

Key Result Area (KRA)

Employee Code	00630828	Employee Name	Mr. Vijay Mahajan	Band	III
Designation	Senior Consultant - Technical	Department	Delivery	Project/Location	Easa Saleh Al Gurg Group (ESAG)
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	18-07-2024	KRA Approved On	29-07-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	<p>1A. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	30.00	Adherence to 90% of the committed deadlines for the developments (transport to Quality as well as transport to production)	%	90
2	<p>1B. Quality and timeliness of ABAP Developments</p> <p>Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction.</p> <p>1. Timely transport of ABAP developed object to quality and production</p> <p>2. No performance issues due to ABAP in the objects developed</p>	15.00	<p>Not more than 10% of the objects developed by the section get into iteration after being transported to production. (5 marks)</p> <p>Not more than 10% developments done during the year have performance issue reported. (5 marks)</p> <p>In case of changes in existing developments existing functionality of developments should not get impacted(5 marks)</p>	%	<=10

REVIEWEE

Name Mr. Vijay Mahajan
Date 18-07-2024 03:55:05 PM

REVIEWER

Name Mr. Chirag Ashokkumar Shah
Date 19-07-2024 05:17:54 PM

FINAL REVIEWER

Name Mr. Anilkumar Sangameshw Jeur
Date 29-07-2024 07:34:29 AM

Key Result Area (KRA)

Employee Code	00630828	Employee Name	Mr. Vijay Mahajan	Band	III
Designation	Senior Consultant - Technical	Department	Delivery	Project/Location	Easa Saleh Al Gurg Group (ESAG)
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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
3	1C. Quality and timeliness of ABAP Developments Ensure timely deployment of ABAP developments into production server and the quality of the same to be very high with customer satisfaction 1. Timely transport of ABAP developed object to quality and production 2. No performance issues due to ABAP in the objects developed	5.00	Customer escalations should be Nil. Feedback by your Project manager & Program manager. No escalation due to not being able to clarify the technical queries by the client .<=2 nos = 5 >2 nos = 0	No's	0
4	2. Quality and timeliness of ABAP Developments Ensure timely resolution of performance issues for the objects developed . 1. Take the resolution on priority and make agreed time-plan to sort it out. 2. Sort out the performance issue within agreed timelines for pushing it back to production.	10.00	Adherence to agreed timelines for sorting out the performance issues for the objects developed	Adherence to Completion	As agreed
5	3A. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects	5.00	Adherence to 80% of technical documentation of identified & assigned objects.	%	80

REVIEWEE		REVIEWER		FINAL REVIEWER	
Name	Mr. Vijay Mahajan	Name	Mr. Chirag Ashokkumar Shah	Name	Mr. Anilkumar Sangameshw Jeur
Date	18-07-2024 03:55:05 PM	Date	19-07-2024 05:17:54 PM	Date	29-07-2024 07:34:29 AM

Key Result Area (KRA)

Employee Code 00630828 Employee Name Mr. Vijay Mahajan Band III

Designation Senior Consultant - Technical Department Delivery Project/Location Easa Saleh Al Gurg Group (ESAG)

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 18-07-2024 KRA Approved On 29-07-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	3B. Documentation and planning As agreed, Delivery Plan and Technical documentation to be done for assigned objects.	5.00	Adherance to preparing,updating and sharing delivery plan of 100% of objects with the Project Manage	%	100
7	4A. Team Handling, Grooming and co-ordination As agreed, ensure good performance of team members	10.00	Not more than 10% of developments in a project should be delayed as per the estimated timelines by the team members	%	10
8	4B. Team Handling, Grooming and co-ordination As agreed, ensure team members are groomed with new skills	10.00	At least 1 new advacned ABAP Skill is learned by 2 junior consultants (nominated at the beginning of the year)	Adherence to Completion	As agreed
9	Self-learning As agreed, learning new technologies during the year	10.00	Atleast 1 new advanced ABAP technology to be learned. (5 marks) Atleast 1 OPENSAP certification or certification suggested by HBT to be done (5 marks)	Adherence to Completion	As agreed
	Total	100.00			

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