

Key Result Area (KRA)

Employee Code	00631351	Employee Name	Mr. Rishi Kant Kumar	Band	V
Designation	Senior Consulting Manager	Department	Delivery - Strategic	Project/Location	City and Industrial Development Corporation of Maharashtra Limited - S-CIDCO
Period	2023-24	From Date	01-04-2023	To Date	31-03-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change Request Expanding scope & executing Change Request: As per Annual Plan or revised target	10.00	Total Change request + Additional Business : Govt : As per Annual Sales plan - 1.62 Cr Pvt : As per Annual Sales plan Floor target 75% and Target 100% and achievement to be calculated in proportion.	Cr	1.62
2	Project Contribution, Vertical Level contribution As per Annual Plan or revised target	15.00	Project Contribution: Resource Control To Execute the project with the Budgeted Manpower (Manmonths & Budget) Floor: 90% and Target 100%, achievements calculated in proportion. Quantity= >=37% for India Govt, >=45% for India Private, >=55% for Overseas Assignments	%	Given
3	Collection : As per Target	25.00	Target1: A. Existing Project :- Collection should happen on monthly basis as per the Project Budget. B. New Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion. Target 2: A. Overall collection - Current Projects :- for the FY as per Budget for the project - 5.48Cr. B. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion	Cr	Given

REVIEWEE

Name Mr. Rishi Kant Kumar
Date 13-08-2023 07:34:16 PM

REVIEWER

Name Mr. Rajesh Govindraya Shanbhag
Date 25-08-2023 08:36:44 PM

FINAL REVIEWER

Name Mr. Anilkumar Sangameshw Jeur
Date 09-09-2023 12:26:50 AM

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Employee Code 00631351 Employee Name Mr. Rishi Kant Kumar Band V

Designation Senior Consulting Manager Department Delivery - Strategic Project/Location City and Industrial Development Corporation of Maharashtra Limited - S-CIDCO

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

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
4	Projects Delivery execution	30.00	<p>4.1:Project schedule adherence: Number of projects delivered as per planned date (with exception of customer delays subject to the contribution margin to be maintained as per Measure 1.2) - (10 Marks) Floor: 90% and Target 100%, achievements calculated in proportion</p> <p>4.2 :- Ensure that all the tracker during the project execution is maintained, updated & reviewed weekly - (10 Marks)</p> <p>4.3: Contributing in solutioning of the key processes: No delay in the project due to solution gap - (10 marks)</p>	%	Given
5	Customer Excellence	20.00	<p>5.1: No Negative feedback leading to Loss of new opportunity / CR's . >=90% of projects implemented can be given as a reference for new opporutnites.- 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.</p>	No's	0
	Total	100.00			

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