

## Key Result Area (KRA)

Employee Code	00003851	Employee Name	Mr. Ashok Wani	Band	VIII
Designation	JT. VP - HEAD TECHNOLOGY & INNOVATION	Department	Technology & Innovation	Project/Location	Head Office - Navi Mumbai (HO)
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On 22-10-2024		KRA Approved On 30-10-2024			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order book  A. New Products / Technology Sale & Services (Subcon Billing, Vendesk, SAP Migration, SAP Clouds, Hyperscaler Commissions, AI & Jouleetc.)	25.00	1. Acquire Order Book from new products by March'24 <b>Quarterly Breakup</b> Q1 - 0.50 Cr Q2 - 0.50 Cr Q3 - 1.00 Cr Q4 - 1.00 Cr (100% credit for 80% achievement)	Cr	3
2	B. License Sale (SAP Clouds)	10.00	Acquire license sales from SAP Cloud deals by March'24 Q1 -> 02.00 Cr Q2 -> 05.00 Cr Q3 -> 08.00 Cr Q4 -> 02.00 Cr	Cr	17
3	Projects Delivery  A. Technical delivery of New Technology as menyioned above 1) Capacity & Competency Assessment 2) Timely Delivery 3) Create aware on new technologies	25.00	1. Should not be Loss of Opportunity for Capacity & Competency w.r.t New Technologies	%	>=90%
			2. Timely Delivery	Adherence to Completion	As agreed
			3. Create awareness within project teams on new technologies (e.g. SAP new technology (clouds), Microsoft etc.)	% to Completion	90%
4	B. Building New Assets on BTP	20.00	Owner of Building 03 New Assets in BTP in Collaboration with Delivery Team	No's	>=2 Nos

### REVIEWEE

**Name** Mr. Ashok Wani  
**Date** 22-10-2024 04:07:40 PM

### REVIEWER

**Name** Mr. Upagupta Patnaik  
**Date** 26-10-2024 06:04:12 AM

### FINAL REVIEWER

**Name** Mr. Mangesh Dattatray Wadaje  
**Date** 30-10-2024 03:58:04 PM

## Key Result Area (KRA)

**Employee Code** 00003851      **Employee Name** Mr. Ashok Wani      **Band** VIII  
**Designation** JT. VP - HEAD TECHNOLOGY & INNOVATION      **Department** Technology & Innovation      **Project/Location** Head Office - Navi Mumbai (HO)  
**Period** 2024-2025      **From Date** 01-04-2024      **To Date** 31-03-2025

**KRA Submittd On** 22-10-2024      **KRA Approved On** 30-10-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
5	C. SAP Certification, Solutioning & Guidance to Projects  1. HBT Expert & Sale Certification20 2. Critical Developments 3. Customer Escalations 4. New Technology Awareness	20.00	1. Ensure HBT is qualified in Expert Category with necessary Certifications.	% to Completion	100% adherence
			2. Plan & timely delivery of technologies (e.g. SAP new technology (clouds), Microsoft etc.)	No's	As agreed
			3. Customer escalations & provide timely resolutions	%	Critical Slippage <90%
			4. Create awareness within project teams on new technologies (e.g. PowerBI, Mobility, SAP new technology (clouds)- 01 Session in Each Quarter	No's	As agreed
	Total	100.00			

### REVIEWEE

**Name** Mr. Ashok Wani  
**Date** 22-10-2024 04:07:40 PM

### REVIEWER

**Name** Mr. Upagupta Patnaik  
**Date** 26-10-2024 06:04:12 AM

### FINAL REVIEWER

**Name** Mr. Mangesh Dattatray Wadaje  
**Date** 30-10-2024 03:58:04 PM