

Key Result Area (KRA)

Employee Code	00630726	Employee Name	Mr. Vijay Nateshwar Chavan	Band	IV
Designation	Manager - Business Development	Department	Business Development - Pvt.	Project/Location	Head Office
Period	2022-2023	From Date	01-04-2022	To Date	31-03-2023
KRA Submittd On 27-06-2022		KRA Approved On 27-06-2022			

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net new Existing Services - India - West as per Annual Plan or revised target	35.00	1.1 Quarterly service targets to be achieved as below - Rs.05.60 crs For Q1 = INR. 01.12 crs Q2 = INR. 01.68 crs Q3 = INR. 01.68 crs Q4 = INR. 01.12 crs (20 Marks)	Cr	5.6
			1.2 PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (5 Marks)	No's	3
			1.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (5 Marks)	No's	>=2.5
			1.4 Estimated contribution (5 Marks)	%	>=45%
2	Order booked: Existing Customer-India - West as per Annual Plan or revised target	10.00	2.1 Quarterly service targets to be achieved as below - Rs.01.80 crs For Q1 = INR. 00.36 crs Q2 = INR. 00.54 crs Q3 = INR. 00.54 crs Q4 = INR. 00.36 crs (5 Marks)	Cr	1.8

REVIEWEE

Name Mr. Vijay Nateshwar Chavan
Date 27-06-2022 01:42:02 PM

REVIEWER

Name Mr. Upagupta Patnaik
Date 27-06-2022 01:54:39 PM

FINAL REVIEWER

Name Mr. Upagupta Patnaik
Date 27-06-2022 01:54:39 PM

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2	Order booked: Existing Customer-India - West as per Annual Plan or revised target	10.00	2.2 PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (2.5 Marks)	No's	3
			2.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (2.5 Marks)	No's	>2.5
3	Order booked: License India - West as per Annual Plan or revised target	10.00	3.1 Quarterly margin amount targets to be achieved as below - Rs.00.45 crs. For Q1 = NIL Q2 = INR. 00.15 crs Q3 = INR. 00.15 crs Q4 = INR. 00.15 crs	Cr	0.45
4	Order booked: Net new Existing Services - Middle East as per Annual Plan or revised target	25.00	1.1 Quarterly service targets to be achieved as below @30% of Total Traget- Rs.05.52 crs For Q1 = INR. 01.10 crs Q2 = INR. 01.66 crs Q3 = INR. 01.10 crs Q4 = INR. 01.66 crs (10 Marks)	Cr	5.52

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Designation Manager - Business Development Department Business Development - Pvt. Project/Location Head Office

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4	Order booked: Net new Existing Services - Middle East as per Annual Plan or revised target	25.00	1.2 PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects. (5 Marks)	No's	4
			1.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (5 Marks)	No's	>=2.5
			1.4 Estimated contribution (5 Marks)	%	>=50%
5	Order booked: RPA, MS Power BI, Mobility, Customer/ Vendor Portal, VIM in India - West	12.50	4.1 Quarterly service targets to be achieved as below - Rs.01.55 crs . For Q1 = INR. 00.31 crs Q2 = INR. 00.47 crs Q3 = INR. 00.47 crs Q4 = INR. 00.31 crs (7.5 Marks)	Cr	1.55
			4.2 PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier. (2.5 Marks)	No's	4
			4.3 Have a predictable pipeline supporting sales forecast for the quarter w.r.t quarterly targets (2.5 Marks)	No's	>=2.5

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6	Customer Excellence	7.50	4.1 No Loss of Net New accounts on account of non favorable reference from Existing customers.	No's	<=10
	Total	100.00			

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