implemented (5 marks)	10.00	At least 1 new advacned ABAP Skill is learned by 2 team members (nominated at the beginning of the year) Team members EDD should be implemented	Adherence to Completion	As agreed
9	Self-learning As agreed, learning new technologies during the year	10.00	Atleast 1 new advanced ABAP technology to be learned (5 marks) Atleast 1 OPENSAP certification or certification suggested by PDT0 to be done (5 marks)	Adherence to Completion	As agreed
	Total	100.00			

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Nassim Akhtar	Name Mr. Niladri Bhusan Harichandan	Name Mr. Kaustav Das
Date 30-06-2023 10:30:11 AM	Date 30-06-2023 10:30:11 AM	Date 30-06-2023 10:30:11 AM