

## Key Result Area (KRA)

Employee Code 00002082 Employee Name Mr. Anilkumar Sangameshw Jeur Band VIII

Designation Head - Delivery Department Process Delivery & Transformation Office Project/Location Head Office

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

KRA Submittd On 15-08-2023 KRA Approved On 15-08-2023

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change Request (CR)	20.00	1.1 Govt: As per Annual CR Target - 14 Crs. (7.5 marks) Floor target 85% and Target 100% and achievement to be calculated in proportion	Cr	14
	Change Request: Total Change request + Additional Business:		1.2 Pvt: As per Annual CR Target - 10.6 Crs. (10 Marks) Floor target 85% and Target 100% and achievement to be calculated in proportion	Cr	10.6
			1.3 Pvt:- Every project completed till december should have a CR (2.5 Marks)	Cr	Target
2	Project Contribution	20.00	Vertical Contribution from Existing Projects in INR 27.21 Crs. (as per revenue & expenses considered in approved annual budget & excluding CRs other than considered in Budget & Excluding License C&S revenue) Project Contribution from New Projects - As per Approved Budget Floor: 90% and Target 100%, achievements calculated in proportion	%	Agreed
3	Collection  As per target	25.00	Target1: (15 Marks) A. Existing Project/Projects: Collection should happen on monthly basis as per the Annual Budget along with SAP License A&O B. New Project/Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion. maximum up to 110% can be achieved	Cr	Given

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Anilkumar Sangameshw Jeur	Name Mr. Upagupta Patnaik	Name Mr. Upagupta Patnaik
Date 15-08-2023 10:30:11 AM	Date 15-08-2023 10:30:11 AM	Date 15-08-2023 10:30:11 AM

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3	Collection As per target	25.00	Target 2: (10 Marks) A. Overall collection - Current Projects: For the FY as per Budget - INR 129.81 Cr. B. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given
4	Projects Delivery Execution	15.00	Project schedule & governance adherence: (10 marks) A. Number of projects Go-Live delivered as per planned date - averaged out as per projects - Planned Vs Actual Floor: 70% and Target 100%, achievements calculated in proportion	%	Given
			Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly (5 Marks) A. Man-month utilization in the project as per Budget B. Monthly Steercom happening in the projects.	%	Given
5	Customer excellence	20.00	No Negative feedback leading to Loss of new opportunity / CR's. >=90% of projects implemented can be given as a reference for new opportunities. - 100% between 70 % & 90 % of projects implemented can be given as a reference for new opportunities - 70% < 70% of projects implemented can be given as a reference for new opportunities - NIL. Quantity = Number of projects on schedule	No's	Given

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Name Mr. Anilkumar Sangameshw Jeur	Name Mr. Upagupta Patnaik	Name Mr. Upagupta Patnaik
Date 15-08-2023 10:30:11 AM	Date 15-08-2023 10:30:11 AM	Date 15-08-2023 10:30:11 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
	Total	100.00			

<b>REVIEWEE</b> <b>Name</b> Mr. Anilkumar Sangameshw Jeur <b>Date</b> 15-08-2023 10:30:11 AM	<b>REVIEWER</b> <b>Name</b> Mr. Upagupta Patnaik <b>Date</b> 15-08-2023 10:30:11 AM	<b>FINAL REVIEWER</b> <b>Name</b> Mr. Upagupta Patnaik <b>Date</b> 15-08-2023 10:30:11 AM
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