

Key Result Area (KRA)

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|----------------------------|------------|----------------------------|-----------------------------|------------------|------------|
| Employee Code | S-020 | Employee Name | Mr. Samvidhan Suresh Sharma | Band | II |
| Designation | Consultant | Department | Delivery - Strategic | Project/Location | Bench(HO) |
| Period | 2022-2023 | From Date | 01-04-2022 | To Date | 31-03-2023 |
| KRA Submittd On 27-06-2022 | | KRA Approved On 27-06-2022 | | | |

| Sr.No | Goal Title | Weightage | Measurement Details | Unit | Quantity |
|-------|---|-----------|--|-------------------------|-----------|
| 1 | Project deliverables Manage the OSO functionalities at the project | 45.00 | Lead the OSO team at Project, get the knowhow of the Digital platform Coordinate with Client, AE & EPC contractors for all strategic meetings on digital platform Understand the digital platform customer accpetance | Adherence to Completion | As agreed |
| | | | Provide data required for preparation of OSO monthly report 'Report to be sent every month | Adherence to Completion | As agreed |
| | | | Ensure that the digital platform is used by all relevant stakeholders & the data is updated regularly Data Entry '90% of modules done - 10 Data entry of 70-90% of module - 5 Date entry of modules less than 70% - Nil | Adherence to Completion | As agreed |

REVIEWEE

Name Mr. Samvidhan Suresh Sharma
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Vijaykumar Patil
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Kaustav Das
Date 27-06-2022 01:54:39 PM

Key Result Area (KRA)

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Designation Consultant Department Delivery - Strategic Project/Location Bench(HO)

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|---|---|-------|---|-------------------------|------------------|
| 1 | Project deliverables Manage the OSO functionalities at the project | 45.00 | Coordinate with all stakeholders to get the data for Synchro - 5D Visualisation. % of the models received as against approved design within 10 days of approval of design > 80% of models - 5 Between 70-80% of models received - 2.5 Less than 70% of models received - Nil | Adherence to Completion | As agreed |
| 2 | Project Governance 1. Adherence to standard templates- plans, review trackers, reports (weekly, fortnightly, daily etc) on time and as directed by Project manager 2. Record of all the meetings , discussions and interactions with customer for all functional and technical points leading to contractual compliance for projects - MOM's, signoffs, reports, letters, mails etc on time. 3. Overall rating by manger and reviewer. | 5.00 | No of times deviations found out each template/ tracker wise during reviews should not exceed by>10% Deviations on number of instances found should not exceed by>10% Rating on a scale of 1 to 5 | % No's | >10% <4=0 |

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| 3 | Projects Delivery execution | 15.00 | Implement a resilient delivery process and best practices for predictability in delivery : Audit Compliance to the processes defined by P&DTO Floor: 80%, Target 100% Comprehensive solutioning of all the business processes: Ensure solution fitment as per best pratice & meeting customer requirement. Floor: 80%, Target 100%. | % | 100 |
| 4 | Project quality improvement | 10.00 | Adherence to Quality parameters : Adherence of quality paramters defined for projects as per guidelines provided by Process & Delivery Transformation office (PDTO) Floor: 80% , Target 100%. | % | 100 |
| 5 | Customer acceptance Enhancing knowledge on the existing /new product / Domain Knowledge | 5.00 | - No rejection by prospective customer on account of technical incompetency during interview / presentation - No rejection by customer on deployment to the project | No's | >=4 |
| 6 | Customer Excellence | 10.00 | CSS score: As defined and result of the CSS survey or outcome of a qualitative survey of the customers, where floor is 4/5 & target is 5/5. | No's | 5 |
| | | | Customer Value creation : % adherence of the value creation points defined & identified for the customer Floor: 80% , Target 100%. | % | 100 |

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| 7 | Self Development | 5.00 | Adherence to plan decided during EDD | Adherence to Completion | As agreed |
| 8 | Additional Assignment Any other assignment given by the Management from time to time | 5.00 | Complete within time and quality with full ownership and taking it to closure. | Adherence to Completion | As agreed |
| | Total | 100.00 | | | |

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