

Key Result Area (KRA)

Employee Code	00631246	Employee Name	Mr. Harshad Sureshrao Dhande	Band	III
Designation	Senior Software Engineer	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 20-07-2022		KRA Approved On		20-07-2022	

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Timeliness and Quality in Application Development & Implementations - I 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	30.00	1. Adherence to the committed deadlines for the developments & implementation to Production environment.	%	30
2	Timeliness and Quality in Application Development & Implementations - II Ensuring best quality of the applications / modules implemented	15.00	1. Not more than 10% of the objects developed by the section get into iteration after being transported to production environment. 2. No Iterations in Developed Programs/ Logic due to programming / quality issues	Adherence to Completion	As agreed

REVIEWEE

Name Mr. Harshad Sureshrao Dhande
Date 20-07-2022 11:35:11 AM

REVIEWER

Name Mr. Sadanand A Sarmalkar
Date 20-07-2022 11:36:11 AM

FINAL REVIEWER

Name Mr. Ashok Wani
Date 20-07-2022 11:36:11 AM

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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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