

Key Result Area (KRA)

Employee Code	00630044	Employee Name	Mr. Raj Patel	Band	V
Designation	Senior Lead - Technical	Department	Technology & Innovation	Project/Location	Head Office - Navi Mumbai (HO)
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 24-06-2022		KRA Approved On 24-06-2022			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Goal 1:Project Implementation, Migration, Support & Audit - I  A. Technical delivery of key accounts 1) Capacity & Competency Assessment 2) Timely Delivery 3) Create aware on new technologies	20.00	1. Capacity, Competency assessment & highlight, if issues	No's	1
			2. Adherence to timely delivery of identified solutions	Adherence to Completion	As agreed
			3. Create awareness within project teams on new technologies (e.g. PowerBI, Mobility, SAP new technology (clouds))	% to Completion	95
2	Goal 1:Project Implementation, Migration, Support & Audit - II  B. Solutioning & Guidance to Projects 1. Critical Developments 2. Customer Escalations 3. Utilization of reusable components	20.00	1. Plan & timely delivery of technologies (Custom Fiori, SAC, Mobility Apps etc.)	Adherence to Completion	As agreed
			2. Customer escalations & provide timely resolutions	Adherence to Completion	As agreed
			3. Create awareness within project teams on new technologies (e.g. PowerBI, Mobility, SAP new technology (clouds))	Adherence to Completion	As agreed
			4. Utilization of resuable components	% to Completion	60

REVIEWEE

Name Mr. Raj Patel  
Date 24-06-2022 12:17:27 PM

REVIEWER

Name Mr. Ashok Wani  
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3	Goal 1:Project Implementation, Migration, Support & Audit - III  C. Implimentation of Non SAP Product (.Net/RPA/IoT) 1) Timely Delivery 2) Quality Of Deployment & Development 3) Documentation, Technical Document, User Manual etc.	10.00	1. Adherence to timely delivery & implementation of product	Adherence to Completion	As agreed
			2. Not more than 10% of the objects developed get into iteration after being moved to live	Adherence to Completion	As agreed
			3. Adherence to 90% of technical documentation, user manual	Adherence to Completion	As agreed
4	Goal 2 : Projects Delivery execution - I	5.00	1. Implement a resilient delivery process and best practices for predictability in delivery : Audit Compliance to the processes defined under standard template Floor: 80%, Target 100%	Adherence to Completion	As agreed
5	Goal 2 : Projects Delivery execution - II	5.00	2. Work with WFM & COE for effective management of resources & build competency for better Delivery Capabilities: Planned Vs actual (qualitative/quantitative ) measure by WFM & COE  Floor: 80%, Target 100%	Adherence to Completion	As agreed
6	Goal 2 : Projects Delivery execution - III	5.00	3. Contributing in solutioning of the key processes: Ensure solution fitment as per best practice & meeting customer requirement. Floor: 80%, Target 100%.	Adherence to Completion	As agreed

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7	Goal 3 : Documentation  As agreed ensuring , Delivery Plan and Technical documentation,Design Documents, User Manuals etc. to be prepared for assigned objects	10.00	1. Adherence to 90% of technical documentation of identified & assigned objects.	Adherence to Completion	As agreed
8	Goal 4 : Team Handling, Grooming and co-ordination	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
9	Goal 5 : Employee development & Retention  1. Critical hiring 2. Retention 3. Number of training day	10.00	1. Identifying critical positions and hire / deploy on-time  2. Mentor Team / and engage with identified talent  3. Ensure the actions of Employ development program for team	Adherence to Completion	As agreed
	Total	100.00			

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